



Beths Grammar School

# Head of PE

Recruitment Pack





**Dear Applicant,**

Thank you for your interest in this exciting and very important post.

Beths Grammar School is an academic institution that fosters an ethos in which working hard and wanting to achieve are the norm: where it's cool to be clever and successful. This is as true for the staff as for the students. We are ambitious for the young people in our care and seek to help them secure the very best outcomes of which they are capable. As a selective school, the staff have the privilege of educating and supporting intellectually able young people; and the students have the privilege of being in classes in which progress in learning can be rapid, and subjects explored in real depth.

As a school, we are committed to being a world-class learning community that enables all young people to succeed. We aim to create young adults who are forward thinking, confident, motivated, competitive and are highly successful. They understand the purpose of becoming an independent learner and strive to become self-directed and comfortable with the unknown.

Central to everything we do is the culture of high expectation and aspirations. Students are encouraged to develop a love of learning and reading, to think for themselves and to maximise their full potential.

We are looking for an individual with real drive. Someone who is unafraid to tackle difficult issues, who knows what Outstanding looks like, and who, along with the rest of the team, is committed to working tirelessly to achieve it; someone with determination, resilience, humility and a sense of humour.

We are seeking a dynamic and innovative person, who is committed to providing the environment and opportunities for all in a world class learning culture. We are looking for someone who will support individual endeavour through high expectations, personal growth and development, whilst ensuring that exceptional achievement and excellence are embedded in all aspects of school life, and thus play a pivotal role in shaping the future of Beths Grammar School. The successful candidate will gain a wealth of experience from working across the school, receiving support and guidance from the Headteacher and a very experienced Senior Leadership Team.

If you share our passion for children and young people succeeding and our commitment to the development of the 'whole student', and believe you have the skills to lead and inspire others, we very much look forward to hearing from you.



With best wishes,  
**Mr R J Blyghton**  
Headteacher

RJBlyghton



## BACKGROUND INFORMATION

Beths Grammar School is selective school for boys aged 11 to 16, and co-educational 16-18, in the Bexley and Kent area. We provide an exciting, purposeful and vibrant learning environment that challenges and supports all our students to thrive and achieve their potential. Students enjoy a rigorous, engaging and diverse curriculum which delivers the platinum standard of education, and makes us the selective and inclusive school of choice.

Set in acres of pleasant grounds, Beths Grammar School is located within easy commuting distance of both central London and Kent, offering the advantages of a diverse and forward-thinking community within a haven of green space. The mainline railway station is less than ten minutes' walk away; while for road users, there is a junction on the A2 close by (two of the three school fields run alongside the A2). Many staff choose to live close to the school, or in neighbouring boroughs, and the borough of Bexley has a wealth of high performing schools and good quality housing stock at competitive prices.



### VALUES



### Our inclusive ethos is encapsulated in our values of Excellence, Community and Respect, which are built on our rich heritage as a school.

These are at the heart of all we do for our students, helping us to foster a compassionate, close-knit school community where we all share the same high expectations, standards and care for our students and staff.

As well as being a beacon of academic pursuit and excellence, Beths Grammar School is renowned for its enviable co-curricular enrichment programme that, through sport, the arts, clubs and societies, nurtures the whole child. This is why many boys – and girls in the Sixth Form – want to come here; and it is also why so many parents are pleased to send their children to Beths. Emphasis is placed on developing leadership skills, best exemplified by the work of the prefect teams, but also through opportunities lower down the school such as our thriving School Council. We believe our students are our best ambassadors. We value our students collectively and individually and acknowledge – and celebrate the fact – that they are all different.

The school has a wealth of history that we are constantly seeking to build on. Beths moved to its present site in 1961 and has the benefit of extensive playing fields. The original buildings have been significantly added to, including a major programme completed in 2000 which includes a superb sports hall. In 2003 we opened a new ICT facility, in 2005 a Science Centre, a Language Laboratory, in 2009 a new suite of five Language Teaching Rooms was built and in 2025 a new state-of-the-art Sixth Form Centre was opened. Further capital projects since then have included major refurbishment of the



Staffroom, Design & Technology and Performing Arts. While Beths is a traditional grammar school, it is geared for the twenty-first century. We embrace the role of tech and innovation, with both students and staff having their own electronic devices.

Beths is committed to staff development. We have a strong CPD programme based on the principle of 'expertise from within'. Staff at all career stages have opportunities to lead training and we are keen to develop the leadership skills of our members of staff as we are those of our students.

Our students achieve highly in Year 11 and the Sixth Form; but we are not complacent. At Beths we are determined to deliver the very best to our students – and we seek to recruit like-minded, outstanding practitioners who also want to give the wonderful young people who study here the world-class education they deserve.

Our website gives further information about the school. [www.beths.bexley.sch.uk](http://www.beths.bexley.sch.uk)



Mr R J Blyghton  
Headteacher

RJBlyghton





## PROFILE OF HEAD OF PHYSICAL EDUCATION

Beths Grammar School is a large multi-cultural school on the borders between London and Kent serving a wide range of vibrant and exciting communities. We specialise in boys' education in the main school and have a large, co-educational 6<sup>th</sup> form.

The Physical Education Department is a dynamic and highly valued part of our school community, playing a central role in promoting excellence, participation, and wellbeing. We are committed to providing a high-quality, inclusive PE curriculum that inspires all students to develop a lifelong appreciation for sport and physical activity.

Our curriculum across Key Stages 3 and 4 provides students with the opportunity to develop physical competence, tactical awareness, and leadership skills across a broad range of activities. At Key Stage 5, students can further their interest in sport through examination courses that explore the scientific, psychological, and social aspects of physical performance.

Sport plays an important role in the wider life of the school, and the department delivers a strong extra-curricular programme with numerous clubs, teams, and competitive fixtures throughout the year. Students regularly represent the school in local and regional competitions, developing pride, teamwork, and resilience through sport.

We are seeking a **passionate and ambitious Head of Physical Education** who will continue to develop the department's strong sporting culture while driving forward high standards of teaching and learning. This is an exciting opportunity for a leader who is committed to broadening participation, promoting excellence, and further enhancing the profile of sport and physical education across the school.

We are proud of the positive sporting culture within the school, where participation, ambition, and personal growth are celebrated. The department plays a key role in fostering a community where students challenge themselves, support one another, and strive for excellence both on and off the field.

The successful candidate will lead a committed team of staff and play a key role in shaping the future direction of PE, ensuring that all students are inspired to challenge themselves, achieve their potential, and develop a lifelong love of sport and physical activity.



## Job Description

ACTIVITY	RESPONSIBILITY
<b>Curriculum</b>	<ul style="list-style-type: none"> <li>• Undertake responsibility for developing, reviewing and keeping up-to- date appropriate syllabuses, curriculum maps and Schemes of Work for all classes and Year groups.</li> <li>• Ensure that the work set for students, including homework, is challenging and that it stretches them for effective learning and maximum impact.</li> <li>• Devise clear policies and practices for assessing, recording and reporting on student achievement and use this information to recognise student achievement and to assist students in setting targets for further improvement.</li> <li>• Assess and review course provision, course content and teaching methods and modify where necessary.</li> <li>• Keep up to date with and respond to national developments in the subject area including the National curriculum, teaching practice and methodology.</li> <li>• Produce a Department Development Plan with the involvement of relevant staff for inclusion in the School Improvement Plan.</li> <li>• Ensure that the entries, moderating procedures, coursework submissions, and expected grades are completed for all external examinations and statutory assessments at the correct times and maintain records of results.</li> <li>• Ensure that for internal examinations the papers are set, reproduced, marked and moderated correctly.</li> <li>• Establish links with other departments as necessary.</li> <li>• Promote extra-curricular activities to further the aims of the Department and the school.</li> </ul>
<b>Students</b>	<ul style="list-style-type: none"> <li>• Accept responsibility for the work and behaviour of students within the Department. Operate a clearly understood system of rewards and sanctions consistent with the Schools Behaviour, Rewards and Support Policy.</li> <li>• To actively monitor and follow up student progress. Supervise the setting and marking of work, including Homework, reporting and the allocation of grades within the framework of whole school policies.</li> <li>• Inform students on subject choices and career opportunities where appropriate.</li> </ul>
<b>Monitoring</b>	<ul style="list-style-type: none"> <li>• Monitor standards of work to include:               <ul style="list-style-type: none"> <li>- Regular monitoring of the assessment of students and moderation of assessments to maintain consistency.</li> <li>- Monitoring achievement and progress of individual students and classes, linked to target setting.</li> <li>- Ensuring Coursework (if/ where applicable) is of an acceptable standard and deadlines are adhered to.</li> <li>- Ensuring that information about student's achievements in previous classes and schools is used effectively to secure continuity and progression in the department.</li> </ul> </li> <li>• Monitor the quality of teaching by using the agreed criteria (see Staffing section below).</li> </ul>



	<ul style="list-style-type: none"> <li>• Where appropriate monitor the duties of Subject Leaders. in the department</li> <li>• Monitor the progress made in achieving department plans and targets, evaluate the effects on teaching and learning and use this analysis to guide further improvement.</li> <li>• Use national, local and school data to inform expectations, departmental and individual student targets and teaching methods.</li> <li>• Evaluate the setting of expectations and targets for students relating to student achievement and the quality of teaching.</li> <li>• To ensure that approaches, systems, procedures and methodologies lead to the highest students' outcomes.</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>• Initiate and lead Departmental discussion on school subject matters, holding at least one meeting each half term and forwarding Action Points to the Deputy Headteacher.</li> <li>• Attend and contribute to team leader meetings.</li> <li>• Where appropriate meet with the Heads of Subject/Subject Coordinator/Key Stage Manager within the Department.</li> <li>• Share best practice within and across the Departments.</li> <li>• Ensure that Form Tutors, Heads of Year and Senior Staff are informed of students' progress as necessary.</li> </ul>
<b>External Communication</b>	<ul style="list-style-type: none"> <li>• Provide parents with information about curriculum, attainment, progress and targets.</li> <li>• Provide parents with information about coursework and precise deadlines for submission.</li> <li>• Meet with parents as necessary to discuss issues arising from such information.</li> <li>• Liaise with Governors, examination boards, professional bodies and contribute to community links where appropriate.</li> </ul>
<b>Staffing</b>	<ul style="list-style-type: none"> <li>• Devise, through consultation, a suitable responsibility structure within the Department and delegate tasks accordingly.</li> <li>• Ensure that appropriate work is set for supervised classes when staff are absent.</li> <li>• Monitor teaching and staff development: <ul style="list-style-type: none"> <li>- Guide and advise individual teachers.</li> <li>- Meet with teachers to discuss their personal and professional development, progress and in-service training needs.</li> <li>- Report on the work and progress of teachers as required by the Deputy Headteacher.</li> <li>- Observe colleagues at work and encourage the evaluation and sharing of good practice.</li> <li>- Carry out the Performance Management arrangements.</li> </ul> </li> <li>• Ensure that trainee and ECTs are appropriately trained, monitored, supported and assessed in relation to published standards.</li> <li>• Ensure that staff are familiarised with the procedures in the Department and the school.</li> <li>• Work with SENCO to ensure that IEPs are used to set subject specific targets and match work well to student needs.</li> </ul>



	<ul style="list-style-type: none"> <li>• Convene regular departmental meetings, with all staff in the department, including opportunities for all to share best practice and contribute to department CPD.</li> </ul>
<b>Budgets/Resources</b>	<ul style="list-style-type: none"> <li>• Manage any delegated budgets, to include:             <ul style="list-style-type: none"> <li>- Establish staff and resource needs for the subject and advise the Headteacher and senior managers of likely priorities for expenditure.</li> <li>- Maintain oversight of an efficient stock control system and be responsible for the security and storage of equipment</li> <li>- Take responsibility for maintenance of Departmental rooms and effective use of displays.</li> </ul> </li> <li>• Ensure that health and safety procedures including Risk Assessment appropriate to the Department are updated and adhered to.</li> </ul>
<b>Other Specified Responsibilities</b>	<ul style="list-style-type: none"> <li>• As a senior member of staff, having a general duty to contribute to the academic management of the school, including attending meetings organised by the Headteacher or other senior members of staff for this purpose</li> <li>• To undertake any duties as may reasonably be required by the Headteacher</li> </ul>

**Essential:**

- a graduate with good qualifications that include a good honours degree in a relevant discipline
- an outstanding classroom practitioner/potential and drive to become outstanding
- the ability to plan and deliver lessons which fulfil appropriate learning objectives
- an understanding of the role of assessment in learning and the ability to use assessment to promote learning outcomes
- an enthusiasm for PE in general and the ability to transmit this to students
- the ability to relate appropriately to school children
- the ability to execute effective discipline in keeping with the policy of the school and department
- a good knowledge of a wide range of teaching and learning methods
- the ability to create your own resources and willingness to share good practice with other colleagues
- the ability to identify learning needs of individual students
- a team player
- a strong commitment to the central role of the Form Tutor

**Requirements of the Post:**

- to contribute to the teaching of PE across the age and ability range
- contribute to an exceptional extra-curricular and personal development provision
- to work within and contribute to established School and Department frameworks for:
  - lesson planning and delivery
  - student behaviour and care
  - student assessment
- to work within the school frameworks with regard to Health & Safety, Equal Opportunities and Safeguarding
  - Be a form tutor



## SALARY

The post is offered on the MPS/UPS Outer London + TLR1M

## WHY JOIN THE BETHS COMMUNITY

- CPD programme for staff development, helping you to progress and deepen your career, skillset and passion
- 24/7 Employee Wellbeing Support Programmer (free & confidential)
- Personal equipment including dedicated laptop
- Teacher's Pension Scheme
- Cycle to work scheme
- Use of school gym
- Access to staff social events
- A good commuter location, situated between London and Kent



## APPOINTMENT PROCESS

Applications should reach the school by **9am 17<sup>th</sup> April**. We prefer electronic submissions and application forms can be found on the school website, no CVs please. We intend to interview week commencing **20<sup>th</sup> April**.

**Please note that we reserve the right to close any advert before the advertised closing date should a sufficient response have been received. Therefore, please ensure that you complete your application as soon as possible to avoid disappointment.**

Beths Grammar School does not discriminate on the basis of race, religion, colour, sex, gender identity, sexual orientation, age, national origin. All employment is decided on the basis of qualifications, merit and professional values.

We at Beths Grammar School are committed to practice which protects children from harm. Safeguarding and the promotion of a child's welfare covers all aspects of the child's life and Beths Grammar School is committed to ensuring that all its actions in respect for a child are compatible with this aim. All positions are subject to a DBS enhanced disclosure check. Applicants must complete the school application form and in line with 'keeping children safe in education' and safer recruitment practices, the school will conduct an online search for all shortlisted candidates. All shortlisted applicants will be required to complete a Self-Disclosure form prior to interview.