



**PE Teacher Application Pack**

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**Letter from Catherine Paine, Chief Executive Officer**

Dear Candidate

Thank you for your interest in this role within the REAch2 Academy Trust.

This is a hugely exciting time for our family of schools. The Trust has been recognised by the Department for Education as being well placed to raise standards and achieve excellence for pupils in a growing number of schools nationwide. We are presented with a rare opportunity to make a real difference to the lives and life chances of so many primary school children – many of whom haven’t previously received the educational opportunities they deserve.

The Trust includes schools at all stages of development, from those requiring significant improvement through to existing outstanding schools. As a Trust we are clear about the importance of achieving long term sustainability for our schools. Our vision is to enable individual academies to flourish with real autonomy, whilst also ensuring a strong ethos of support and collaboration across our schools.

Employees within REAch2 belong to a national community of professionals, and benefit from a wide range of networks and development opportunities across the Trust. In time, our best teachers are able to work across schools, develop specialisms and step up to leadership roles within and beyond their own academy. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike.

Those we recruit are able to demonstrate that they share our values, are highly motivated to work with colleagues within and beyond their school to continuously develop their skills and pursue professional excellence and are committed to providing the highest standards of teaching for all children. If that is you then we would be delighted to receive your application.

**Catherine Paine**

**CEO**

# Our Cornerstones and Touchstones

REAch2 is the Cornerstone of the Trust: providing a strong, responsible foundation from which every academy develops and grows. A cornerstone provides a subtle yet paramount role in the construction of a building and ensures that REAch2 is a trustworthy, accountable and inspirational organisation, delivering the best possible learning experience.

REAch2 is defined by the values of **excellence, quality, delivery and standards** – these features give the Trust its enduring attributes and its inherent reliability.

However, what gives each REAch2 Academy its uniqueness are the Touchstones of the Trust (seen on the right). Just as 500 years ago touchstones were used to test the quality of the gold they marked, so too our touchstones find what is precious and set these things apart. They are used to express the values and ethos of the Trust and describe what the Trust wants to be known for and how it wishes to operate.

With good **leadership**, we aspire to develop children academically, emotionally, physically and spiritually. We notice talent and spot the ‘possible’ in people as well as the ‘actual’. Developing potential across our Trust becomes a realisation that there is a future worth pursuing for everyone.

Children deserve **enjoyment** in their **learning** and the pleasure that comes from absorption in a task and achieving their goals. Providing contexts for learning which are relevant, motivating and engaging, release in children their natural curiosity, fun and determination.

**Inspiration** breathes energy and intent into our schools: through influential experiences, children can believe that no mountain is too high and that nothing is impossible.

REAch2 serves a wide range of communities across the country and we celebrate the economic, social, cultural and religious diversity that this brings: embracing **inclusion** ensures that we are a Trust that serves all, believing that everyone can succeed.

We take our **responsibility** seriously. We act judiciously with control and care. We don’t make excuses, but mindfully answer for our actions and continually seek to make improvements.

REAch2 is a Trust that has a strong moral purpose, our **integrity** is paramount. Our mission is to change children's lives by providing the very best quality education we can. Through this, children can fulfil their potential, become happy, successful adults and contribute effectively and meaningfully to society. We welcome the fact that all our decisions and actions are open to scrutiny. You can learn more about REAch2 at our website: [www.reach2.org](http://www.reach2.org)

# The role

# PE Teacher

Required for **April** **2023 or earlier**

Location – Civitas Academy, Reading RG1 7HL – part of REAch2 Academy Trust

Full Time – Permanent

Salary – Teacher Main Pay Scale, depending on experience

Closing Date: **Applications considered upon receipt**

**Are YOU the Great Primary PE Teacher WE need?**

**We need YOU, to make the difference!**

**This is an exciting opportunity to be part of our new school.**

**We have amazing facilities, a great team ethos,**

**and all within a 5-minute walk from the centre of Reading.**

Civitas Academy is part of the REAch2 family of Schools in Reading. We are looking for an enthusiastic and passionate primary PE teacher to join our collaborative Academy team.

**We need:**

* A teacher with high expectations of **ALL** pupils, who can engage and inspire the learning behaviours that will support all in achieving their best.
* A teacher who values the importance of physical education and teaching our children about healthy lifestyles.

**We can offer you:**

* A Leadership Team dedicated to helping you develop an outstanding career and balanced life.
* Exciting, accelerated leadership development and early promotion opportunities for the right candidates across the Trust.
* The chance to work with a fantastic team, with the best possible opportunities to share ideas.
* The chance to use / develop personal curriculum strengths.
* An excellent CPD training programme.
* A dynamic, creative staff, dedicated to achieving whole-school improvement and building lifelong friendships.
* Kind, curious and enthusiastic pupils.
* Enthusiastic and proactive parents.
* The chance to bring your own strengths to the school and make a difference.

**About REAch2:**

Founded in 2012, REAch2 Academy Trust is the largest primary-only academy trust in the country. It is a growing charitable organisation currently supporting 60 primary academies across England, including 4 in Reading. REAch2 is a community connected by a common desire to learn from each other, share experiences and be mutually supportive across the entire academy community. We work as a team to deliver exceptional learning opportunities for all pupils in REAch2.

**What next?**

We want to hear from **great teachers** with a **genuine commitment** to improving the life chances of the children they teach. Give us a call if you're interested, come in and visit the school.

Visits to our school are warmly encouraged and can be arranged at your convenience – you need to meet our brilliant children! If you wish to discuss the roles further, then please contact the Executive Headteacher, Salima Ducker, on 0118 467 6720.

Applications are considered on receipt and interviews will follow shortly afterwards for shortlisted candidates.

If you have a genuine commitment to improving the life chances of children then we would like to hear from YOU!

Completed Application forms should be returned to Emma Lelliott, the School Business Manager at: [**finance@civitasacademy.co.uk**](mailto:finance@civitasacademy.co.uk)

The school is committed to safeguarding the welfare of children and expects all staff to share this commitment. This post is subject to an Enhanced DBS with Child’s Barred List check and satisfactory references.

# The application

You are invited to submit an application form to Emma Lelliott, the School Business Manager at: [**finance@civitasacademy.co.uk**](mailto:finance@civitasacademy.co.uk)

REAch2 Academy Trust have an Equal Opportunities Policy for selection and recruitment. Applicants are requested to complete the Trust’s online [Equality & Diversity Monitoring Form](https://forms.office.com/Pages/ResponsePage.aspx?id=EGorfMwEtEi30d9QFOXXNJ4DEcgd411KhzIQrNunT_hUMlJXTkhNVlE0SlhKV0FWTEk2Wkw1TTUwRS4u) separately.

In accordance with our Safeguarding Policy the successful candidate will be required to have an Enhanced DBS with Child’s Barred List check.

To arrange an informal discussion please contact **Salima Ducker – Executive** **Headteacher** on **0118 467 6720**

## The application process and timetable

|  |  |
| --- | --- |
| **Application deadline:** | Applications will be reviewed on receipt |
| **School visits:** | Welcome and encouraged |
| **Interviews:** | TBC |
| **Start date:** | April 2023 |

The candidates selected for interview will be informed after shortlisting and full details of the interview programme will be provided.

# Safeguarding, Safer Recruitment and Data Protection

At REAch2 we recognise that those who work in an academy are in a unique position in their care of children. The responsibility for all staff to safeguard pupils and promote their welfare, as stated in Section 175 of the Education Act (2002) is one that is central to our ethos, our policies and our actions. All children are deserving of the highest levels of care and safeguarding, regardless of their individual characteristics or circumstances, and we are committed to applying our policies to ensure effective levels of safeguarding and care are afforded to all our pupils.

We will seek to recruit the best applicant for the job based on the abilities, qualifications, experience as measured against the job description and person specification. The recruitment and selection of staff will be conducted in a professional, timely and responsive manner and in compliance with current employment legislation, and relevant safeguarding legislation and statutory guidance.

All information is stored securely and any information supplied by unsuccessful candidates will be destroyed through a confidential waste system six months after the decision has been communicated, in accordance with our information and records retention policy.

The Trust ensures all applicant data is stored and processed appropriately. For further details on how your information will be managed during the recruitment process please refer to our [Privacy Notice for Job Applications](https://reach2.org/wp-content/uploads/2020/01/Privacy-Notice-Job-Applications.pdf).

# Job Description

**Job Title:** Primary PE Teacher

**Salary:** Main Pay Scale

**Responsible to:** SLT

**Job purpose:** To work with colleagues and children to ensure the PE curriculum inspires all pupils to succeed and excel in sport and other physically demanding activities. Opportunities should be provided for pupils to become physically confident in a way which supports their health and fitness, build character and help to embed values such as fairness and respect.

**Key Responsibility Areas**

**The Main Duties and Responsibilities of the post are:**

This job is to be performed in accordance with the School Teachers’ Pay and Conditions Document.

**Achievement:**

* To ensure all pupils make good progress from their starting points
* To close the achievement gap for any underperforming groups of pupils
* To ensure that all pupils aspire towards national age-related expectations or above

**Teaching:**

* To be a motivated, enthusiastic quality teacher.
* To deliver the school’s curriculum, including new educational initiatives, and use a wide range of teaching styles which take into account the diverse demands of children’s learning thereby supporting the ethos of the school.
* To plan according to the school’s policy, work which addresses the wide range abilities and enables all pupils to achieve their full potential.
* To acknowledge and identify children’s needs in accordance to the school’s SEN policy
* To mark, record and assess pupil’s work in accordance with the relevant school’s policies.
* To keep records of achievement in accordance with the school’s policies.
* To support the Leadership in all areas of agreed school policy and practice.
* To communicate to Team Leaders or SLT any areas of concern.
* To lead in the subject of PE across the school from EYFS to Y6
* To lead on extra curricular provision across the school.

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**Other Expectations**

* To know, understand and follow the school’s Safeguarding policy and procedures
* To be concerned with the general welfare of the children and report any concerns of safeguarding children to the designated person
* To create a stimulating and well-organised environment in which all children develop academically, emotionally, physically and socially.
* To develop a wide range of pupil’s skills and encourage independence.
* To provide opportunities for pupils to present their work in a variety of ways.
* To create an atmosphere that encourages care and concern for others and their environment, whilst promoting self-confidence, self-esteem and self-control. To uphold high standards of discipline and show consistency in dealing with children’s behaviour, whilst understanding the needs of the individual. To be responsible for the discipline of all children in the school as needs arise and act according to the school’s Behaviour Policy.
* To write records of and reports on the personal and social needs of pupils.
* To maintain a positive relationship with parents.
* To meet with and consult with parents of pupils regularly.
* To liaise with external agencies.
* To maintain confidentiality where appropriate.
* To implement the school’s Health and Safety Procedures as outlined in the school’s policy
* To keep up to date with current educational issues and further one’s own professional development.
* To participate in self-evaluation and performance management.
* To provide basic first aid and seek assistance when necessary.
* To participate in and contribute to staff meetings and training.
* To participate in the supervision of students in training when required.
* To undertake any other duties as directed by the Headteacher.

**This job description will be informed by the Pay and Conditions document and will be reviewed annually.**

**Other requirements:**

* To participate in training and performance management as required.
* To have an up-to-date Enhanced DBS with Child Barred List check.

***When completing the supporting statement applicants should address each of the selection criteria with clear evidence of success.***

**Additional Requirements:**

1. REAch2 has a strong commitment to achieving equality of opportunity in its services to the community and the employment of people and expects all employees to understand, comply with and promote its policies in their work and to undertake any appropriate training.

2. The post holder is expected to undertake any appropriate training, including recognised professional qualifications, considered necessary to fulfil the role.

3. The post holder is expected to demonstrate a flexible approach in the delivery of work.

Consequently, the post holder may be required to perform work not specifically identified in the job description.

The duties outlined in the Job Description may be varied to meet the changing demands of the school at the reasonable direction of the Head of School/Executive Headteacher. This job description does not form part of the contract of employment. It describes the way the post holder is expected to perform and complete the particular duties as set out above.

Civitas Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is classed as having a high degree of contact with children or vulnerable adults and is exempt from the Rehabilitation of Offenders Act 1974. An Enhanced DBS with Child Barred List check will be sought as part of the Academy’s pre-employment checks.

**Person Specification**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Evidence** |
| Qualifications | Qualified Teacher Status (QTS) | Further continuous Professional Development  First aid training  Team Teach training | Application Form |
| Experience | Proven ability as an excellent trainee teacher or PE teacher or classroom teacher  Ability to build relationships and work within a team of professionals | Proven record of successful subject leadership  Experience in supporting children with EAL and SEN | Application Form |
| Professional Knowledge, Skills and Understanding | Knowledge of what constitutes good or better teaching and learning  Inclusion and best practice for engaging all learners  High expectations related to appropriate rates of pupil progress and attainment  What constitutes successful and appropriate relationships with children  Basic child protection practice  Effective organisational skills  Ability to build supportive relationships with parents and carers.  Ability to deal positively with challenging behaviour | An understanding of the Ofsted framework and descriptors  Team teach or similar de-escalation training  Extra-curricular qualification/sports coaching accreditation | Letter of application  Interview |
| Curriculum | National curriculum, relevant programmes of study and assessment strategies  Sound ICT skills | Knowledge of statutory assessments at KS1 and KS2 (SATs)  Experience of working with a successful integrated curriculum  An understanding of the changes informing the National Curriculum 2014. | Letter of application  Interview |
| Professional Values | High expectations  Learning should be engaging and inspiring  Developing positive learning behaviours  Commitment to the personal welfare and safeguarding of children | Support for enriched curriculum through out of hours learning and educational visits | Letter of application  Interview |

***When completing the supporting statement applicants should address each of the selection criteria with clear evidence of success.***

**Civitas Academy recognises that all individuals have fundamental human rights and therefore adopts a rights based approach to equality. We shall develop practices that promote the right for everyone to participate in all aspects of life within school by promoting initiatives that remove barriers to participation and by actively promoting equality and social inclusion.**

**We recognise that prejudice and inequality of opportunity exist within life and we commit ourselves to challenging and redressing these injustices by applying equal opportunity within school.**