

# Person Specification – Lead Teacher of Physical Education

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Criteria	Essential	Desirable
Leadership & Management	Ability to manage teaching and learning of PE efficiently. Able to lead, develop and enhance teaching practice within a department. Ability to implement policies, plans, targets and practices aligned to school aims. Experience of line managing staff.	Experience of leading a PE department or contributing to wider school leadership.
Pupil Achievement	Ability to set high standards of pupil behaviour. Ensures consistent adherence to school policies (e.g. homework). Demonstrates and promotes school and Trust values.	Proven impact on improving pupil behaviour and achievement outcomes.
Teaching & Learning	Demonstrates effective teaching and learning practice. Ability to improve students' literacy through teaching. Uses data and benchmarks to monitor and raise achievement. Shares effective classroom practice with colleagues.	Experience of embedding literacy across the curriculum within PE.
Line Management & Team Development	Ability to run effective subject meetings and engage staff in subject delivery. Monitors teaching and learning by working alongside colleagues and analysing outcomes. Develops subject plans with clear targets, timescales and success criteria.	Experience of leading teams to deliver measurable improvements.
Use of Data	Ability to use school, local and national data to set targets and drive improvement for individuals and groups of	Experience analysing performance data to inform strategic decisions.



	pupils.	
Communication	Communicates effectively with staff, pupils and parents/carers. Shares good practice and is accessible to address concerns.	Experience of leading parent engagement or staff training.
Professional Knowledge	Knowledge of and commitment to following relevant school policies. Clear understanding of the role of PE in supporting pupils' wider development.	Awareness of national developments in PE and curriculum innovation.
Personal Qualities	Enthusiastic about PE and motivates others. Supports colleagues and promotes a shared understanding of the subject's contribution to pupils' lives.	Evidence of inspiring wider staff engagement beyond their team.
Safeguarding	Commitment to safeguarding and promoting the welfare of children.	Additional safeguarding training or DSL experience.