



Hardenhuish School
A High Performing Academy

Candidate Information



Teacher of Physical Education

Full-time maternity cover

Closing Date: 8.30am on Thursday 4th June 2026



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Dear Candidate

Thank you for your interest in Hardenhuish School and our vacancy for a full-time **Teacher of Physical Education on a maternity contract basis** starting 1st September 2026.

We wish to appoint a highly motivated and enthusiastic teacher to join our vibrant team of talented colleagues. We are seeking a skilled teacher with excellent subject knowledge of a more traditional, games-based PE curriculum, as well as someone who is keen to broaden the PE experience of our students by offering alternative and less traditional learning opportunities, such as rock climbing and trampolining.

The successful candidate will be required to teach across all key stages and will be committed to helping pupils maximise their potential. Applications are welcomed from both experienced teachers and Early Career Teachers.

After reading the supporting job description, I hope you pursue an application for this exciting and rewarding role. Please send your completed application and equal opportunities forms to our Recruitment Manager, Becky Dunn, at hr@hardenhuish.wilts.sch.uk.

Hardenhuish School is committed to safeguarding and protecting the welfare of children and young people and, as such, has robust safeguarding policies and procedures. We expect all staff and volunteers to share this commitment and our application pack includes the School's Safeguarding Child Protection Policy with Handbook.

Please note, shortlisted applicants will be expected to respond appropriately to safeguarding questions at interview and the successful candidate will be required to complete an enhanced DBS disclosure.

The closing date for this post is **8.30am on Thursday 4th June 2026** and interviews will be arranged with shortlisted candidates on an individual basis. If you wish to discuss this vacancy or the interview process please contact Becky Dunn, Recruitment Manager via her email address rad@hardenhuish.wilts.sch.uk. Unfortunately, due to the high response rate that we receive for posts such as these, we are unable to offer feedback on individual applications which are not shortlisted for interview.

Thank you again for your interest in Hardenhuish School and I hope you will pursue your application.

Yours sincerely

Lisa Percy

Lisa Percy
Headteacher



Hardenhuish School is an 11-18 co-educational comprehensive school set in the magnificent parkland of the former Hardenhuish Manor and Chippenham Grammar School. We enjoy an outstanding reputation locally and nationally. At Hardenhuish we put children at the centre of all we do: we believe in a three-way partnership with the school, home and the individual, ensuring that each and every young person is 'inspired to learn, supported to succeed'.



Physical Education Departmental Profile

The Physical Education Department consists of five full-time and three part-time teachers. This is a vibrant and cohesive team who are progressive in their pedagogy, passionate about their subjects and enthusiastic about innovation and providing our students with the best possible learning experience.

The team is a group of experienced, subject specialists, who are passionate about teaching PE and embrace new approaches to the delivery of the curriculum. This is an exciting time to be joining the department, we have recently invested in a state of the art fitness suite as well as auto belay devices on our climbing wall. This allows us to teach PE in a modern way that meets the demands of our students and provides them with the best possible experience. The team has a collaborative approach to lesson planning and creating teaching and learning resources, and work in environment where new ideas are always welcome.

The Faculty take an active interest in the sporting development of pupils both in and out of lessons, which continues to enhance the reputation of the department as an approachable and knowledgeable team.

The Facilities

The school's magnificent grounds provide the opportunity to promote a strong reputation within the county in team sports. Depending on the time of year there are;

- Three full size rugby/football pitches
- Two 9 a side football pitches
- Four sets of teaching grids
- 5 Rounders Pitches

- 3 Softball Pitches
- 400m Running Track
- Fully equipped Sports Hall
- Fully equipped Fitness suite
- Fully equipped 30x20m indoor climbing wall with 16 pitches and 10 auto belay devices.
- Four Trampolines for use in the sports hall
- Six netball courts
- Pickleball courts
- One onsite and two offsite orienteering courses

The department is very well resourced in terms of teaching resources and also has its own TV units in indoor teaching spaces and laptop computers.

Teaching, Learning and the Curriculum

The PE Department work hard to establish high expectations of effort and behaviour and strive to ensure our pupils and students make progress, develop teamwork and leadership skills and gain a life-long passion for sport and exercise. Lessons are planned within a consistent framework but professional autonomy is encouraged which provides our teachers the freedom to try new ideas and initiatives that can enhance the quality of pupils' experiences and achievements. This teacher autonomy is encouraged and we are fortunate enough to work in a school where excellent student behaviour allows us to experiment and try different ideas.

Key Stage 3

We have a modern KS3 curriculum which places the needs and experience of all pupils at the very heart of what we offer. Students are taught in both mixed ability groups and streamlined groups depending on the nature of the activity being taught. The ME in PE assessment model is used to offer all students the chance to succeed within physical education rather assessing students solely on sporting ability. As a department we place student voice at the heart of what we do and are continually looking to improve our curriculum offer. Please see the separate Curriculum information sheet for a more in depth explanation of our KS3 curriculum. A Level 1 qualification in Sports Leadership is also offered to students as an option in Year 9.

Key Stage 4

At Key Stage 4 we offer two courses as part of the Options Process in Year 9. These are OCR GCSE PE and an OCR Cambridge National in Sports Studies. Pupils are guided onto the most appropriate pathway for them, based on their academic profile. In addition, all pupils engage in Core PE lessons. In Years 10 and 11 the core PE curriculum retains its breadth as pupils continue to be able to access traditional sports alongside more alternative sports such as trampolining and climbing. The emphasis of these lessons continues to focus on meeting the changing needs of all of our pupils and aims to prepare all of our students to leave us at the end of Year 11 with a love of physical activity and the knowledge required to lead an active and healthy lifestyle. KS4 students take part in a weekly options programme which allows them to take further ownership of the school PE experience further preparing them for life at post 16.

Key Stage 5

At Key Stage 5 we offer the OCR A Level in Physical Education. We also offer a Level 3 Sports Leadership Qualification to students in year 12.

Extra-curricular

Extra-curricular activities are a real strength of the school and something which all members of the teaching team are committed to providing. Our emphasis within our extra-curricular is very much aimed at mass participation and providing students with as many opportunities as possible. PE clubs are very well attended on a weekly basis across the year. The school has successful competitive sports

teams in all year groups with several teams earning district and county honours.

The school also has a tradition of offering cultural experiences both at home and abroad. Within PE these include annual visits to Twickenham for internationals rugby games



The Vacancy

We welcome applications from candidates with a flair for the subject who are competent in all aspects of Physical Education and who can act as positive role models for both pupils and staff. The successful candidate must be able to work equally well with both less able and more able pupils to achieve high standards of performance. The ability to motivate and encourage maximum participation will be important.

The person appointed will be required to teach across the age and ability range in all traditional team sports, as well as being willing to gain qualifications to teach trampolining and climbing, which will be supported by the school. Hardenhuish currently offers GCSE PE and A Level PE. Evidence of external coaching awards will be viewed favourably. We are a busy department both during and after the school day. The ability and commitment to contribute to the extensive extra-curricular offer at Hardenhuish is a crucial part of this role.

The successful candidate will be expected to deliver outstanding and innovative teaching and to be fully participative in the extra-curricular programme.

Applications Procedure

If you feel that you would like to join this thriving department and that you can offer what we are seeking, please complete the application form and submit a supporting letter. As part of this, please include the following:

1. Your relevant experience and achievements.
2. How you would increase the progress and engagement of all pupils in Physical Education.

The closing date for this post is **8:30am on 4 June 2026**, and interviews will be held within two weeks of the closing date. If you wish to discuss this vacancy or the interview process, please contact Becky Dunn, Recruitment Manager, at rad@hardenhuish.wilts.sch.uk.



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Job Description

Introduction	
Name of post holder	
Post title	Teacher of Physical Education - Maternity contract
Start date	1 September 2026
Working time	Full -time
DBS disclosure	Enhanced level
Post Purpose	<p>To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils and to support a designated curriculum area.</p> <p>To monitor and support the overall progress and development of pupils as a teacher.</p> <p>To facilitate and encourage the learning experience which provides pupils with the opportunity to achieve their individual potential.</p> <p>To contribute to raising standards of pupil attainment, including closing the gap for SPIGS.</p> <p>To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.</p>
Why this post is important	<p>You have a key role in the development of the young people in this school. By implementing, delivering and monitoring a broad and balanced curriculum which meets the needs of individual students, you help those students to reach their full potential as learners. By providing those young people with opportunities for personal, spiritual and academic growth you contribute to the development of students who can make a valuable contribution to the wider community.</p>
Line Manager	Curriculum Leader or Second in Curriculum Area.
Liaising with	The Leadership Team, teaching/support staff, external agencies, parents.
Responsible for	The provision of the full learning experience and support for pupils.

Operational/Strategic Planning

Your responsibilities include...	Where practice is excellent you might...
Planning and preparing courses and lessons. (4)	Share generic lesson planning strategies with colleagues in your area and other curriculum areas.
Assisting in the development of appropriate syllabuses/specifications, resources, schemes of work, and teaching strategies within the curriculum area. (2, 4, 5)	Take responsibility for developing a fully resourced, differentiated scheme of work which can be used by the other members of your team. Plan for the effective use of support staff including Teaching Assistants (TAs).
Contributing to the curriculum area's development plan and its implementation. (8)	Attend exam board INSET and develop curriculum provision for your subject based on the training received. Take responsibility for the planning, implementation, review and refinement of one aspect of your Curriculum LTSEF. Participate in cross curricular area working party to develop practice. Develop a process to elicit feedback from pupils/students and implement changes to the curriculum based on the results.
Contributing to the whole school's planning activities. (8)	Lead training in meetings or with colleagues in other curriculum areas, explaining how you make use of data to inform your planning.
Taking responsibility for the identification of Special Interest Group (SPIG) pupils/students and monitor their progress. (5)	Support learners identified as being in SPIGs, e.g. share materials which focus on challenging Able, Gifted and Talented pupils/students by developing higher order thinking skills and which support pupils/students with Special Educational Needs by 'scaffolding' their learning in order to raise achievement. Create and share specific opportunities for pupils/students to understand and develop multiple intelligences. Create and resource a strategy for a Key Stage which develops the pupils'/students' 'learning to learn' skills in your curriculum area.

Assessment

Your responsibilities include...	Where practice is excellent you might...
Assessing pupils'/students' work as required by internal procedures and external bodies. Providing written and verbal feedback to pupils/students which offers clear paths for improvement and provides high expectations and a sense of self-worth for those you teach. (6)	Develop a system of Assessment for Learning for your subject and share it with your colleagues. Contribute to the development of assessment across the school by presenting your ideas to colleagues via TeachMeets.
Developing pupils'/students' ability to self and peer assess. (6)	Develop systems which empower pupils/students to assess their own work and set themselves meaningful learning targets.

Assessment cont.

Your responsibilities include...	Where practice is excellent you might...
Recording and reporting on the attendance, progress, development and attainment of pupils/students and keeping clear accessible records in line with school practice. (6)	Create a resource which can be used by colleagues in your curriculum area to improve the quality of their record keeping.
Providing high quality written and verbal assessments, references and reports relating to individuals and groups of pupils/students. (6)	Lead training at curriculum area and school level to improve the quality of reporting. Create a comment bank of key phrases and terminology for your curriculum area for use by new and non-specialist teaching staff.

Teaching

Your responsibilities include...	Where practice is excellent you might...
Teaching pupils/students according to their educational needs, including the marking and setting of pupil/student work. (5)	Support colleagues in differentiating materials.
Assessing the progress, development and attainment of pupils/students and keeping records. (6)	Lead colleagues in the development of tracking learner progress.
Providing, or contributing to, oral and written assessments, progress checks, reports and references relating to individual and groups of pupils/students. (6)	Support new colleagues at parents' evenings and/or lead training on writing and completing reports.
Undertaking a designated programme of teaching. (1, 4, 5)	Observe others and contribute to the coaching of colleagues in improving their teaching.
Ensuring high quality learning experience for pupils/students, which meet internal and external quality standards. (1, 2, 3, 4, 5)	Take responsibility for one of these strands within your subject area and develop a range of resources and model lesson plans which embed these initiatives and the school's ethos.
Preparing and up-dating subject materials. (3, 4, 5)	Update and revise materials to ensure relevance to young people.
Using a variety of delivery methods, which will stimulate learning. (1)	Develop a bank of model lesson plans which demonstrate how the school's values can be integrated into your subject area.
Maintaining discipline in accordance with the school policy and encouraging punctuality, behaviour, standards of work and homework. (1, 7)	Offer to support new or inexperienced staff with classroom management either by acting as receiving teacher or peer observing them with a focus on discipline. Review the quality of homework within your curriculum area and work with your team to improve it.
Undertaking assessment of pupils/students as requested by external examination bodies and school procedures. (6)	Lead colleagues in their understanding of external examinations and ensure that experience and good practice are shared.
Marking, grading and giving written/verbal and diagnostic feedback as required in accordance with school practice. (6)	Collate and manage the collection of data within the curriculum area to monitor progress.

Tutor	
Your responsibilities include...	Where practice is excellent you might...
Tutoring, getting to know your tutees with a holistic overview. (8)	Know your tutees really well, by being friendly and professional. Support new colleagues in developing their style of tutoring.
Promoting the progress and well-being of individual pupils/students and the tutor group. (6, 8)	Lead assembly and contribute to the writing of tutor period activities.
Liaising with the Learning Manager, Pastoral Team and other colleagues over issues with individuals and within the wider tutor group. (8)	Contribute to Team Around the Child/Common Assessment Framework/Personal Education Plan meetings of pupils/students in tutor group.
Registering pupils/students and encouraging their attendance and participation in school life. (7, 8)	Support Attendance Officer in monitoring attendance of tutor group.
Communicating with parents after liaising with the appropriate staff. (8)	Support new colleagues by encouraging contact with parents. Contribute to Parent Forums.
Preparing for and meeting with parents and tutees on Personalising Learning Day (PLD). (8)	Act as the lynch pin in three way communication between parents, pupils and the school.
Writing the annual report for tutees. (8)	Collect relevant personal information about tutees in a systematic way to write individual, informed reports of high quality to facilitate pupils'/students' improvement.
Development	
Your responsibilities include...	Where practice is excellent you might...
Taking responsibility for your professional development by engaging actively in the appraisal process. Reviewing your progress from the previous year and setting meaningful targets with clear outcomes which benefit pupils/students and meet your own professional development needs. (8)	Set yourself challenging targets with ambitious outcomes which impact on the pupils/students you teach and, on the pupils, /students taught by other members of your curriculum team. Develop your skills by volunteering to take responsibility for an aspect of school life which falls outside your current remit.
Assisting in the process of curriculum development to ensure continued relevance of provision to meet pupils'/students' needs and syllabus requirements. (5) Taking an active role in the shaping, implementation and review of the curriculum area LTSEF. (5, 8)	Assist your Curriculum Leader or Second in the process of curriculum area monitoring to gauge pupil/student views on your subject. Offer to take responsibility for the implementation, review and refining of one aspect of the Curriculum LTSEF.

Making a contribution to whole school INSET and planning activities. Contributing to cross-curricular and school wide developments and initiatives. (8)	<p>Lead a whole school INSET on an area of particular strength. Work with teachers from other schools to share good practice and implement what you have learnt.</p> <p>Lead on a Cross-Curricular Day activity. Lead an Activities Day experience.</p> <p>Identify a gap in the provision of extra-curricular activities and organise an activity to fill the opening.</p>
Communication	
Your responsibilities include...	Where practice is excellent you might...
Communicating effectively with parents. (8)	Compile individual pupil/student action plans for parents/carers at PCEs/PSCEs.
Following agreed policies for communications in the school. (8)	Contribute to the evaluation and development of communication systems within the school.
Playing a full part in Open Evenings, Parents' Evenings and PLDs. (8)	Model expectations to newer members of staff.
Other Specific Duties	
Your responsibilities include...	Where practice is excellent you might...
Promoting school policies. (1-8)	Support new colleagues in developing their understanding of school policies.
Complying with the school's Health and Safety policy. (1, 7, 8)	Take responsibility for one aspect of Health and Safety: for example, the risk assessment and attendant paperwork for a field trip in your subject area.
Undertaking any other duty as specified by School Teachers' Pay and Conditions Document not mentioned in the above. (1-8)	
Complying with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. (1-8)	
Improving Standards	
Your responsibilities include...	Where practice is excellent you might...
Evaluating your teaching to ensure that you meet the agreed Teachers' Standards in respect of preparation, delivery and assessment. Modifying and improving your practice where appropriate. (1-8)	Peer coach a colleague in your department, focussing on developing standards. Work with your Curriculum Leader or Second develop clear curriculum area criteria for preparation, delivery and assessment.
Contributing to the process of monitoring and evaluating your curriculum area in line with agreed standards and performance criteria, including methods of teaching and schemes of work. (1 – 8)	Develop model lesson plans, resources and schemes of work to exemplify the agreed standards within your curriculum area and share them with colleagues.

Participating in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school. (1- 8)

Take an active role in establishing clusters of colleagues in curriculum and pastoral roles to review the functions and organisation of these parts of the school.

What sort of support can you expect?

The Curriculum Leader or Second in your Curriculum Area will give you clear guidance on the standards of planning, assessment and delivery at least once a year. They should also be able to suggest colleagues to peer coach in your department and a possible focus for model lesson plans. Your LT line manager will be able to suggest ways that you can become involved in participating in improving standards at a whole school level.

Management of Resources ... You will be expected to

Contribute to the process of ordering and allocating materials and equipment.

Assist the Curriculum Leader to identify resource needs and to contribute to the efficient/effective use of resources to the benefit of the pupils/students and department.

Safeguarding children, young people and vulnerable adults

Hardenhuish School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified and you may be asked to carry out additional responsibilities by your Curriculum Leader or LT.

Signatures

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition

This job description is current at the date below but will be reviewed on an annual basis and following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade.

Signed.....
(Teacher)

Dated

Signed.....
(Headteacher)

Dated