



THOMAS ALLEYNE'S
HIGH SCHOOL



INNOVATE2EDUCATE
Partnership

"Progress Opportunity Individuality"

Head of Physical Education Application Pack



INNOVATE2EDUCATE
Partnership

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*'We love, we listen, we learn
we grow.'*

**Innovate2Educate
Partnership**

Introduction

We are delighted to offer an exciting opportunity for an ambitious and inspirational leader to join our thriving school as Head of PE (Faculty Leader).

This is a pivotal leadership role, providing strategic direction, expert subject leadership, and professional support to colleagues across the department. The successful candidate will lead the development of an engaging, inclusive, and high-quality PE curriculum, ensuring outstanding teaching, learning, and achievement for all students.

As Head of PE and Sport, you will oversee the delivery of Physical Education across Key Stages 3, 4 and 5, including Core PE and BTEC Sport qualifications. You will be passionate about inspiring young people to develop lifelong participation in physical activity and committed to securing exceptional outcomes for all learners. You will bring a clear vision for curriculum development, a strong commitment to staff development, and the leadership skills to drive continuous improvement across the department.

At Thomas Alleyne's High School, we are proud to be a successful 13–18 comprehensive school at the heart of our community. We are committed to delivering an ambitious, broad and balanced curriculum that equips every student with the knowledge, skills and qualifications they need to thrive in higher education, employment and life beyond school.

We believe that exceptional staff are the foundation of an exceptional school. We are deeply committed to professional development and invest significantly in the growth of our colleagues through a comprehensive programme of continuing professional development (CPD). Whether you are an experienced middle leader or looking to further develop your leadership career, you will benefit from a wide range of high-quality internal and external development opportunities designed to support teaching excellence and leadership progression.

If you would like to find out more about this exciting opportunity, we would be delighted to hear from you. For an informal discussion about the role, please contact our Personnel Team by emailing personnel@tahs.i2e.org.uk.

Thomas Alleyne's High School – Mission, Vision and Values

‘Progress Opportunity Individuality’

Our Vision

We are committed to serving our community by embracing excellence and transforming lives. Our vision is built on three key principles:

- **Progress** – Enabling every student to achieve their full potential.
- **Opportunity** – Ensuring students have access to diverse learning experiences.
- **Individuality** – Fostering confidence, independence, and ambition in every learner.

Our Core Values

- **Tenacity** – Encouraging perseverance and resilience in all endeavors.
- **Health and Happiness** – Promoting well-being and positive mental health.
- **One Community** – Fostering inclusivity, collaboration, and belonging.
- **Mindfulness** – Encouraging self-awareness, reflection, and emotional intelligence.
- **Ambition** – Inspiring high aspirations and excellence in all students.
- **Self-fulfilled** – Enabling students to achieve personal success and satisfaction.

Ofsted Recognition and School Strengths

Thomas Alleyne's High School received **positive recognition in our latest Ofsted inspection** for:

- **Well-established behaviour routines** ensuring a calm and focused learning environment.
- **Strong curriculum intent and alignment**, with schemes of learning supporting student progression.
- **High expectations for student outcomes**, particularly in Science and core subjects.
- **Effective assessment strategies**, ensuring students' progress is closely monitored and gaps in learning are swiftly addressed.
- **Support for SEND students**, ensuring adaptive teaching strategies help all learners access the curriculum effectively.

These strengths highlight the school's commitment to **high standards in teaching and learning**, and the **Head of PE will play a key role** in driving continued success in student achievement and progression.

Advert

Head of Physical Education Permanent, Full-time

**Required from January 2027
or earlier if available**

TMS - UPS3 plus TLR 2.5 - £6046 per annum

Do you have the passion, expertise and leadership to inspire, engage and motivate students, raising attainment while fostering a lifelong love of physical activity and sport?

We have an exciting opportunity for an ambitious and inspirational leader to join Thomas Alleyne's High School as Head of PE. This key leadership role will provide strategic direction for the department, leading the curriculum team and supporting colleagues through expert subject knowledge, high-quality leadership and a shared commitment to excellence.

The successful candidate will lead the teaching and development of Physical Education across Key Stages 3, 4 and 5, including Core PE and BTEC Sport. They will have a genuine passion for physical education, together with a proven commitment to securing exceptional student progress and attainment. They will be driven to achieve outstanding outcomes in BTEC Sport, inspire increasing numbers of students to continue their studies at Key Stage 5, and lead a vibrant programme of extra-curricular sport and enrichment opportunities that promotes participation, develops talent and fosters a lifelong love of physical activity. In addition, they will have a clear vision for curriculum development, high expectations of both staff and students, a strong commitment to professional development, and the determination to raise achievement across the whole school.

Thomas Alleyne's High School is a successful 13–18 comprehensive school at the heart of its community. We provide a broad and balanced curriculum that enables every student to flourish academically, personally and socially. We are committed to ensuring that every young person receives an outstanding education, and our strong track record of student progress and attainment reflects this commitment.

We are passionate about developing our staff and nurturing future leaders. Our comprehensive programme of continuing professional development (CPD) supports excellent classroom practice and leadership development through a wide range of internal opportunities and high-quality external programmes.

If you would like an informal discussion about the role, please contact the Personnel Team at personnel@tahs.org.uk. For further information and an application pack, please download the accompanying documents or:

Visit our website: <http://www.thomasalleyne.org.uk/page/?title=Vacancies&pid=134>

E-mail: personnel@tahs.i2e.org.uk **Telephone:** 01889 561820

Closing Date: Friday 2nd October 2026 at 9.00am **Interviews will be held:** Tuesday 13th October 2026

Please email completed and full applications to: personnel@tahs.i2e.org.uk

Innovate2educate is committed to safeguarding and promoting the welfare of young people and expect all staff and volunteers to share this commitment. This position is subject to a criminal record check from the Disclosure and Barring Service (DBS, formerly CRB) which will require you to disclose details of all unspent and unfiltered spent reprimands, formal warnings, cautions and convictions in your application form. All staff are also required to complete safeguarding training.

Head of PE and Sport: Job Description

Job Description – Head of PE

To secure continuous improvement in the teaching of PE in the school, producing the highest standards of pupils' achievement and ensuring that all pupils develop their knowledge, understanding, skills, and abilities within an orderly, challenging and motivating educational environment.

Teaching, Learning, and Curriculum Development:

- Establish a **well-informed vision for PE**, ensuring it contributes to students' academic, social, moral, cultural, and spiritual development.
- Lead the development and implementation of **high-quality schemes of work**, ensuring progression, continuity, and depth of learning across KS3, KS4, and KS5.
- **Ensure high-quality teaching and learning**, using evidence-based strategies to improve pedagogy and student outcomes.
- Oversee **assessment, marking, and feedback policies**, ensuring they effectively support student progress and attainment.
- Support staff in delivering **differentiated lessons**, ensuring all learners, including SEND and disadvantaged students, can access the curriculum.
- Monitor and evaluate the impact of **curriculum implementation**, identifying areas for development and taking action to improve teaching practices.

Monitoring, Evaluation, and Raising Standards:

- Track and analyse **student progress and attainment data**, identifying trends and implementing targeted interventions.
- Lead the department's **self-evaluation processes**, ensuring continuous improvement in teaching and learning.
- Set **high expectations** for student outcomes and provide strategic direction for raising achievement in PE.

Head of Physical Education: Job Description

Leadership and Management of the PE Team:

- Provide **effective leadership and management** for the PE Department, fostering a collaborative and ambitious team culture.
- Support the professional development of **staff at all career stages**, including Early Career Teachers (ECTs) and aspiring middle leaders.
- Lead **coaching, mentoring, and CPD initiatives** to improve teaching quality and subject expertise.
- Manage **staff deployment**, ensuring a balance of expertise and experience across PE.
- Conduct **appraisals and performance reviews**, setting clear targets for development and supporting staff in achieving their goals.

Student Engagement and Extracurricular Opportunities:

- Promote student engagement in Physical Education, fostering a lifelong commitment to health, well-being and participation in sport and physical activity.
- Develop and oversee a high-quality extra-curricular sports programme, including clubs, fixtures, competitions, festivals and enrichment opportunities that maximise participation and sporting achievement.
- Build and maintain partnerships with local sports clubs, governing bodies, community organisations and external providers to enhance students' sporting experiences and broaden participation.

Departmental Operations and Resource Management:

- Oversee **budget planning and resource allocation**, ensuring the department is well-equipped for high-quality teaching.
- Maintain and enhance **specialist laboratory spaces**, ensuring compliance with health and safety regulations.
- Lead the strategic development of PE **facilities and equipment**, securing funding where necessary.
- Ensure compliance with **school policies and statutory requirements**, including safeguarding, health and safety, and exam regulations.

Person Specification: Head of Physical Education

Description	Essential	Desirable	Assessed through application	Assessed through interview and/or task
Qualifications and Training:				
A relevant good honours degree or equivalent qualification and Qualified Teacher Status	Y		Y	
An outstanding practitioner with substantial successful teaching experience across the 13-18 age and an ability to teach up to A-level PE and Sport in specialism	Y		Y	
Recent relevant personal professional development	Y		Y	
Experience of teaching A Level / BTEC PE and Sport.		Y	Y	
Leadership & Management Experience:				
Experience of recent relevant leadership within a secondary and/or High School setting	Y		Y	
A recent and relevant leadership qualification or eagerness to undertake such qualifications		Y	Y	
Successful experience of leading an 'initiative'	Y		Y	Y
High profile in the school community	Y		Y	
Proven ability to raise standards	Y		Y	Y
Proven ability to set and achieve targets by being consistently focused on achieving high educational standards	Y			Y
Successful experience of strategic development planning, implementation, monitoring and evaluation with clear, successful outcomes at a team level	Y			Y
Experience of developing individualised learning that has impacted on students' learning and teaching approaches adopted by staff	Y		Y	Y
Leadership & Management Skills:				
A commitment to manage and develop further high-performance teams	Y		Y	Y
Consistent approach to the promotion of high standards of behaviour, supporting the values of respectful, safe and ready to learn	Y			Y
Good understanding of key national educational priorities, policies and programmes of study in relation to PE and Sport.	Y			Y
Consistent approach to high teaching standards	Y			Y
Commitment to team and whole school professional development	Y		Y	Y
Able to articulate the approach to maintaining and developing the school's existing reputation	Y		Y	
A track record of organising curricular and extra-curricular events		Y	Y	

Person Specification: Head of Physical Education

A track record of organising curricular and extra-curricular events		Y	Y	
Ability to articulate a vision underpinned by targets and goals aligned with an ability to empower others	Y			Y
Resilience to manage one's own work pressures and the capacity to manage effectively the work of others	Y			Y
Be high profile and accessible around the department and school	Y			Y
Personal Attributes and Skills:				
High personal and professional standards	Y		Y	Y
Highly developed interpersonal and communication skills	Y		Y	Y
Ability to establish a positive ethos and sense of achievement for all	Y		Y	Y
Strong negotiating and influencing skills	Y		Y	Y
Emotional Intelligence	Y		Y	Y
Enthusiasm, flexibility and maturity of approach	Y		Y	Y
Good team player at all levels	Y		Y	
Ability to prioritise and use time effectively	Y		Y	Y
Generosity of spirit	Y		Y	Y
Integrity and loyalty	Y		Y	Y

The PE Department

Our PE Department at Thomas Alleyne's High School is a thriving and ambitious team committed to promoting participation, performance, wellbeing and a lifelong love of physical activity. The department consists of 4 specialist PE staff who deliver a broad and engaging curriculum across all key stages.

Facilities and Curriculum

- Excellent indoor and outdoor facilities support a wide range of sports and physical activities. Including extensive grass pitches, All weather pitch, swimming pool, sports hall, gym and Fitness Suite.
- A broad and balanced curriculum develops skills in team games, individual sports, fitness, leadership and healthy lifestyles.
- BTEC Tech Award Sport provides students with opportunities to develop both practical application and theoretical understanding.
- Post-16 pathways include L3 BTEC Sport and Sports Leaders qualifications.

Support and Enrichment

- Extensive extracurricular clubs, practices and fixtures allow students to participate and compete throughout the year.
- The department promotes inclusive participation and supports students of all abilities to achieve their potential.
- Intra and Inter-school competitions, tournaments and sporting events enrich student experiences.
- Leadership, officiating and coaching opportunities help students develop confidence, responsibility and teamwork.
- The PE Department is a strength of the school, inspiring students to lead active lifestyles and pursue opportunities within sport and physical activity

How to apply

Salary & Contract Details:

- **Salary:** TMS - UPS3 plus **TLR 2.5 (£6046 per annum)**
- **Contract Type:** Permanent, Full-Time
- **Start Date:** January 2027 or earlier if available

Closing Date: Friday 2nd October 2026 at 9.00am

Interviews: Tuesday 13th October 2026

To apply, please submit the following documents to personnel@tahs.i2e.org.uk:

Completed application form

A personal statement (maximum 2 pages) detailing your experience, skills, and leadership vision for PE at Thomas Alleyne's High School.

For further information, visit our **Vacancies Page:** [Thomas Alleyne's High School Vacancies](#)

Thomas Alleyne's High School is committed to safeguarding and promoting the welfare of young people. The successful candidate will be required to undergo a DBS check and complete safeguarding training.



Registered address:

Thomas Alleyne's High School, Dove Bank Uttoxeter, Staffordshire

ST14 8DU

