APPLICANT PACK

ACHIEVEMENT DIRECTOR OF PHYSICAL EDUCATION

Harris Academy Battersea

Leadership Point (Inner London) + Performance and Loyalty Bonus + Harris Wellbeing Cash Plan + Additional Harris Benefits

For a confidential discussion about this post with the Head of Academy, more information or to arrange a visit, please contact the school on 020 7622 0026 or HABSHR@harrisbattersea.org.uk

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Harris Academy
Battersea

Dear Candidate

Thank you for expressing an interest in the post of Achievement Director of Physical Education (PE) at Harris Academy Battersea. We are looking for a leader with energy, enthusiasm and expertise to develop our excellent PE team to continue to deliver brilliant outcomes for students.

HABS benefits from a large site with a fantastic 3G pitch and several halls, and close proximity to Battersea Park. We also have a state of the art new **Community Sports Centre** starting building in November 2024. The new Achievement Director will be central to the delivery of this exciting project.

If you are a current leader of PE or a PE teacher and looking for an opportunity to grow, inspire and develop, this may be the role for you.

The development of our students academically, personally and professionally is at the heart of everything we do at Harris Academy Battersea. Our values of ***Knowledge, Integrity and Resilience*** embody the qualities we seek to promote and expect to see in our young people. We see Sport as central to instilling these values. Our Achievement Director of PE will take a key role in the communication and reiteration of our vision and mission to our students: ***'We develop aspirational young people to thrive in a changing world'***.

If you are committed to these values and want to make a real difference to the lives of our young people, then we would welcome an application.

Yours sincerely

Charlie Comerford
Head of Academy

Our Academy

Harris Academy Battersea is a mixed state secondary school serving a truly comprehensive community in the heart of London. We are an Ofsted '**Outstanding**' school with a track record of delivering fantastic outcomes year on year for our students. In 2023, Ofsted visited the academy and judged us as remaining 'outstanding', commenting on our "**highly ambitious curriculum**", the "**exceptionally high quality of education**" provided and noted that "**behaviour in the school is very strong**". Nevertheless, we are extremely ambitious for our school and as we seek to continue to grow and develop, we are looking for more brilliant people to join us.

Our Academy is centred on the values of **Knowledge, Integrity and Resilience** and these underpin the way we work for both students and staff. Our staff are inclusive, diverse and committed to our mission: we develop aspirational young people to thrive in a changing world.

HABS offers a broad, academic and challenging curriculum founded on six key curriculum aims:

- To develop deep, long-lasting knowledge
- To develop students into accomplished readers, writers and orators
- To provide experiences within and beyond the classroom that enrich learning and ensure students can make informed choices about their futures
- To equip students to challenge injustice in all its forms
- To enable students to understand how they learn
- To support students to reflect on their choices and values to improve themselves and their community

These aims underpin all elements of our curriculum, and **we see our core academic curriculum and wider personal development curriculum as intrinsically linked**. All staff at the Academy contribute to the personal development of our students through their roles as tutors and through their contributions to the wider life of the academy.

A thriving school can only function with fantastic staff, and our vision is to make teaching at HABS both **enjoyable and sustainable**. The wellbeing of staff underpins every decision we make, and we seek to ensure that every member of staff can enjoy a work-life-balance enabling them to bring their best to work each day.

At HABS, **professional growth and development** is central to our mission. Our professional development motto is 'improve, not prove' and leaders are relentlessly focussed on supporting staff in getting even better through a wide range of internal and external training opportunities.

As a part of the **Harris Federation**, all staff in the Academy benefit from being part of our network of more than fifty primary and secondary academies across London. Vibrant networks of subject experts meet regularly and teachers can access bespoke support from our central teams of consultants.

For more information about what we do and who we are, we encourage you to visit our website here as well as our careers page here and explore!

Job Purpose

- To be accountable for leading, managing and developing the subject area.
- To raise standards of student attainment and achievement within the whole subject/curriculum area and to monitor and support student progress.
- To ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying in the department, in accordance with the aims of the academy and the curricular policies determined by the Governing Body and Principal.
- To teach the relevant subject across the age and ability range.
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- To effectively manage and deploy staff, financial and physical resources within the department.
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.

Responsible to: Assistant Principal for Academy Culture

Liaise with: Senior Leadership Team, other school leaders, student services support staff and relevant staff with cross-school responsibilities, teaching/support staff, LA representatives, external agencies and parents.

Main Areas of Responsibility

Operational/Strategic Planning

- To formulate, in conjunction with the PE team, an annual PE improvement plan that supports the academy improvement plan and is based on rigorous review of PE performance data.
- To lead the development of appropriate syllabuses, resources, schemes of work, marking policies, assessment and teaching strategies in the PE area, within the designated area.
- To contribute to the formulation of and subsequently the monitoring, evaluation and review of the faculty improvement plan.
- To ensure that health and safety policies and practices, including risk assessments are in line with national, local and academy requirements.

Curriculum Provision

- To ensure the delivery off an appropriate, comprehensive, high quality and cost effective curriculum that has high expectations of achievement for all students.
- To lead development of the subject and its delivery, reviewing it regularly in the light of academy and national policies, as well the impact on achievement.

Staff Development: Recruitment/Deployment of Staff

- To build and recruit where required an effective team of motivated staff who share the academy vision of high achievement for all students.
- To induct, guide and support all staff in the PE area, ensuring training needs are met, in liaison with Senior Leader responsible for CPD.
- To be responsible for the day to day management of all teaching and support staff in the PE area, including performance management in line with the academy performance management policy.

Student Outcomes

- To ensure the effective operation of target setting, monitoring and evaluation systems.
- To ensure the input and maintenance of accurate student data, making use of analysis and evaluating performance data, taking appropriate action to secure improvement.

Teaching and Learning

- To be an outstanding role model for teaching, showing evidence that lessons are both planned and prepared.
- Marking, assessing, recording and reporting on student achievement in lessons.
- Using resources to ensure the development of each student in all aspects of the subject(s).
- Teaching in a manner according to students' educational needs, appropriate to our core values and ensuring the safety of students and others.
- Taking responsibility for a teaching area and providing up-to-date displays of students' work.
- A commitment to continued professional development.
- To maintain discipline at all times in accordance with the Academy's procedures.

Pastoral

- To act as a Form Tutor and to carry out the duties associated with that role, including contribution to specific pastoral programmes of study, monitoring of attendance and punctuality, liaison with parents, internal and external agencies as appropriate.
- To ensure the behaviour management systems are implemented consistently in the subject area, so that effective learning can take place.

General

- Undertake whole academy duties as outlined in responsibilities agreed each year.
- Monitor and support the overall progress and development of students as a teacher.
- To engage actively in the performance review process, addressing targets set in conjunction with the line manager each Autumn term.
- To promote equal opportunities and celebrate diversity in all aspects of the academy.
- To play a full part in the life of the academy community, to support its distinctive aim and ethos and to encourage staff and students to follow this example.
- To support the academy in meeting its legal requirements for worship.
- To promote actively the academy's corporate policies.
- To undertake all duties as specified by School Teachers' Pay and Conditions Body (STPCB).
- To undertake such other duties as may be required, commensurate with the level of responsibility of the post.
- To engage actively in the performance review process, addressing appraisal targets set in conjunction with the line manager each autumn term.
- To participate in training and other professional development learning activities as required.
- To promote equal opportunities and celebrate diversity in all aspects of the academy.
- To play a full part in the life of the academy community, to support its distinctive aim and ethos and to encourage staff and students to follow this example.
- To support and attend academy events such as Open Evening.
- To promote actively the academy's corporate policies.
- To adhere to the academy's Dress Code.
- To show a record of excellent attendance and punctuality;
- To comply with the academy's Health and Safety policy and undertake risk assessments as appropriate.
- To be familiar with and promote safeguarding requirements, demonstrating adherence to the DfE Guidance 'Keeping Children Safe in Education and the academy's Safeguarding/Child Protection policies.
- To be aware of and comply with all academy and Federation policies and procedures, in particular those relating to conduct, child protection (as above), health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.

Academy Ethos

- Undertake whole academy duties as outlined in responsibilities agreed each year.

- Monitor and support the overall progress and development of students as a teacher.
- To engage actively in the performance review process, addressing appraisal targets set by the line manager each Autumn term.
- To promote equal opportunities and celebrate diversity in all aspects of the academy.
- To play a full part in the life of the academy community, to support its distinctive aim and ethos and to encourage staff and students to follow this example.
- To promote actively the academy's corporate policies.
- To comply with the academy's Health and Safety policy and undertake risk assessments as appropriate.
- To adhere to the academy's Dress Code.
- To undertake any other duty as specified by School Teachers' Pay and Conditions Body (STPCB) not mentioned in the above.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition (as defined in the Equality Act 2010).

Following consultation with you this job description may be changed by management to reflect or anticipate changes in the job which are commensurate with the salary and job title

Person Specification

Attributes	Description	Desirable
Qualifications & Experience	• Clear knowledge and understanding of current educational issues. • QTS • Experience of teaching PE, including at GCSE and/or Level 2 or 3 Vocational	Evidence of further study in educational leadership or PE teaching
Knowledge	• Knowledge and experience of dealing with students with behavioural and learning difficulties. • Practical knowledge of equipment, including IT equipment where appropriate, to support learning.	
Essential Skills	• Display an awareness, understanding and commitment to the protection and safeguarding of children and young people. • Ability to prioritise, plan and organise themselves as well as others • To be pupil-focused in all regards • To be courteous and professional to visitors and telephone callers. • To develop positive and mutually supportive working relationships with all colleagues • To build positive relationships with parents • Excellent oral and written communication skills • Ability to establish a positive presence in the school	
Personal Qualities	• Enthusiasm for and commitment to the achievement of the Academy's overall vision of supporting students **'to develop into aspirational young people who thrive in a changing world.'**	

• Ability to demonstrate and promote the Academy's core values of Knowledge, Integrity and Resilience. • Willingness to work hard. • Record of excellent attendance and punctuality. • Flexible, adaptable, results orientated and able to prioritise, resilient under pressure. • Awareness of and commitment to equal opportunities and valuing diversity. • Belief in the responsibility of a school to include pupils with a diverse range of educational needs • Ability to be a 'team player'	

We will consider any reasonable adjustments under the terms of the Equality Act (2010) to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post. The job-holder will ensure that academy policies are reflected in all aspect of his/her work, in particular those relating to:

1) Equal Opportunities
2) Health and Safety
3) General Data Protection Regulations (2018) and Data Protection Act 2018
4) Safeguarding children

Applying For The Position

We encourage you to apply as soon as possible as we may interview and offer to a candidate before the closing date. Please note that we only accept applications submitted before the closing date via our careers website.

Thank you for your interest in the Harris Federation. We look forward to receiving your application.

Before You Start Your Application

Please remember to check your junk mail folders for our email communications and add us to your safe senders list to ensure all future email communication is received. This is important to ensure you are kept up to date on the status of your application and to avoid delays in the recruitment process.

To submit an application, you'll need to have ready:

- Personal information about you
- Details of your education and employment history
- Details of any qualifications and training gained
- A CV and/or supporting statement to upload

Help and Support

For our Help and Support completing your application, visit **www.harriscareers.org.uk**

Safeguarding Notice

The Harris Federation and all our academies are committed to ensuring the highest levels of safeguarding and promoting the welfare of children and young people, and we expect all our staff and volunteers to share this commitment. All offers of employment are subject to an enhanced Disclosure and Barring Service (DBS) check, references, an online search, and where applicable, a prohibition from teaching check will be completed. Before applying, please review our **Policy Statement on the Recruitment of Ex-Offenders.**