



Richard Barnes Academy



Richard Barnes Academy

Application Information Pack

PE Teacher



Working together to transform lives through education



Principal's Welcome



Dear Applicant,

We are delighted that you are considering joining our team at Richard Barnes Academy. Our two-campus alternative provision helps young people change their lives through positive relationships and a focus on our pillars: Safe, Character, and Ambition. We support those who struggle with conventional education or need time in an alternative setting due to life events.

We are an inclusive school, dedicated to supporting and raising the aspirations of every young person. Our learners work towards meaningful qualifications to transition back to mainstream school, **specialist provision** or onto Post-16 courses. We believe in the potential of all young people to become successful adults, supported by strong relationships with our staff.

One of our greatest assets at Richard Barnes Academy is our staff, who go above and beyond to promote a love of learning which enhances pupils' achievement and supports their personal, social and emotional development. We offer our staff a supportive and inclusive work environment where you can make a significant impact on students' lives, helping them achieve their full potential.

We are privileged to be part of the Thomas Deacon Education Trust, which shares our commitment to enhancing educational outcomes for all students across its diverse range of primary and secondary academies. As a staff member here, you will benefit from exceptional professional development and support, both within our school and through a variety of exciting development and training opportunities offered by our locally based trust. By collaborating with a network of like-minded schools, we ensure that our staff have access to the best possible opportunities for growth and development, no matter where they are in their career journey.

I am pleased that you are interested in finding out more about our Academy. We would warmly welcome visits from prospective candidates interested in being part of our team.

Warm regards,

Claire Everton | Principal



Job Description

Job Title	PE Teacher
Reports to	Vice Principal for Quality of Education
Salary/Grade	UQT/MPS / UPS
Date Last Evaluated	March 2026
Core Purpose	<p>To be responsible for leading high quality PE lessons that inspire, motivate, and challenge pupils, while overseeing the delivery of sports qualifications. To take responsibility for coordinating the outdoor education programme in partnership with an external provider.</p> <p>This role plays a key part in supporting the school's vision of offering a nurturing, inclusive environment where every pupil can reach their full potential through a varied and engaging curriculum. To work collaboratively with the wider school team to ensure effective implementation of school policies and contribute positively to whole school practices.</p>

Key Responsibilities

Strategic Leadership

- Develop and implement the PE strategy for Years 7 – 11.
- Implement a Key Stage 4 sports qualification.
- Lead on the outdoor education programme alongside an external provider.

Programme Design & Delivery

- Lead on the provision of outdoor activities including outdoor learning, enrichment days, trips, and expeditions.
- Coordinate the provision of an outdoor award programme.
- Support student access to a sporting qualification.

Risk Management & Compliance

- Act as the Educational Visits Coordinator (EVC) ensuring compliance with safety regulations.
- Prepare and review risk assessments and emergency procedures.
- Maintain policies for outdoor learning and off-site visits.

Safeguarding & Welfare

- Ensure student wellbeing during all PE and outdoor activities.



- Deliver pre-visit briefings and maintain safe practice in all environments.

Staff Leadership & Training

- Lead and coordinate staff involved in PE and outdoor learning.
- Provide training on pedagogy, safety, and first aid awareness.

Environment & Resource Management

- Develop the provision of PE equipment which meets the needs of our learners.
Maintain outdoor learning areas and equipment.
- Promote sustainable environmental practices.

Communication & Stakeholder Engagement

- Communicate effectively with parents, staff, and external partners.
- Build partnerships with local outdoor organisations.

Organisation & Administration

- Manage budgets, bookings, logistics, and documentation.
- Maintain accurate participation and safety records.

General Responsibilities

- Comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.
- Create and maintain positive and supportive relationships with staff, parents, business, community and other stakeholders.
- Be aware of the School's duty of care in relation to staff, students and visitors and to comply with all health and safety policies at all times.
- To engage with appropriate training opportunities to promote professional effectiveness in this role.
- Participate in the ongoing development, implementation and monitoring of the Trust and Academy Improvement Plans.
- To treat all information acquired through employment, both formally and informally, in strict confidence.
- To be aware of the school's responsibilities under the General Data Protection regulations (GDPR) for the security, accuracy and relevance of personal data held on such systems and ensure that all processes comply with this.



- Be aware of and comply with policies and procedures relating to child protection, reporting all concerns to the Designated Safeguarding Lead.
- Be aware of and comply with the codes of conduct, regulations and policies of the Trust and Academy and its commitment to equal opportunities.

The duties and responsibilities listed above describe the post as it is at present. It cannot be read as an exhaustive list of duties and may be altered at any time with Academy approval.

Note: Every job description in the organisation will be subject to a review either:

- On an annual basis at the time of the annual appraisal meeting, or
- As a result of a change in strategic direction, or
- As a result of a team/operational requirements, or

It is the shared responsibility of the post holder and their manager to ensure that the job description is kept up to date.





Person Specification

Attribute	Essential or Desirable	Assessment
Qualifications		
First Aid qualification or willingness to obtain.	E	A
Degree in relevant subject(s)	E	A
Recognised teaching qualification and Qualified Teacher Status (QTS) - Where overseas trained, appropriate NARIC certificates must be provided and any qualifications must be at least equivalent to UK	D	A
D1 minibus licence.	D	A
Relevant outdoor education qualification (e.g., Forest School Level 3).	D	A
Knowledge & Understanding		
The subject(s) to be taught, at a level and breadth sufficient to challenge the most able students and achieve high outcomes throughout all key stages.	E	A/I/L/R
The National Curriculum and National Literacy and Numeracy Strategies for the appropriate Key Stage(s).	E	I/L/R
Effective teaching and learning styles, including the theory and practice to implement effectively for the individual needs of all children.	E	A/I/L
The monitoring, assessment, recording and reporting of student progress.	E	A/I/R
The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection.	E	A/I
Effective strategies for working with students with Special Educational Needs, including Gifted & Talented students.	D	A/I
Recent, relevant curriculum developments in the subject area and their impact on teaching and learning.	D	A/I
Understanding of outdoor learning pedagogy.	E	A/I
Knowledge of national off-site safety guidance.	E	A/I
Skills & Abilities		
Ability to deliver Key Stage 4 Examination Qualifications	E	A/I/R
Ability to lead and motivate staff.	E	A/I/R
Plan and implement an effective teaching programme, including the assessment of all students, creating appropriate records.	E	A/I
Ability to integrate outdoor learning across the curriculum.	E	A/I/R
Establish a purposeful learning environment where all pupils feel secure and confident.	E	A/I



Effectively deliver a range of inclusive teaching and learning strategies to maximise progress and achievement and offer equality of access to the curriculum for all students.	E	A/I/L/R
Ability to prepare and review risk assessments.	E	A/I
Excellent communication skills with the ability to deliver clear briefings and instructions.	E	A/I
Organise own work effectively to meet deadlines, including student assessment and provision of reports to parents, staff and other internal and external stakeholders.	E	A/I/L/R
Ability to maintain records and visit documentation.	E	A/I
Genuine enthusiasm for outdoor learning and its contribution to pupil development.	E	A/I/R
Ability to remain calm under pressure, showing resilience and flexibility when responding to changing situations	E	A/I
Able to work effectively as part of a team, building positive relationships with colleagues to support a collaborative working environment.	E	A/I/R
Establish and develop good relationships with students, parents and external organisations.	E	A/I/R
Develop strategies for creating links with the community and external organisations.	D	A/I
Ability to effectively manage a budget.	D	A/I
Experience		
Proven experience in planning, delivering and leading on PE at Key Stage 3 & 4.	E	A/I/L/R
Demonstrable experience of conducting risk assessments.	E	A/I
Experience in leading outdoor learning programmes.	D	A/I/R
Experience coordinating Duke of Edinburgh/Combined Cadet Force and/or residential expeditions.	D	A/I
Experience of developing and implementing whole-school strategies.	D	A/I
Experience line-managing staff, including supporting professional development.	D	A/I/R
Experience designing and delivering cross-curricular outdoor learning projects.	D	A/I/R
Experience supporting students with SEND.	D	A/I
Experience fulfilling the responsibilities of and Educational Visits Co-ordinator (EVC).	D	A/I
Experience developing, reviewing or maintaining safety policies for outdoor learning or visits.	D	A/I
Experience working collaboratively with external partners.	D	A/I
Experience managing outdoor equipment.	D	A/I
A clear commitment to environmental sustainability.	D	A/I
Personal Commitment		



Demonstrate and adhere to TDET and Academy's Core Values.	E	A/I
Commitment to equality and diversity in the workplace.	E	A
Adhere to GDPR guidelines and the Academy's internal procedures.	E	A
Adhere to the Academy's Safeguarding and Prevent policy and procedures.	E	A/I
Adhere to TDET's Health and Safety policy and procedures.	E	A

Assessment methods

A – Application
R – References

I – Interview

T – Task/Activity

L – Lesson Observation





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