



THE RADCLIFFE SCHOOL
INSPIRE AND ACHIEVE

Head of Physical Education (Female)

TLR 23 (£8,601)

Candidate Information



Head of Physical Education (Female)

TLR 23 (£8,601)

We are looking for a qualified and experienced teacher of PE to lead our vibrant department from September 2026. We are looking for an experienced teacher who is passionate about PE and Sport who can teach across the age and ability range including A Level and provide evidence of successful teaching strategies and excellent organisational skills. The successful candidate will be keen to develop their career within a supportive school where professional development is an essential aspect of our daily practice.

Our preferred gender for applicants is female, as permitted under the Equality Act 2010 to ensure appropriate supervision of female students.

The Radcliffe School offers the opportunity to teach in a department that is passionate about achievement for all pupils, and where our fantastic students enjoy a dynamic and engaging curriculum.

The successful candidate will benefit from a strong induction programme which will be tailored to their professional needs and experience, and they will have access to a full range of courses both in-house and professionally accredited, including all of the National Professional Qualifications eg NPQLTD.

We are an iPad school with all staff and students receiving an iPad (along with regular CPD on how to use it) to support teaching and learning.

We can offer onsite accommodation for new staff in one of our school houses. Each house is semi-detached with three bedrooms and a large garden. Please enquire for more information.

This is a unique opportunity to take an exciting role in a forward-thinking school and to work with committed and collaborative staff. The ideal candidate will be passionate about teaching and learning and will have the ability to motivate students. They will be happy to work in support of a large and friendly team.

The Radcliffe School offers the opportunity to:

- Work with a Department that is passionate about achievement for all pupils.
- Work with fantastic students who enjoy a dynamic and engaging curriculum.
- Operate within a diligent team of excellent teachers who have a wealth of expertise and experience.
- Teach, research, develop and examine at GCSE and A Level.
- Work with a driven and inspirational department in pursuit of excellence.
- Be part of a strong induction programme tailored to your experience and needs.
- Contribute to high quality teaching and learning, and the provision of extracurricular activities to drive students forward.
- Collaborate within a very supportive environment where professional development is an essential aspect of our daily practice.
- Develop your career.
- Contribute to the creation of outstanding student experiences in learning for all.

If you believe that you have the energy, passion, resilience and drive to be part of our positive journey we would love to have you on our team. Visits to the School are welcomed and encouraged.



Please contact Jo Moloney, HR Manager, on 01908 682 289 or go to www.radcliffeschool.org.uk for more information about the post and an application form.

The deadline for applications is **9am on Wednesday 15 April 2026**.

Ofsted inspected our school in March 2025 and found that behaviour and attitudes, personal development, leadership and management and Sixth Form provision are all Good. The inspectors found that the school has high expectations of students' behaviour and their attitudes to learning, all staff and governors share strong priorities, and the school is taking the right action to raise standards of achievement across the school. The inspection identified that students are proud of our school and its diversity, feel safe and supported, and have a strong sense of community.

The Radcliffe School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. This post requires an enhanced DBS disclosure and is exempt from the Rehabilitation of Offenders Act (ROA) 1974. We are an equal opportunities employer.

The Radcliffe School, Christchurch Grove, Wolverton, Milton Keynes, MK12
5BT

Tel: 01908 682 222

www.radcliffeschool.org.uk

Headteacher: Paula Lawson



JOB DESCRIPTION

In addition to the responsibilities of class teacher as set out in the school teachers' pay and conditions document you will also undertake the following duties and responsibilities.

Shaping the future
<ul style="list-style-type: none">• Lead the Curriculum area vision.• Lead and collaborate with colleagues to deliver the Curriculum area's improvement agenda.• Termly self-evaluation to inform planning and development.
Leading teaching and learning
<ul style="list-style-type: none">• Termly evaluation of student targets to inform intervention.• Actively monitor student progress and lead/support intervention strategies.• Liaise with relevant staff to develop an innovative, cost effective & sustainable curriculum.• Lead the development of appropriate teaching and learning strategies.• Lead the development of relevant, creative and innovative learning resources for the curriculum.
Developing self and working with others
<ul style="list-style-type: none">• Build and maintain an effective teaching team (including Support Staff).• Work collaboratively to secure high quality teaching across the department.• Manage under-performance.• Support, deliver and identify CPD opportunities and needs for the department.• Attend (and, if appropriate, lead) internal and external meetings as appropriate.• Liaise with relevant staff to manage cover work for absent colleagues.
Managing the organisation
<ul style="list-style-type: none">• Liaise with relevant staff to maintain accreditation with the relevant exam and validating bodies.• Ensure the department is aware of school policies and that they implement them appropriately.• Ensure that the department environment is vibrant, well organised and attractive.• Establish and maintain cross-curricular links.• Contribute to liaison with other organisations relevant to the Curriculum area.• Liaise with relevant staff to contribute to budget management.
Securing accountability
<ul style="list-style-type: none">• Performance manage staff.• Implement school policies, inc. health and safety, equal opportunities and report any problems.
Strengthening community
<ul style="list-style-type: none">• Build a department culture that develops the school's rich diversity.• Promote good communication with key stakeholders to support student achievement in accordance with the school vision.

The Radcliffe School has a professional dress code for staff and is a non-smoking workplace. We expect our staff to have a professional and positive approach and to actively collaborate with colleagues in providing the best possible learning experience for our students.

The Radcliffe School is committed to safeguarding and promoting the welfare of children and vulnerable adults. All employees are expected to share this commitment, to follow the School's safeguarding policies and procedures and to behave appropriately towards children and vulnerable adults at all times, both in work and in their personal lives.



PERSON SPECIFICATION

Specification	Essential	Desirable	Evidence
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Qualifications	Relevant degree Qualified teacher status	Postgraduate degree and/or further relevant professional studies.	Application form
Experience	Experience of successfully teaching across age and ability range. Evidence of successful, consistently good to outstanding teaching practice. Evidence of successfully leading a department is desirable. Understanding of Pupil Premium.		Application form and interview
Philosophy	Commitment to the “fun and fundamentals” of learning. Commitment to self-evaluation and continuous improvement. Commitment to sharing best practice. Belief in the positive difference high quality educational opportunities make to peoples’ lives. Commitment to the values and ethos of the school		Application letter and interview
Professional knowledge / understanding	Knowledge and understanding of current issues in education. Understanding of the Curriculum. Awareness of different learning styles and multiple intelligences.	Experience of working with other agencies to enrich the education of students. Thorough understanding of the potential of e-learning.	Application letter and interview
Skills	Excellent oral and written communication skills. Excellent literacy and numeracy skills. Ability to give and receive effective feedback and act to improve own performance and that of others. Ability to explain ideas clearly and succinctly. Excellent user of ICT. Excellent attendance and punctuality record.		Interview and References
Personal Attributes	Excellent interpersonal skills - ability to communicate well with pupils, parents and staff. Ability to inspire, challenge and motivate staff and students. Ability to ask for advice and support where necessary. Self motivating with a positive outlook. Ability to work to deadlines and under pressure. Commitment and enthusiasm. Dependability and sound organisational skills Understanding of own strengths and areas for development Good time management Administrative efficiency		Interview and References

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HOW TO APPLY

The following guidelines are designed to help you submit a job application in line with our requirements. Please ensure that you comply with the instructions below as, if you do not, the panel will not shortlist you. If you require clarification or have any questions regarding the application process, please contact Jo Moloney, HR Manager on 01908 682 289 or jo.moloney@radcliffeschool.org.uk.

Application Form

Please complete all the sections of the form in full, giving as much detail as possible. Applications can be made via My New Term (www.mynewterm.com). Note that CVs will be accepted only if an application form and covering letter are also included in the application.

Equal Opportunities Monitoring

Please ensure that you have completed the online Equal Opportunities Monitoring form or attach the Equal Opportunities Monitoring Form to your application.

Please submit your application prior to the closing date.

Disclosure and Barring

The Radcliffe School is legally obligated to process a Disclosure and Barring Service (DBS) check before making appointments to relevant posts. The DBS check will reveal both spent and unspent convictions, cautions, and bind-overs as well as pending prosecutions, which aren't 'protected' under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 and check to establish that a person is not barred from 'regulated activity' as defined by the Safeguarding Vulnerable Groups Act 2006.

The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended 2013 and 2020) means that when applying for certain jobs and activities, certain convictions and cautions are considered 'protected'. This means that they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. Guidance about whether a conviction or caution is disclosable can be found on the Ministry of Justice website.

Any data processed as part of the DBS check will be processed in accordance with data protection legislation and the privacy statement for The Radcliffe School. A copy of the Child Protection and Safeguarding policy for The Radcliffe School is available on our website.

Please be aware that if you are applying for a role that involves engaging in a regulated activity relevant to children, that it is a criminal offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

Shortlisting

Shortlisting will be completed as soon after the closing date as possible. Shortlisted candidates will be contacted by telephone. We are unable to contact non-shortlisted applicants. If you have not heard from us within three weeks of the closing date you should assume that you have not been shortlisted for interview.



Interviews

Interviews will be held at The Radcliffe School. Candidates may be required to complete a test or exercise relating to point(s) of the job description and criterion/criteria of the person specification.

Candidates who are invited for interview will be required to provide proof of their eligibility to work in the UK by producing verifiable documents. Candidates will be required to bring some photo ID with them on the day of the interview e.g. valid passport, driving licence or identity card.

References for shortlisted candidates

All referees whose details are included on the application form will be contacted before the interview unless you have indicated that you wish otherwise. Appointments will not be confirmed until The Radcliffe School has received two satisfactory references (one must be from your current employer or, if you are not currently in employment, from your most recent employer), confirmation of your fitness for employment, an enhanced Disclosure & Barring Service disclosure and confirmation of your right to work in the UK. Teachers will be required to provide proof of their qualifications (degree certificate(s), QTS).

Disabled applicants

The Radcliffe School welcomes applications from disabled people. If you require any adjustments to enable you to attend the interview please ensure that you have provided this information on your application form. If you are called for interview, please discuss any adjustments you may require to carry out the duties of the role with the interview panel so that the appropriate arrangements and any adjustments can be made if necessary. (Under the Equality Act, a disability is defined as a physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities.)

