



Redborne Upper School

RECRUITMENT PACK
HEAD OF PHYSICAL EDUCATION
JANUARY 2027



HEADTEACHER'S WELCOME

Thank you for your interest in Redborne Upper School and Community College.

Redborne is a vibrant and ambitious age 13-18 upper school, including a thriving sixth form of around 400 students, located in the heart of Ampthill, Bedfordshire. As a large academy with over 1,600 students on roll, we are proud to serve our community by providing high-quality education that combines strong academic achievement with outstanding personal development.



Our school is built on values of inclusion, respect and aspiration. We aim to foster a learning environment where all students feel supported to reach their full potential, both in and beyond the classroom. As a designated training school, we are deeply committed to the development of teaching and learning. This not only benefits our students, but also creates a culture of continuous professional growth for our staff.

Redborne is a unique place to work, not least because of our on-site working farm, which enriches the curriculum and offers students the chance to gain practical qualifications in agriculture. It reflects our wider belief that education should be broad, balanced, and rooted in real-life experiences.

In our most recent Ofsted inspection (July 2024), Redborne was judged to be a 'Good' school. We are proud of this outcome and remain focused on further developing the quality of our provision, especially in pursuit of excellence for every student.

If you share our commitment to high standards, professional development, and inclusive education, we would be delighted to receive your application.

Olly Button

Headteacher



OUR VISION

Our Vision

At Redborne, we are committed to becoming one of the best schools in the country. In order to help us achieve this goal, we will:

- Have outstanding behaviour based upon positive relationships.
- Ensure that all our students enjoy learning from teachers who love teaching.
- Ensure that everyone achieves their full potential.

Staff and students work together towards realising our vision, by linking everything we do to one of our three core values, 'Aspiration', 'Responsibility', and 'Respect'. Every aspect of a student's Redborne experience is aimed at promoting these:

Aspiration

For everyone to achieve.
For everyone to participate.
For everyone to be the best they can be.
For everyone's future.

Responsibility

For our behaviour / actions.
For our commitment to learning.
In our (wider) community.

Respect

For and between everyone.
For others' views / beliefs.
For the school building and environment.

OFSTED SAYS

"Pupils behave well around the school and during lessons. They are polite and courteous to adults. There are positive relationships between staff and pupils."



OUR CAMPUS

Redborne, a 13-18 Upper School since the early 1970s, is ideally placed to provide community education in the area. Redborne serves Ampthill, Flitwick, Maulden and other neighbouring villages.

The school is spread over 40 acres of attractive grounds, with a wide variety of trees, shrubs, flower beds and rock gardens. There are rugby, football, rounders and cricket pitches, netball and tennis courts, as well as an athletics track in the summer.

In addition, there is a floodlit all-weather sports area with an adjoining pavilion, as well as a recently refurbished floodlit 3G football pitch. The school also has its own farm, used to deliver both livestock and horticulture courses - an invaluable learning resource for students.

We cannot describe all aspects of such a large and active school and we therefore offer an invitation for parents and prospective students to visit us and find out more. Please contact us for an appointment:

Telephone: (01525) 404462

Website: www.redborne.com

Email: admin@redborne.com



HEAD OF PHYSICAL EDUCATION

- Start Date: January or September 2027
- Contract: Full-time / Permanent
- Salary: MPS / UPS depending on experience + TLR2F £8,913.00

We are seeking an inspirational, qualified and dynamic **Head of PE** to join our high performing PE department. Redborne is a successful and over-subscribed school with a strong and supportive PE department. GCSE uptake is strong and students perform well. The successful candidate will be given the opportunity to teach both GCSE PE and Sport. A Level classes run depending on student uptake.

The successful candidate will have a deep love for PE and sport, coupled with the pedagogical skill to ensure an outstanding provision and sustained progress for all.

About the Role

Excellence in Teaching: Model and ensure the delivery of high-quality, engaging lessons that challenge and support all students.

Pastoral and Academic Oversight: Track student progress diligently, implementing effective intervention strategies to maximise attainment. Contribute to a culture of high standard assessment and feedback.

Who We're Looking For

We welcome applications from those who have:

- A relevant degree and Qualified Teacher Status (QTS), or who are currently training and expect to achieve QTS this academic year.
- A passion for PE and Sport and an understanding of requirements of the National Curriculum at KS3, KS4 and KS5.
- The ability to teach PE at GCSE and/or A Level.
- Exceptional organisational, and communication skills.
- Ambition and a clear vision for the growth and success of the subject.

What We Offer

- A welcoming, supportive and inspiring team environment
- Outstanding professional development opportunities
- The opportunity to be part of a school community that values every member of staff



Visits to the school are welcome, please contact Eva Hobson
eva.hobson@redborne.com 01525 404462

Apply now and take the next step in your education career journey!

Closing Date: Sunday 27th September 2026

We reserve the right to close the application process early.

Interview Date: TBA



JOB DESCRIPTION

Job title: Head of PE
Responsible to: Headteacher
Line manager: Head of Expressive Arts

Head of Physical Education: Leadership

1. Responsibility for Core PE year 9-11 and the KS4 & KS5 courses offered (currently: GCSE PE, KS4 Sport and KS5 Sport).
2. Creating and monitoring the department development plan including oversight of evaluation as part of the School Self Review.
3. Development, implementation and monitoring of school policies.
4. Development and monitoring of staff, through performance management and department learning walks/reviews, to ensure that teaching staff are delivering an effective curriculum.
5. Overseeing appointments of new staff.
6. Creating a climate that enables other staff to develop and maintain a positive attitude towards their subject and confidence in teaching it.
7. Overseeing the Ampthill Rugby Partnership Programme.

Teaching and Learning

8. Overseeing the implementation of school, local and national initiatives.
9. Supporting members of the department to develop their teaching (using internal and external CPD).
10. Monitoring and feeding back on teaching and learning to staff, both individually and as a group.
11. Ensuring a range of appropriate teaching strategies is developed within the team.

Student Achievement and Progress

12. Developing the potential of students to maximise their academic achievement using a range of available indicators to recognise their potential.
13. Evaluation of achievement within the department against national, local authority and school figures.
14. Provide advice and support to senior leaders to ensure the curriculum matches the needs of students.
15. Track individual student progress with a view to further raising achievement.



Curriculum

16. Be accountable for overall student outcomes at KS4 and KS5.
17. Support with planning curriculum development including cross-curricular themes.
18. Liaising with senior leaders in matters relating to timetabling.
19. To advise SLT on staffing needs and issues.
20. Oversight of extra-curricular activities within the department, including fixtures.

Communication

21. Encouraging liaison with other appropriate educational or vocational institutions.
22. Dissemination of information to the department.
23. Communicate with parents, as needed.

Student Behaviour

24. Support staff in training and developing successful strategies for promoting and monitoring high standards of behaviour.
25. Act as a point of referral for teachers in discipline matters.
26. Monitoring good behaviour and promoting systems of rewards.
27. Agreeing common behaviour procedures across the department, in line with whole school procedures.

Administration

28. Agree and distribute agendas, chairing and overseeing minutes of department meetings.
29. Produce and maintain a department handbook.
30. Oversight of delegated tasks, such as budget returns or predicted grade forms, to encourage accurate and prompt completion of these.
31. Ensure that the department's equipment is compliant with Health & Safety requirements.
32. Equipment H&S inspections.
33. Produce and review risk assessments for activities and venues used.

Subject Teacher: Main duties and responsibilities

1. To plan and prepare courses and lessons.
 2. To teach, according to their educational needs, those students are assigned to the teacher.
- Aspiration • Responsibility • Respect



3. To set and mark homework.
4. To assess, record and report (including oral and written assessments, reports and references) on the development, progress and attainment of students, in each case having regard to the curriculum of the school.
5. To communicate and consult with the parents/guardians of students.
6. To communicate and cooperate with persons or bodies outside the school.
7. To participate in meetings arranged for any of the purposes described above.
8. To review from time-to-time teaching methods and programmes of work.
9. To participate in arrangements for further training and professional development.
10. To advise and cooperate with other colleagues (individually or in groups) on the preparation and development of Schemes of Work and materials for teaching and/or assessment.
11. To ensure good behaviour amongst students and safeguard their health and safety both when they are authorised to be on school premises and when engaged in authorised school activities elsewhere.
12. To participate in meetings at the school relating to the curriculum or the administration or organisation of the school.
13. To participate in arrangements for preparing students for public examination, recording and reporting relevant assessments, participating in arrangements for student presentations and supervision during internal and external examinations.
14. To assist, where appropriate, in the induction of students and newly qualified teachers.
15. To participate, as required, in the review, development and management of activities relating to the functions of the school.
16. To register the attendance of students in class.
17. To supervise students as a member of one of the duty teams identified each term.

Form Tutor: Main duties and responsibilities

1. Get to know the students in your tutor group and foster positive working relationships in order to help guide them to success.
2. Assist the year team with the pastoral care of the students in your group.
3. Promote positive attitudes to school and the wider community through effective delivery of a tutorial programme.
4. Support and encourage the learning of all students in your group.



5. Promote the ethos of the school.
6. Take the register once a day during morning registration.
7. Assist the year team in promoting good attendance and punctuality and check uniform compliance regularly, taking action in line with the uniform protocol
8. Attend tutor meetings when required.
9. Attend parent's evenings when required.
10. Contribute a pastoral comment to the reports of your students.
11. Liaise with parents /carers and be the first port of call for parental enquiries.
12. Facilitate and assist students in achieving the Redborne Award.
13. Contribute to the cleanliness of the school by carrying out a litter pick with your group as the rota demands.

Other duties and responsibilities

1. To comply with Redborne's commitment to safeguarding and promoting the welfare of children and young people.
2. To maintain confidentiality at all times in respect of school-related matters and to prevent disclosure of confidential and sensitive information.
3. The post holder must at all times carry out his/her job responsibilities with due regard to Equal Opportunities'.
4. To undertake any other duties of a similar level and responsibility as may be required.



PERSON SPECIFICATION

ESSENTIAL	DESIRABLE
Education & Qualifications	
• Qualified teacher status • A relevant honours degree	
Experience	
• Experience of teaching across age and ability levels appropriate to a 13-18 Upper School. • Experience of leading a team. • Ability to teach PE at GCSE and A Level.	• Record of participating in extra-curricular activities
Skills/Knowledge/Aptitudes	
• Knowledge of current curriculum developments and assessment procedures. • Ability to manage a department. • Ability to operate effectively as part of a team and to offer a vision for the development of that team. • Knowledge of different teaching strategies/initiatives. • Knowledge of National Curriculum Development KS4 and KS5.	• Willingness to be involved in extra-curricular activities • Ability to teach other subjects
Motivation	
• A passion and enthusiasm for PE and Sport. • Commitment to the teaching of PE knowledge and skills. • Ability to use initiative. • Interest in personal and professional development. • Able to work on own initiative. • Able to suggest strategies to motivate others. • Capable of improving / developing a learning environment.	
Equal Opportunities	
• A commitment to equality of principles and practices.	



All offers of employment are “conditional” until Disclosure and Barring and qualification checks have been successfully completed and satisfactory references have been received. Redborne is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

STAFF WELLBEING CHARTER



Comprehensive new staff induction programme throughout your first year, plus a mentor for all new teaching staff and dedicated meeting time.



Mini-half term (long weekend) during the autumn term, calendar permitting.



Enhanced PPA time for all teaching staff and a generous timetable allowance for form tutors to effectively carry out their pastoral role.



Virtual parent consultation evenings with a flexible finish (8 pm latest).



Complimentary tea, coffee and milk in all staffrooms.



Complimentary Christmas lunch and summer BBQ for all staff.



Well published deadlines and annual calendar consultation.



Maximum of three data collection points per year (per year group)



Reports are produced in a timely manner so they reflect current progress with no lengthy written comments.



Staff Wellbeing Committee for both teaching and support staff.



Commitment to exemplary student behaviour and punctuality, including centralised behaviour systems.



Innovative approach to staffing and timetabling, to meet the bespoke needs of colleagues who work part time.



Clear protocol for emails and a communication policy which protects time outside school.



Dedicated and trained Curriculum Support Assistants in all faculties who provide cover for absent colleagues.



An attractive school environment; open green spaces, commitment to reducing litter and our wonderful school farm.



Plentiful free on-site parking, including electric charging points.



Staff social sessions in the calendar each term plus regular sporting sessions on site. On site fitness suite with free use for all staff.



Opportunities for career development are always considered. Comprehensive leadership training programme.



Regular twilight CPD sessions and a range of professional learning opportunities



After school meetings that average a maximum of one per week for classroom teachers, scheduled to finish by 4.30pm.



Staff Wellbeing and Workload Coordinator guides and develops policies.



Wellbeing services provided including professional supervision and a culture of wellbeing support for all colleagues.



SLT Open Door Policy, including urgent communication outside school hours when required.



Staff professional and personal achievements celebrated.



Developmental approach to lesson observations and professional performance reviews.



Buffet provided for all staff before open evenings.

