



# The Rowans AP Academy

Recruitment Pack

Teacher of PE



# Welcome to THAT

Thank you for your interest in joining The Howard Academy Trust. We are a family of 9 academies—4 primary, 4 secondary, and 1 alternative provision—working across Medway, Kent, and Bexley. As a Trust, we are committed to delivering the highest standards of education for all children and young people, regardless of their background.

Our vision, *"Working together to create a community of successful learners"* underpins everything we do. We firmly believe that every child deserves access to at least a good education, and we are proud that every academy within our Trust has maintained or improved its Ofsted rating. Notably, Temple Mill Primary School and Waterfront UTC made the remarkable journey from Special Measures to Good at their first inspection since joining us—a testament to the dedication and expertise of our staff.



At The Howard Academy Trust, we recognise that our people are central to our success. We are committed to supporting and developing our staff so that they, in turn, can provide an outstanding education for our students. Each of our academies serves its own unique community, and our role as a Trust is to provide the support, guidance, and collaboration needed to drive continuous improvement.

We are always looking for talented and passionate individuals to join our team. If you share our belief in the power of education and want to be part of an organisation that truly makes a difference, we would love to hear from you.



**Owen McColgan**  
Chief Executive  
The Howard Academy Trust



# THAT Benefits

The Howard Academy Trust is very pleased to offer our staff a vast range of benefits, both professional and personal, as we believe that our excellent teaching and support staff should be supported at work and rewarded for the great work they do.

 <p>Platinum Workplace Wellbeing Award</p>	 <p>benenden health</p> <p>Subsidised Private Healthcare</p>	 <p>Free flu jabs every autumn</p>	 <p>Employee Assistance Programme with Free Counselling</p>	 <p>Mental Health First Aider MFWA England</p> <p>Mental Health First Aiders in all schools</p>
 <p>Early finish for teaching staff on Fridays for CPD/PPA</p>	 <p>Multiple routes into teaching</p>	 <p>Opportunities for collaborative CPD</p>	 <p>Trust-wide training and networking events</p>	 <p>Career Progression and upskilling opportunities</p>
 <p>Bespoke in-house Into Leadership Courses</p>	 <p>LGPS/TPS Pension Scheme &amp; Generous Contributions</p>	 <p>Competitive salary with annual pay progression</p>	 <p>Early salary withdrawal with Access EarlyPay</p>	 <p>Minimum 25 days annual leave for full time staff, plus bank holidays</p>
 <p>Discounted hire of school facilities</p>	 <p>Cycle to work scheme</p>	 <p>Free car parking at each Trust site</p>	 <p>EV Charging across sites</p>	 <p>On site catering with a full lunch menu</p>
 <p>Discounted gym membership</p>	 <p>A diverse and inclusive workplace</p>	 <p>Staff referral scheme</p>	 <p>Flexibility for life events</p>	 <p>Annual Trust Awards</p>

We are happy to talk about flexible working.



# Our Family of Schools



**The Howard School**  
1,500 Pupils on Roll  
Located in Rainham, Kent



**Temple Mill Primary School**  
240 Pupils on Roll  
Located in Strood, Kent



**Deanwood Primary School**  
230 Pupils on Roll  
Located in Rainham, Kent



**Thames View Primary School**  
450 Pupils on Roll  
Located in Rainham, Kent



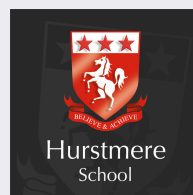
**Waterfront UTC**  
370 Pupils on Roll Rated  
Located in Gillingham, Kent



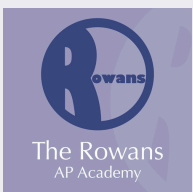
**Miers Court Primary School**  
410 Pupils on Roll  
Located in Rainham, Kent



**The Abbey School**  
1,100 Pupils on Roll  
Located in Faversham, Kent



**Hurstmere School**  
960 Pupils on Roll  
Located in Sidcup, London



**The Rowans AP Academy**  
93 Pupils on Roll  
Located in Chatham, Kent

# Welcome to The Rowans AP Academy



The Rowans AP Academy is a provision which enables young people to change the direction of their lives. Through a trauma informed approach, positive relationships and a strong focus on our core values of kindness, commitment and resilience, all pupils have the opportunity to re-engage with education, taking ownership of their lives and their choices.

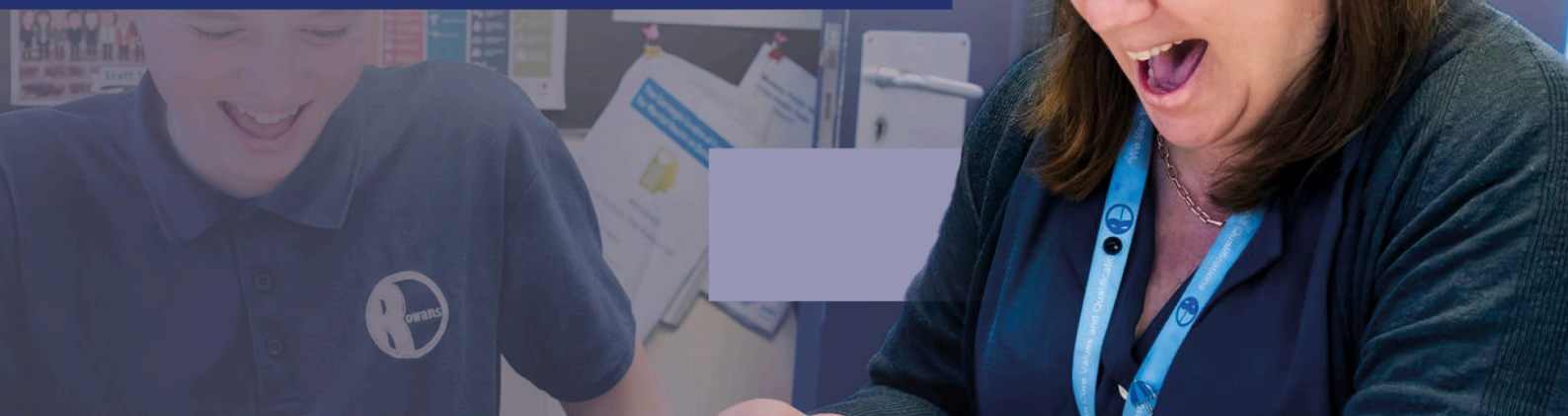
The Rowans AP Academy supports pupils who struggle with conventional education or, due to particular changing and often traumatic events in their lives, need a period of time in an alternative provision.

We offer alternative provision with a firm focus on supporting, engaging and raising the aspirations of every pupil. Through a bespoke combination of a challenging, engaging and progressive curriculum, a tailored interventions programme and cultural capital activities, we can ensure that every pupil has the opportunity to experience success and make progress.

*Mrs May, Principal*

## Why choose The Rowans?

- Opportunity to work with small classes, with a focus on raising aspirations of every pupil.
- An Ofsted 'Outstanding' Rated school, with positive pupil/teacher relationships.
- A rewarding work environment, where you will help change the direction of our young people's lives.



# Job Description

<b>Job Title:</b>	Teacher of PE
<b>Contract Type:</b>	Full time, Permanent
<b>Remuneration:</b>	STPC Main/Upper Pay Scale + SEN Allowance

## Core Purpose and Scope

The holder of this post is expected to carry out the professional duties as described below, as circumstances may require and in accordance with the Trust's policies, under the direction of the Senior Leadership Team and Principal. The post-holder is required to fully support the vision, ethos and policies of the Trust.

## THAT Vision & Values

As a Trust, our Vision and Values are achieved through:

- Excellent teaching and learning that promotes inclusivity;
- Regular opportunities for collaborative CPD to ensure best practice across academies;
- A proactive network for joint working across academies, for staff at various career stages;
- The highest standards of behaviour and conduct achieved through clear expectations and positive relationships;
- The unique character of each academy is valued and contributes to the THAT whole Trust ethos;
- Shared whole trust values of dignity, respect and ambition.
- High aspirations for all involved with the Trust;
- Each academy is a hub for its local community and families;
- Facing outwards and working in collaboration with other organisations and stakeholders;
- A centralised team that allows academies leaders to focus on their core purpose of education.

## Values and Behaviour

Teaching & Support Staff play a vital role in making the education of the students their first concern, and are accountable for achieving the highest possible standards in work and conduct. All members of staff must act with honesty and integrity; have strong knowledge within their field, keep their knowledge and skills up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of the students in the school.

## **Personal and professional conduct**

The post holder should always conduct themselves professionally, treating students and staff with mutual respect, regardless of personal beliefs, in accordance with Trust ethos, policies and practices.

## **Purpose of the Job:**

To be responsible for teaching individual students and/or groups of students at The Rowans AP Academy and be accountable for the progress and learning of these students.

## **Key responsibilities:**

- To share the leadership's vision for the Rowans, to drive progress and improvement and promote high expectations and rigor in all areas of the Academy
- Be supportive of colleagues, both teaching and non-teaching, to improve effectiveness, securing good working relationships
- All staff are expected to uphold The Rowans' policies and values which underpin good practice and the raising of standards, making an active contribution to these policies and practices
- All staff are expected to contribute to the school improvement plan priorities
- Teachers should recognise and take responsibility for developing the hidden curriculum
- Teachers are expected to demonstrate high levels of professional and personal conduct, maintaining high levels of attendance and punctuality
- Staff are expected to demonstrate trauma-informed ways of working with students, showing humility and supporting co-regulation, developing restorative practices and modelling the vision statement of 'we see you, we hear you, we are with you'
- To demonstrate a thorough and up-to-date knowledge of the teaching of the relevant subject area, taking account of wider curriculum developments and research. Teaching a range of subjects at times and if necessary, beyond one's original specialism to provide curriculum breadth, supporting students to make progress and achieve
- To consistently and effectively plan lessons and sequences of lessons to meet students' individual learning needs, ensuring that sequencing maps out skills, knowledge and content across the curriculum and that opportunities for meta-memory techniques are embedded
- To ensure that medium term plans are written to the highest of standard for the subject taught and include signposting for literacy, numeracy and careers
- To consistently and effectively use a range of appropriate strategies for teaching and classroom management, using appropriate SEND adaptations, to ensure all students have the support they need to make progress and that teaching is adaptive and creative

- To baseline assess all students within two weeks of their arrival in your subject and use this to set a target and an aspirational target
- To consistently and effectively use information about student characteristics and prior attainment to plan targeted work for students, monitoring progress to give clear and constructive feedback
- Consistently make secure and accurate assessment of student's progress and attainment, recording this data in a timely manner to contribute to whole school data systems and processes
- To maintain records on student progress and attainment, ensuring dissemination of appropriate information to students, parents, colleagues, other professionals and other approved external agencies
- To ensure that students with SEND have full access to the curriculum and learning opportunities. All teachers routinely demonstrate high quality inclusive teaching and use the graduated approach to review strategies
- To take responsibility for professional development and use the outcomes to improve teaching and students' learning, offering enrichment opportunities within your subject area
- Create a stimulating and subject-rich learning environment
- To be a form tutor to an assigned group of students, working in collaboration with a teaching assistant
- To follow the Academy's Behaviour, Inclusion and Relationships Policy, ensuring consistency of approach
- To liaise with parents via written reports, phone calls, meetings and home visits, including academic induction day and academic review days
- To liaise with other agencies including schools, EPs, Social Services and NHS staff
- To participate in arrangements for performance development, taking responsibility for setting objectives and ensuring there is quality evidence available for review
- To attend and contribute to staff meetings and CPD training
- To meet deadlines set by the Leadership team of the Academy
- To comply with all policies, procedures and any legal requirements

#### **Departmental responsibilities:**

- Deliver high quality PE lessons that are carefully planned, well-structured and ambitious, support students to re-engage positively with learning
- Use the PE curriculum to develop confidence, teamwork, resilience and self-regulation, alongside physical skills
- Adapt teaching approaches to meet the individual needs of students, ensuring lessons are inclusive, accessible and purposeful
- Build strong, trusting relationships with students who may have experienced disrupted education or barriers to learning
- Work collaboratively within a team, contributing to a consistent and supportive learning environment

**Additional duties:**

- All staff, with the support of the Academy's designated DSL, have a responsibility for providing and safeguarding the welfare of the students and young people
- To be familiar with and support any health and safety procedures and ensure all duties and responsibilities are discharged in accordance with the Academy's health and safety at work policy

*This job description does not form part of the Contract of Employment and is not necessarily a comprehensive description of the duties required but outlines the main responsibilities of the post. It will be reviewed regularly and may be subject to modification or amendment at any time after consultation with the holder of the post. The duties may be varied to meet the changing demands of the Academy at the reasonable discretion of the line manager.*

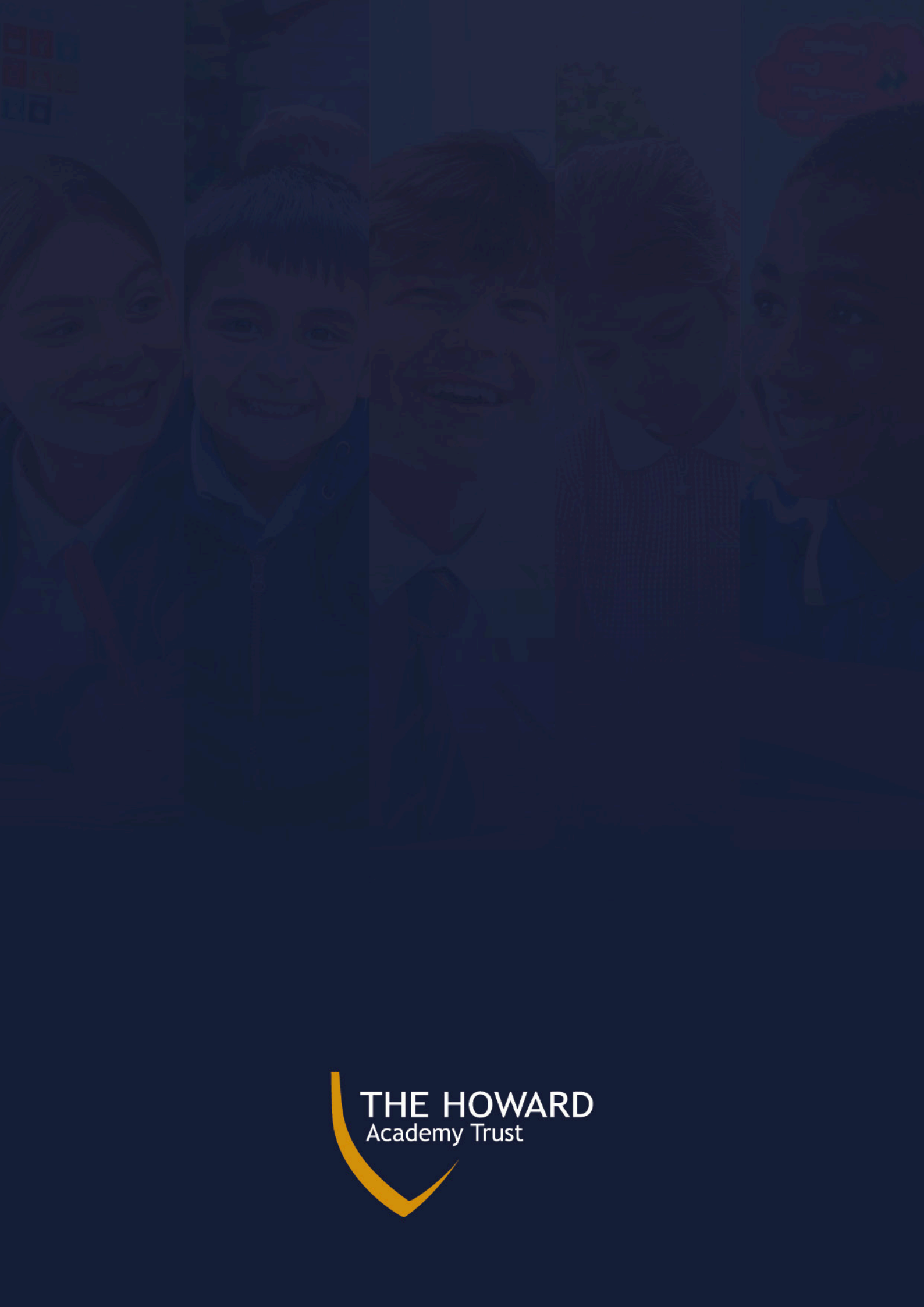
*An Enhanced DBS check will be required for this post. The job description is current at the date shown, but, in consultation with you, may be changed by the Principal to reflect or anticipate changes in the job commensurate with the grade and job title. The successful candidate must have a commitment to safeguarding and promoting the welfare of children and young people.*

# Person Specification

Please refer to these requirements when completing the application. The Person Specification is related to the requirements of the post as determined by the Job Description.

Essential	Desirable
<b>Education and Qualifications</b>	
<ul style="list-style-type: none"> <li>Teaching qualification</li> <li>Degree or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>Further degree</li> <li>Evidence of ongoing Professional Development</li> </ul>
<b>Experience</b>	
<ul style="list-style-type: none"> <li>Excellent oral and written communication skills</li> <li>Record of successful teaching with a clear understanding of the teaching provision required</li> <li>Excellent classroom practice</li> <li>Ability to implement a range of teaching strategies</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working within the academy or education sector</li> </ul>
<b>Knowledge and Understanding</b>	
<ul style="list-style-type: none"> <li>Effective use of data to analyse performance and manage interventions to measure the impact of achievement and attainment</li> <li>Good understanding of effective procedures for managing and promoting positive behaviour among students</li> <li>Clear understanding of the role of parents and the school community improvement, and how this can be practiced</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of child protection and safeguarding policies</li> <li>Sound understanding of equal opportunity issues within the workplace and the importance of culture and ethos, and how these impacts on morale, high expectation, and high standards</li> </ul>
<b>Characteristics and Competencies</b>	
<ul style="list-style-type: none"> <li>Ability to create a happy, challenging and effective learning environment</li> <li>A solution-focused mindset and determined “no-excuses” approach to raising standards</li> <li>A personable nature to build effective relationships with parents and all members of the school community</li> <li>A creative and good-humoured approach to all aspects of teaching</li> <li>Ability to work to professional standards, think independently and make judgements, to influence others through discussion</li> </ul>	

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| <ul style="list-style-type: none"><li>• Ability to be flexible and well organised to manage, at times, unpredictable and variable workload</li></ul> |  |
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**THE HOWARD**  
Academy Trust