



Kimbolton School

CAMBRIDGESHIRE



APPLICATION PACK

Head of PE

Required from September 2026



Welcome From Will Chuter, Headmaster

I'm delighted that you're interested in this important role at Kimbolton School, and I hope this candidate pack answers some of the many questions you will surely have about life here.

Whether you are at the Prep, at one end of the village and our parkland, or the Senior School, at the other, your experience at Kimbolton will be characterised by the same educational ethos: we value character just as much as academic achievement, and we value kindness most of all. To join our school is to enter a friendly and inclusive environment that provides the space and support for children to grow into themselves. Our site is beautiful and safe, with room enough for all our 1,100 pupils to roam, and we are lucky to call Kimbolton Castle and its stunning grounds home.

The most important part of the school is, of course, its people, and you will be welcomed as an old friend by our warm community of pupils and staff. You will find that staff here are well supported and rewarded for their commitment to our pupils, but that what they value most is the camaraderie of supportive colleagues who do not take themselves too seriously.

Kimboltonians are well rounded and have their feet on the ground. They understand the value of hard work, service, and taking failure in their stride. Yet they know how to have fun and they play just as hard as they work - on the sports pitches, on the stage, or just climbing a tree at break time. Their academic results are excellent, too. Our broad curriculum is guided by a desire to see young adults emerge with many strings to their bows and a clear sense of the difference they want to make in the world. Expert staff, who know the pupils as individuals and place their wellbeing first, nurture and challenge them to find their passions and do their personal best.

Kimbolton is, first and foremost, a happy place where every child is valued. I do hope that you will want to join our team.

A handwritten signature in black ink, consisting of a stylized 'W' and 'C' followed by a long horizontal line.

Will Chuter
Headmaster



Job Description

Head of PE

Required from September 2026

The School

Kimbolton School was founded in 1600 and is situated in 100 acres of grounds in the West Huntingdon town of Kimbolton. The School currently educates over 1000 children aged 4-18 in a coeducational, predominantly day environment, although there are up to 60 boarders. The Senior School is located around Kimbolton Castle while the Preparatory School is housed to the west of the village on the original Grammar School site. The School employs approximately 350 staff and also owns a subsidiary company, Kimbolton School Enterprises, which transacts all non-charitable trading activity.

Further information about the School can be found on the School website at www.kimboltonschool.com.

Commitment to Safeguarding

Kimbolton School is dedicated to safeguarding and promoting the welfare of its boarding and day pupils, regardless of age, ability, race, culture, religion, sexuality or class. Safeguarding is integrated into the School ethos. It is the duty of all members of staff including full-time, part-time and volunteers, both teaching and support, to play an active role in ensuring the safety and promoting the welfare of the children in the School's care. Safeguarding is everyone's responsibility.

The Role

The Head of Physical Education will be an academically driven and strategic leader with primary responsibility for the design, delivery and outcomes of Academic PE at Kimbolton. They will lead the AQA GCSE and A-level programmes, as well as academic PE in 1st – 4th Form, ensuring high-quality teaching, effective assessment and excellent pupil progress. Experience or interest in Sport Psychology and familiarity with vocational qualifications would be advantageous, though not essential.

Alongside academic leadership, the postholder will champion pupils' physical, mental and social wellbeing and shape a clear, values-led vision for PE that reflects Kimbolton's ethos of Kindness, Curiosity, Courage, Endeavour and Integrity.

Main Duties

The department comprises five specialist PE teachers, supported by Games coaches, visiting sports specialists and academic staff. The Head of PE will work collaboratively with colleagues in the Preparatory School to secure smooth progression from Years 3–13, and will contribute to the Games programme by coaching teams (including Saturdays) and promoting inclusive participation.

The Director of Sport and Head of PE work closely to ensure alignment between Academic PE, the PE curriculum and the wider Games and Sport provision. The role includes clear responsibility for safeguarding and safe practice across lessons and activities.

Kimbolton's facilities include two astro pitches, multiple football pitches and both grass and astroturf cricket wickets. The Roger Peel Sports Centre is undergoing refurbishment for September 2026, adding a cardiovascular suite and Strength & Conditioning space.

There is a competitive salary scale, and the successful applicant would be placed at the appropriate point on this scale, with reference to his/her experience and qualifications.

Accommodation may be available for the successful candidate, should it be required.

Duties and Responsibilities

Departmental Leadership of Teaching and Learning

- Ensure the highest standards of teaching and learning are maintained across the department
- Be responsible for the attainment and progress of all pupils in the department including, but limited to, those on the Academic Support register, those Most Able and those for whom English is a foreign language
- Lead on innovation and development to ensure that the pupil experience is challenging and varied
- Review and develop schemes of work as appropriate
- Follow school policy on quality assurance including lessons observations and marking audits
- Ensure that departmental policies are student focused and support the development of every pupil.
- Use data to track, review and evaluate pupil outcomes and inform future decisions
- Provide opportunities for pupil voice
- Provide opportunities to share good practice
- Provide opportunities for pupil enrichment including trips and speakers
- In consultation with the department, write and implement a Departmental Development Plan
- Ensure the effective deployment of staff and resources
- Support school strategy in this area

People

- Uphold the responsibilities of the school's Professional Development and Review process (PDR)
- Support the professional development of colleagues

- Work with other functions of the school as appropriate including Academic Support and the Bursary
- Be responsible for the induction of new colleagues

The Head of Department is also responsible for:

- Compiling a department budget
- Liaising with the Deputy Head Academic over timetabling
- Overseeing departmental resources and rooms, ensuring good quality learning environments
- Supporting pupils in making GCSE, A-level and higher education choices
- Liaising with the Exam Office over internal and external exam arrangements
- Maintaining a Departmental Handbook including relevant policies

No list of responsibilities can really encompass all that is asked of the Head of Department; at the heart of their task is an active enthusiasm for the subject, along with energy and commitment – a commitment to helping Kimbolton pupils achieve success at all levels.

All members of staff are expected to play a full role in the life of the School outside the classroom, which includes a commitment to the extra-curricular sphere both after school and on selected Saturdays.

Person Specification

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • A good University degree in Sport or related. • A PGCE with Qualified Teacher status (or equivalent). 	<ul style="list-style-type: none"> • Evidence of further relevant professional development in teaching, learning and management.
Skills and Experience	<ul style="list-style-type: none"> • Proven GCSE & A-level experience and good results record. • Track record as an excellent classroom and practical teacher with a passion for the subject. • Excellent subject knowledge. • Evidence of initiative in improving performance. 	<ul style="list-style-type: none"> • Track record as an excellent classroom teacher with a passion for the subject. • Ability to use and manage data in performance analysis and target setting. • Experience of vocational qualifications.
Personal Qualities	<ul style="list-style-type: none"> • Enthusiasm about subject and for working with young people. • Strong communication skills. • Sound judgement and decision making. • Commitment to the use and development of technology. • Organised, punctual and efficient in organising their workload and managing their time effectively. 	

	<ul style="list-style-type: none"> • A willingness to play a full part in the extra-curricular life of the School. • A sense of humour and perspective on life. • A team player. 	
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Terms and Conditions

Reporting to:	Deputy Head Academic
Accountable to:	Headmaster
Hours of Work:	Full Time
Remuneration:	Dependent upon qualifications, skills, and experience
Pension:	The School offers a contributory pension scheme
Lunches:	All employees are entitled to free lunch in the school dining halls during term time. Time taken for lunch is not paid.
Additional benefits:	Details of the further benefits on offer can be found on the Kimbolton School MyNewTerm profile page .
Referees:	The names, addresses and telephone numbers of three professional referees are required. Referees will not be contacted without the permission of the applicant.

How to Apply

To apply, please visit our [website](#) and follow the link to [MyNewTerm](#).

If you have any queries, please contact the HR team via recruitment@kimboltonschool.com or by calling 01480 862049.

Please submit your application by the closing date of **18th March 2026 at 9am**. Any late submissions will not be accepted.

Interviews will take place **23rd March 2026**.

Please note: We reserve the right to interview and appoint during the period up to and including the closing date.

Due to the overwhelming response we receive to our vacancies, we provide feedback only to those applicants who are interviewed.

Kimbolton School is committed to the highest standards of safeguarding and implements a rigorous and robust recruitment process that gathers and evaluates child protection relevant evidence about candidates prior to interview. All appointments are subject to

satisfactory completion of an enhanced DBS check and proof of right to work in the UK. All applicants are requested to read the [Safeguarding Policy document](#). Please note that Kimbolton School does not have a sponsored Licence to recruit non-UK workers and therefore all candidates are expected to be able to work in the UK.

Notes

The post holder is required to operate within school policies and procedures, including Health and Safety.

Kimbolton School is an equal opportunities employer.

Kimbolton School operates a No Smoking policy on the Estate.

Under the Guidelines Safeguarding Children: Safer Recruitment and Selection in Education Settings June 2005, Kimbolton School reserves the right to request age related information from the candidate.

Kimbolton School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post. It is an offence for any organisation to offer employment that involves regular contact with young people under the age of 18 to anyone who has been convicted of certain specified offences, or included on lists of people considered unsuitable for such work held by the Department of Education. It is also an offence for people convicted of such offences to apply for work with young people. The successful candidate is subject to satisfactory completion of an Enhanced Disclosure from the Disclosure and Barring Service before the appointment is confirmed. This check will include details of cautions, reprimands or final warnings as well as convictions. Further information about the Disclosure scheme can be found at www.gov.uk/government/organisations/disclosure-and-barring-service. All employees will be expected to abide by the School's Safeguarding Code of Conduct and will attend Safeguarding training.

A copy of the School's Safeguarding Policy can be found on the website www.kimboltonschool.com/about-us/policies