

## THE DEPARTMENT

The Physical Education & Sports department at St Albans High School for Girls has an aspirational and inclusive vision of sport and physical activity. Our objective is to provide an environment that enables every student to be physically active and understand the value of having a healthy, active lifestyle. We aim to support our students in developing a strong habit of exercise and an appreciation of its value, which is instilled through the delivery of a modern and engaging curriculum. Students are provided with a high standard of experience which does not favour one area of the programme at the expense of another; this is delivered through the Active STAHS and Team STAHS co-curricular programmes. Both programmes enable students to develop confidence, character, and resilience and, as a result, aim to reduce stress and anxiety whilst improving determination and motivation. We also have a full strength and conditioning programme with a specialist S&C coach to support.

Recreational physical activity and competitive sport are both highly valued, and we strive to ensure that every individual's experience of competitive sport is both aspirational and inclusive. STAHS has a tradition of producing sportswomen who perform at both national and international levels in a variety of sports. Those competing at this level are supported through the Talented Athlete Support Programme. This includes specialist speakers and mentor sessions once every half term for students, S&C, speakers for parents, and trip to universities such as Bath to enrich understanding of elite performance and sports science.



## THE DEPARTMENT (Continued)

Working to deliver the department's strategic vision is a highly talented and experienced team of PE teachers and coaches. The department operates a full six-day sporting programme and enjoys an enviable record of sporting excellence at county, regional, and national levels in Netball, Lacrosse, Football, Aesthetics (Gymnastics, Trampolining and Dance), Swimming, Athletics, Tennis, and Skiing. Sport Scholarships are available in Year 7, Year 10, and the Sixth Form. The Physical Education department is heavily involved in the organisation and running of major sporting trips and tours. Last year students had the opportunity to experience sporting culture in Australia.

STAHS has excellent sporting facilities. On-site, our sports complex boasts a full-size sports hall, 25m indoor swimming pool, dance studio, and gym, as well as an outdoor netball court and astroturf. Off-site sports facilities include two lacrosse pitches, seven floodlit tennis courts, five floodlit netball courts, and a 3G football pitch. In addition, we utilise a number of local sports facilities including a 400m athletics track, floodlit astroturf, and full-size cricket pitch. These facilities enable us to deliver a dynamic programme of co-curricular sport and physical activity, alongside a diverse and modern curriculum of core PE and Games. Years 11–13 participate in a weekly programme of physical activity with the independence and flexibility to choose what they wish to do.

The department has a strong track record of student achievement in public examinations and is a popular option choice, especially at GCSE. At GCSE, students follow the AQA specification. At A Level, the OCR specification is followed, though we are currently exploring the potential transition to AQA A Level, and ideally seek a candidate with experience in both specifications. Academic PE is well-resourced with its own dedicated classroom equipped for a range of activities to support teaching and learning. The postholder will have input into the Year 7–11 PE curriculum, ensuring a forward-thinking, inspirational programme is delivered alongside the creative and engaging academic lessons across Years 10–13.





## THE ROLE

The Head of Academic PE is responsible for the curriculum, teaching, learning, and academic outcomes of students studying GCSE and A Level PE.

The Head of Academic PE will be line managed jointly by the Director of Sport and a member of the Senior Leadership Team. The postholder will work closely with both in developing and delivering the academic vision for Physical Education across the school.

The postholder will be an outstanding leader with a clear strategy for the teaching of Academic PE at STAHS that aligns with the 'Teach to 25' philosophy. They will work closely with the Director of Sport to uphold the ethos and expectations of the Department. The postholder is expected to operate effectively in three broad areas: academic leadership, administration and team management.

The postholder will be an experienced and inspirational teacher who will play a key role in the academic life of STAHS. They will be passionate about the importance of PE in the secondary curriculum and lead by example in designing creative and engaging academic lessons across Years 10–13, while driving a forward-thinking and inspirational curriculum across Years 7–11 alongside the Director of Sport. Teachers at STAHS are experts in their field and the postholder will be expected to stretch our highly able pupils and support them in their applications to study Sport and related courses at university and other post-18 routes.

All STAHS teachers and middle leaders are expected to contribute to the co-curricular and super-curricular life of the school. Given the nature of the Sports department and the extensive co-curricular commitment that takes staff out of school, there is not an expectation that this postholder will be a form tutor.

The postholder will also be expected to lead GCSE and A Level trips in addition to contributing widely to the broader life of the department. The postholder will be expected to work on Saturdays when fixtures, activities and/ or training is scheduled. It is desirable that the successful candidate is able to coach netball and/or football to a high standard.

This is a permanent position offered on a full-time basis. The start date for this position will be September 2026.

This position involves contact with children and will amount to regulated activity as defined by Keeping Children Safe In Education (KCSIE) for safeguarding children and safer recruitment.

# RESPONSIBILITIES

All Heads of Department are appointed by the Head. The Director of Sport is expected to:

## Leadership

- Oversee the smooth running of Academic PE and set high expectations for students and staff.
- Ensure that the academic PE strategy aligns with the wider school and departmental vision.
- Line manage teachers who are timetabled to deliver Academic PE lessons.
- Lead fortnightly GCSE and A Level meetings.
- Keep abreast of curriculum changes and pedagogical developments within the subject and advise the Director of Sport and SLT on requirements for the successful teaching and learning of the subject.
- Annually review examination results and ensure that the department development plan is aligned with the school development plan.
- Attend Annual Department Review Meetings with the Head and the Deputy Head Academic.

## Teaching and Learning

- Ensure the highest standards of teaching and learning within the subject through methods including lesson observation, learning walks and work scrutiny. Set targets for continual improvement.
- Develop schemes of work and ensure resources are in place to provide commonality of experience within the subject.
- Develop meaningful assessments and ensure that feedback is accurate and timely.
- Ensure the teaching and learning in the subject meets the needs of all pupils and that appropriate systems are in place for the tracking and monitoring of student progress.
- Liaise with SEND and pastoral colleagues and orchestrate interventions where appropriate.
- Ensure full compliance with examination board regulations and procedures for NEAs.
- Ensure that the department classroom is a stimulating and suitable learning environment.
- Contribute fully to the wider life of the Sports Department including leading on the coaching of teams, organising fixtures, tournaments, trips and events as requested by the Director of Sport.

# RESPONSIBILITIES (Continued)

## Organisation and Administration

- Facilitate clear and effective communication with colleagues, parents and students.
- Attend and contribute to Heads of Department meetings.
- Work with the Director of Sport and SLT in reporting on academic outcomes, curriculum development and departmental priorities.
- Prepare the Academic PE departmental budget and manage this effectively.
- Attend Results Days in order to provide advice and guidance.

In addition to the above, the post holder will carry out any other professional duties as reasonably required by the Head.

*The High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.*



# PERSON SPECIFICATION

STAHS is a vibrant school supported by a diverse and enthusiastic community of staff, pupils, parents and alumni. It is important that our staff reflect the diversity of our community, and we therefore welcome and encourage applications from people of all genders and sexual orientation, those from Black, Asian and other minority ethnic backgrounds, and those with disabilities.

The successful candidate will be required to fulfil all the duties, as outlined in the job description. In addition to this, the candidate should possess the following competencies:

<b>QUALIFICATIONS &amp; EXPERIENCE</b>	<ul style="list-style-type: none"><li>• Experience as an excellent teacher of Sport and Physical Education</li><li>• Good, relevant degree-level qualification.</li><li>• Post-graduate professional qualification, e.g. PGCE.</li><li>• Strong level of scholarship in Physical Education.</li><li>• High level of experience and performance in at least one of the School's major sports (Football, Netball, Lacrosse).</li><li>• Ability to teach examination PE (GCSE &amp; A-level).</li><li>• Involvement in sporting activity outside the school environment is desirable.</li></ul>
<b>SKILLS &amp; QUALITIES</b>	<ul style="list-style-type: none"><li>• Passion for Sport and Physical Education, and for education itself and extensive knowledge of the current educational landscape.</li><li>• Excellent subject knowledge and knowledge of up-to-date resources and pedagogical approaches.</li><li>• Reflective practitioner with evidence of continued professional development and a recognition that we can all improve.</li><li>• Strong communication and interpersonal skills.</li><li>• Ability to communicate and work effectively with pupils, parents and colleagues of all levels in the school.</li><li>• Ability to lead with authority and to promote a mutually respectful working environment.</li><li>• Ability to motivate and manage pupils by getting to know each pupil individually.</li><li>• ICT literate and an effective user of technology in teaching and administration.</li><li>• Excellent time management and organisational skills.</li><li>• Excellent presentation skills, including the ability to chair meetings and present new ideas to pupils, parents and staff.</li><li>• Team player.</li></ul>

## PERSON SPECIFICATION (Continued)

### SKILLS & QUALITIES (Continued)

- Ability to think creatively, lead new initiatives and problem solve.
- Emotionally intelligent, and adaptable and flexible to accommodate changes in work priorities.
- Understand and respect the principles of confidentiality.
- High professional standards of yourself and pupils.
- Contribute positively to the overall ethos, vision, values and aims of the school.

### SAFEGUARDING

- A commitment to safeguarding and promoting the welfare of children and young people and to follow the child protection procedures detailed in the school's safeguarding policy.
- Ability to form and maintain appropriate relationships and personal boundaries with children.