



THE HOWARD PARTNERSHIP TRUST

'Bringing out the Best'

The Howard of Effingham School

JOB PROFILE – SUBJECT TEACHER

Job Title:	Teacher of PE with Literacy & Personal Development
Reporting to:	Head of Faculty
Salary:	MPR/UPR
Start date:	September 2026
Job Purpose:	• To provide high-quality teaching and learning that supports students to make as much progress as possible • To assist in the delivery of our extensive extra-curricular sport programme • Have experience of coaching high-level sport in at least one of our core activities; Rugby, Netball and Football • To work as part of a team and participate in activities that support the improvement priorities of the school • To maintain consistently the Teacher Standards
Key accountabilities	• To plan and teach high quality lessons to support students in making good or outstanding progress • To set clear targets for students' learning, building on prior attainment and considering each student as an individual • To assess student work and progress giving regular feedback in line with school policy • To follow and contribute to schemes of work • To report on student progress in line with school policy and to ensure that students are thoroughly prepared for examinations • To maintain a stimulating, engaging and safe learning environment • To attend parent / information evenings as required • To respond to parental concerns / requests for information in line with school policy • To contribute to the wider life of the school, including whole-school routines and duties • To take responsibility for your own professional development and engage with performance management activity

Subject Specific Information

Physical Education is regarded as an outstanding faculty within the school by students, parents/carers, our colleagues and the Senior Leadership Team. The faculty consists of a dynamic team of ten specialist PE teachers. There is a strong sense of purpose and team spirit within the faculty which has a high profile throughout the school and in a wider context throughout the county. The PE faculty was highly praised by Ofsted in the latest inspection where it was one of the 'deep dive' faculties chosen. We are a faculty who really enjoy working together and enjoy working with our colleagues within the Howard Partnership Trust (THPT). As well as having an excellent reputation in competitive sport within the county, the Howard of Effingham has also been identified as one of the top achieving schools for academic PE in the country.

Excellent sports facilities enable the delivery of a quality physical education curriculum. These include a sports centre, including a large sports hall, a fitness studio, a teaching room and staff changing facilities, a gymnasium, extensive playing fields with four football pitches, four rugby pitches, a 400m and a 200m athletics track, three outdoor and one indoor netball courts, four outdoor and one indoor tennis courts. The sports centre provides a community sports facility which operates during non-core hours.

In both Key Stages 3 & 4, all students complete two hours of PE each week in a broad and balanced PE programme. Students are taught in single-sex and ability groups in all core PE classes. The faculty's academic PE examination courses are outstanding with last year's GCSE PE and GCSE Dance students achieving outstanding progress with the majority of students gaining Grade 7-9. BTEC Sport students in both Level 2 and 3 achieved 100% Pass – Distinction* and our A-level students achieved 100% A*-C. All PE examined courses are very popular options.

Extra-curricular activities are a strong feature of the success of the school especially in netball, football and rugby, where school teams have won county and national honours. There is a full programme of clubs and fixtures providing many opportunities to pursue enjoyment, participation, and excellence in sport.

The successful candidate would also be expected to teach some Literacy & Personal Development.

Additional Information

- Please see our website www.threeriversacademy.org for more information about our school.
- ECTs will have a reduced timetable
- The majority of staff will be form tutors
- For more information about The Howard Partnership Trust (www.thehowardpartnership.org)

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PERSON SPECIFICATION – SUBJECT TEACHER



Qualifications & Training	Essential	Desirable	How assessed
Qualified teacher status	✓		Application
Relevant specialist qualifications in your subject	✓		Application
Commitment to CPD and improving practice through reflection	✓		Application / Interview
Thorough knowledge and understanding of curriculum requirements and developments within your own subject specialism	✓		Application / Interview
Experience as a form tutor and / or pastoral work		✓	Application / Interview
Skills and abilities	Essential	Desirable	How assessed
To be able to teach lessons which consistently meet the Teacher Standards	✓		Application / Interview

To use a variety of strategies to engage students and promote a stimulating environment	✓		Application / Interview
To work well in a team, contributing ideas and supporting faculty/department procedures	✓		Application / Interview
To be a confident user of IT as a teaching tool	✓		Application / Interview
To contribute to the wider life of the faculty / department and whole-school, supporting extra-curricular and intervention initiatives	✓		Application / Interview
Personal Attributes	Essential	Desirable	How assessed
Excellent communication skills with the ability to relate well to students and adults	✓		Application / Interview
Ability to make effective use of data and develop timely and relevant intervention strategies to promote student progress	✓		Application / Interview
Energy, enthusiasm, determination and an insistence on high standards	✓		Application / Interview
Be able to work under pressure, prioritise and manage time effectively	✓		Application / Interview
Safeguarding			
The successful candidate will be subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS). The Howard Partnership Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment			