



Kettering Buccleuch Academy

The best in everyone™

Part of United Learning

Welcome to Kettering Buccleuch Academy

APPLICATION PACK

Head of Physical Education

Salary: ULT Teachers' Pay Scale (£36,400 - £53,040) + TLR2

Hours: 37.5 hours per week

Start Date: September 2026 or January 2027, with flexibility to wait for the right candidate

Contract Type: Permanent

Closing Date: 19th June 2026

Interview Date: 24th June 2026

An Academy of Excellence and Character



Respect ■ Ambition ■ Determination

Kettering Buccleuch Academy is seeking to appoint an enthusiastic and ambitious Head of PE

We have a rare opportunity for a committed Head of PE to join us on a permanent contract. This is an exciting opportunity for an ambitious leader to shape and develop Physical Education across the academy, driving high standards of teaching, learning and achievement.

The successful candidate will lead, inspire and support both students and staff, fostering a culture of excellence, participation and enjoyment in sport and physical activity. They will be responsible for the strategic development of the department, ensuring a broad and engaging curriculum that enables all students to achieve their full potential. The department has high expectations of students and staff and is driven by a relentless pursuit of excellence and achievement for all. Leading and developing a vibrant extracurricular programme, including competitive sport and enrichment opportunities, is an integral part of the role.

Kettering Buccleuch Academy is part of United Learning, a unique group of independent and state schools working together to achieve the best in everyone. Our vision is to provide an excellent education so that all young people can make a success of their lives and, if we are to realise this vision, we need to make sure we attract, develop and reward the key ingredient – high-quality staff such as you.

Kettering Buccleuch Academy is committed to equal opportunities and to the protection and safety of all students and adults. We expect all staff and volunteers to share these commitments. The post will be subject to an enhanced DBS Disclosure.

The successful candidate will fully embrace our values of Respect, Ambition and Determination and will demonstrate how these principles underpin their leadership of Physical Education, promoting high expectations, inclusion, wellbeing and achievement across the academy community.

“Pupils achieve well at this popular and thriving school. Students perform exceptionally well in the sixth form. Pupils, including children in the early years, benefit from a vibrant learning environment. The school is inclusive.”

(Ofsted, October 2021)



A Message From The Principal



Dear Colleague,

Thank you for considering Kettering Buccleuch Academy as the next step in your career. We are delighted that you are exploring the opportunity to join our team, and we believe that becoming part of KBA will be a truly rewarding experience.

Here at KBA, we provide a first-class education for children and young people in Kettering and the wider area. Our culture is one of hard work, continuous engagement and care. Every student has the support they require to give of their best every day and every student knows that we share in their aspirations. We also believe that continual development of our dedicated staff and a focused and consistent Teaching and Learning approach will bring about the necessary rewards for our students.

Kettering Buccleuch Academy is proud to be part of **United Learning**, a nationwide network of academies, primary schools, and independent schools. Our shared motto, *“The Best in Everyone,”* reflects our commitment to

excellence and to helping every individual reach their full potential.

The safety and wellbeing of our students is at the heart of everything we do. We work together to provide every student with the best opportunities, focusing on character education to build confidence and resilience so they can achieve their goals and aspire to be the very best they can be. We strive to be exceptional in all that we do at KBA and firmly believe excellence is a habit. Every one of us has untapped potential. We encourage and support each other to unleash this potential to bring out the best in everyone. We recognise that as individuals we are strong but understand that together we are stronger. We celebrate the diverse nature of our community and work in harmony to achieve our vision.

At KBA, trust is fundamental. We trust our staff to perform their roles with professionalism while maintaining a healthy balance between work and personal life. You will find many initiatives to support staff wellbeing as you progress in your career with us.

Thank you for considering Kettering Buccleuch Academy - together, let's bring out “the best in everyone”.

Chloe Buckenham

Principal

“Our school is a beacon for our community. I am so proud of KBA and all that it stands for. The Leadership Team has ensured that the school remains an important part of the community.”

(Staff Survey, November 2025)

Why Work For Us?

Since becoming an academy in September 2009, Kettering Buccleuch Academy has seen many exciting changes. We are an all-through academy catering for students aged 4-18. We moved into our new, purpose-built building in January 2013. The academy continues to go from strength to strength, with happy and motivated staff, a supportive culture and plenty of opportunities for personal growth with our excellent staff CPD offer. We offer a range of benefits including our wellbeing and workload manifesto, Health Cash Plan, covering healthcare, lifestyle and retail benefits, and an on-site gym which is free for all staff to use.

Our pledge to all our academy staff, is that by working for us you will benefit from more pay, more time, and more support. We offer the best pay in the sector, three extra INSET days for planning, a genuine flexible working approach considered, guaranteed personal days, great training for your career, and more.

We are proud to be Pearson Silver Award Winner (2023) in the category of Secondary School of the Year. We were delighted to achieve this recognition for our students, parents and staff.

The leadership of the school is highly focused on creating an environment in which teachers can focus on their core role: to deliver excellent lessons. The student behaviour system is simple, easy to administer in lessons, and takes the burden away from teachers.

“Staff morale is highly positive. Staff say that they value leaders’ consideration of their workload and well-being. One member of staff wrote, ‘I have never worked at a school with such inspirational leadership.’”

(Ofsted, October 2021)



Our Vision

“To foster an inclusive community where every student thrives, enriches their skills and character, and achieves academic excellence.”

Our Mission

“We are a flagship for all academies. Our educational environment is safe, stimulating, positive and supportive. We believe hard work equals success.”

Our Values

At Kettering Buccleuch Academy, we are committed to providing a friendly and safe environment for all pupils/students. Our values are at the heart of everything we do, and we strive to instil them in our students through our daily interactions, policies and practices.

We are committed to providing excellent education through which all pupils are able to progress, achieve and go on to succeed in life. Our approach is underpinned by a sense of moral purpose and commitment to doing what is right for children and young people, supporting colleagues to achieve excellence and acting with integrity in all our dealings within and beyond our community, in the interests of young people everywhere. We summarise this ethos as ‘the best in everyone’.

This ethos underpins our core values:

RESPECT

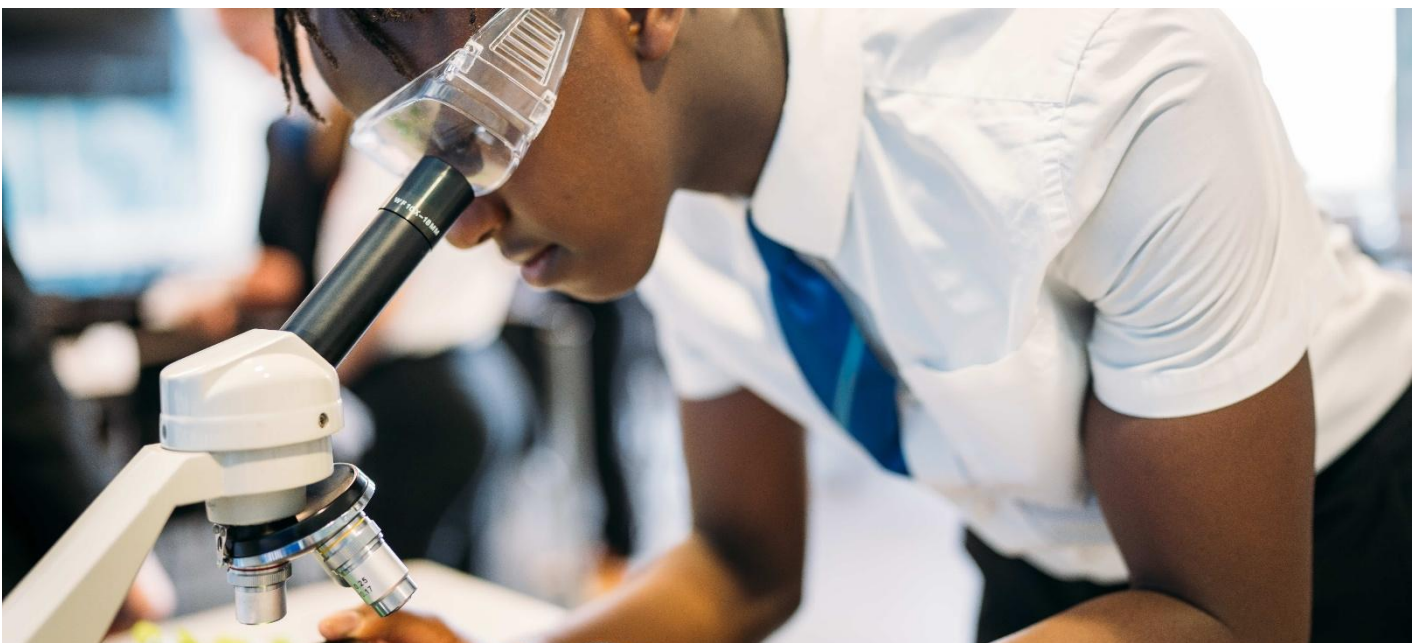
A quality shown through thinking and acting in a positive way about yourself and others.

AMBITION

A strong desire to achieve something.

DETERMINATION

The ability to continue to try, although it may be difficult.



A School of Character

Kettering Buccleuch Academy's Character Development Programme is delivered through the curriculum, assemblies, tutor time reading, PSHE and many other facets.

The Character programme is based on our core values of respect, ambition and determination.

At Kettering Buccleuch Academy we understand that there is more to a good education than just academic success. Our school aims to develop character, compassion and service. Young people are expected to contribute to their school and to society; to try things which they think they cannot do; to persist in the face of difficulty; to become resilient in overcoming obstacles; to manage themselves; to work independently on things which challenge them; to work with others and in teams; to be courageous and caring; to lead.

We want young people to look back on a joyful schooling which has inspired and challenged them, given them wide opportunity and prepared them for the ups and downs of life. We are therefore committed to providing all our students with a broad and balanced curriculum as well as cultural and social experiences that broaden horizons and support the development of character.

We fundamentally believe in nurturing talent within our staff body. Our in-house Continuous Personal Development Programme focuses on developing teaching and learning practices and techniques to ensure we become the best possible practitioners in the classroom. Further, we actively support staff in their CPD and ensure all leaders have formal leadership training through avenues such as the United Learning Leadership Development programmes as well as the National Professional Qualifications. Alongside this, we create succession planning for future senior positions.



Part of United Learning

Kettering Buccleuch Academy is part of United Learning; a large and growing group of schools aiming to offer a life changing education to children and young people across England.

Our schools work as a team and achieve more by sharing than any single school could. Our subject specialists, our group-wide intranet, our own curriculum and our online learning portal all help us share knowledge and resource, helping to simplify work processes and manage workloads for an improved work-life balance.

As a group, we can reward our staff better: with good career opportunities, better pay, benefits, and ultimately, the satisfaction of helping children to succeed. We invest in our staff wellbeing and our academies each have at least eight INSET days per year (with three of those solely dedicated to planning), and an ongoing group-wide wellbeing programme. It's an ethos we call 'the best in everyone'.

“At the heart of leaders’ ambition is a commitment to the professional development of staff.”

(Ofsted, October 2021)



“The staff and students at KBA make it a special place to work.”

(Staff Survey, November 2025)

About Northamptonshire

Kettering Buccleuch Academy is situated within close reach of Kettering town centre. Kettering is a historic market and industrial town located in North Northamptonshire. It has great transport links direct into London by train in about an hour. It also has direct access to the A14, linking it with the A45 and M1. There is a wide range of attractions both in the town and the surrounding county, such as:

- Museums and theatres – Kettering Museum and Art Gallery, The Lighthouse Theatre, The Royal and Derngate
- Manor houses and gardens – Boughton House, Kirby Hall, Rockingham Castle
- Great retail outlets - Rushden Lakes
- Excellent value for your money on houses and flats
- Historic surrounding market towns and villages with local markets
- Variety of cycleways - Cycle Northants
- Wide range of country walks to take you away from the pressures of modern living
- Parks, lakes and water sports – Wicksteed Park, Stanwick Lakes
- Great sporting scene – Northampton Saints, Northamptonshire County Cricket Club & Kettering Town Football Club
- Picturesque golf courses – Kettering Golf Club
- Beautiful parkland and forests
- Canals and rivers



Wicksteed Park



Kirby Hall



Northampton Saints



Royal and Derngate Theatre



Boughton House

Job Description and Person Specification

Job Description – Head of Physical Education

Kettering Buccleuch Academy is committed to equal opportunities and to the protection and safety of all students and adults. We expect all staff and volunteers to share these commitments.

Reporting to:

Senior Leadership Team (SLT)

Line Management of:

Staff within the subject areas

Job Purpose

To lead and inspire the Physical Education department, ensuring high-quality teaching and learning, outstanding student outcomes, and the effective development of PE, school sport, and physical activity across the academy.

Professional Responsibilities

- To provide strategic leadership and direction for the Physical Education department.
- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for all students.
- To monitor and support the overall progress and development of students within the department.
- To facilitate and encourage learning experiences that enable students to achieve their individual potential.
- To contribute significantly to raising standards of student attainment and participation in PE and school sport.
- To support the academy's responsibility to provide and monitor opportunities for personal, social, physical and academic growth.
- To lead, support and develop staff within the department, promoting a culture of high expectations and continuous improvement.

Leadership, Teaching and Learning

- To lead the development of appropriate syllabuses, resources, schemes of learning, assessment procedures and teaching strategies across the department.
- To produce, monitor and evaluate the department's Raising Attainment Plan and ensure its effective implementation.
- To oversee curriculum planning and ensure consistency and progression across all key stages.
- To monitor the quality of teaching and learning within the department through lesson observations, learning walks, work scrutiny and student voice activities.
- To evaluate departmental performance against academy quality standards and performance criteria and implement improvements where required.
- To lead departmental self-evaluation and contribute to academy improvement planning.
- To review and develop teaching methods, programmes of work and assessment practices.
- To promote innovation and best practice within the department.
- To develop and maintain effective links with external agencies, sports organisations, clubs and community partners.
- To teach across the age and ability range as required.
- To contribute to the academy's planning and strategic development activities.

Student Progress and Achievement

- To ensure effective assessment, recording and reporting systems are in place within the department.
- To analyse and use student performance data to drive improvements in teaching, learning and outcomes.
- To monitor student progress and implement interventions to address underachievement.
- To oversee the completion of relevant documentation to support student tracking and progress monitoring.

- To ensure high standards of attendance, behaviour and engagement within PE lessons and extracurricular activities.

Performance Management and Staff Development

- To lead and support the professional development of departmental staff.
- To participate in and contribute to the academy's staff development programme.
- To conduct performance management reviews for designated staff members.
- To identify training needs and support colleagues in developing subject knowledge and teaching practice.
- To continue personal professional development and keep abreast of developments in Physical Education and educational practice.

Curriculum and Enrichment

- To lead and coordinate a broad and inclusive extracurricular sports programme.
- To organise and oversee fixtures, competitions, events and enrichment opportunities.
- To promote participation, achievement and leadership opportunities for students through sport and physical activity.
- To ensure the curriculum reflects current national requirements and best practice.
- To promote the development of literacy, numeracy and ICT within PE.

Academy Policy

- To help implement academy quality assurance procedures and adhere to academy policies.
- To communicate effectively with parents, carers and external stakeholders.
- To represent the department at academy events, including Open Evenings, Parents' Evenings and transition activities.
- To attend and contribute to leadership and directed-time meetings.
- To ensure academy behaviour management systems are applied consistently across the department.

Personnel

- To lead, manage and deploy staff within the department effectively.
- To promote positive working relationships and high levels of collaboration within the department and across the academy.
- To support the induction, mentoring and development of new staff and trainee teachers where appropriate.

Resources and Accommodation

- To manage the departmental budget effectively and ensure value for money.
- To oversee the ordering, allocation and maintenance of equipment and resources.
- To ensure the efficient use of facilities and resources across the department.
- To monitor health and safety procedures and ensure compliance with relevant regulations.
- To report and address any unsafe practices or environments promptly.

Student Outcomes

- To maintain appropriate records and ensure accurate and up-to-date information is entered onto academy systems, including Arbor.
- To monitor and evaluate departmental performance against agreed targets.
- To use performance data strategically to improve student outcomes and departmental effectiveness.

Health and Safety

- To ensure all PE activities are conducted in accordance with academy policies and national health and safety requirements.
- To oversee risk assessments and safe working practices across all PE lessons, extracurricular activities and educational visits.
- To promote a culture of safety and wellbeing for students and staff.

This job description is intended as a general guide to the duties attached to the post and is not an inflexible specification. It may therefore be altered from time to time to reflect the changing need of the service,

always in consultation with the post holder.

Every member of staff at Kettering Buccleuch Academy has a responsibility to promote and safeguard the welfare of children and young people with whom they come into contact.

We are an inclusive academy and strive to be a learning, caring and thriving institution.

We take the safeguarding of students and staff seriously at Kettering Buccleuch Academy. All staff are expected to support this ethos.



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Part of United Learning

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