



Saint Nicholas School
Old Harlow Essex



TEACHER OF PRIMARY & SENIOR GIRLS PHYSICAL EDUCATION

Permanent, full time

Saint Nicholas Pay Scale

Required Easter 2026

Saint Nicholas School is seeking to appoint an outstanding and enthusiastic Teacher of Physical Education to join our well-resourced and successful PE department. The successful applicant will be required to teach from Pre-School to Year 11 from Easter 2026. Reporting to our Director of Sport, the role will be integral in helping us to shape a bright and prosperous future for our sporting curriculum and extracurricular provision. The successful candidate will be eager to contribute to the extra-curricular work of the department and the wider life of a thriving day. We are seeking a netball specialist that can teach across all age ranges, with a focus on middle and upper school. A proactive attitude to personal development is encouraged and supported.

This post would be well suited to an experienced teacher or someone seeking a first teaching appointment.

The successful applicant will be joining a friendly, hard working school with a clear commitment to high achievement for all its pupils. Classes have a maximum of twenty two pupils. You will be a passionate PE teacher who displays professionalism, energy and commitment. Non-contact time is generous to enable the successful applicant to fulfil this role to the highest standards.

School's history & background

Saint Nicholas School was founded in 1939 with a total roll of 7 pupils. By 1977, the pupil roll had increased to 140 and at this time the school moved from its modest premises in Mill Street, Churchgate Street, to the current location at Hillingdon House. Today, Saint Nicholas is a thriving independent coeducational day school catering for approximately 500 pupils aged from 2 ½ to 16, with a fabulous nursery for babies from 3 months of age.

The school is situated in delightful gardens and grounds which extend to more than 14 acres. Pupils in the lower, middle and upper school are each housed in their own area, within close proximity of each other, enabling good access to shared facilities. The School is very well equipped with specialist classrooms, English laboratories, technology areas, ICT rooms, and libraries. Sports facilities include extensive playing fields, tennis courts, a heated swimming pool, and a magnificent sports hall and state-of-the-art theatre.

The School is located close to London and Cambridge with direct train access to both, as well as being a short drive from Stansted Airport and the London Underground via Epping. You can find more about the school by visiting our website <https://www.saintnicholasschool.net/>

Terms & conditions

Teachers are paid at a rate equivalent to the National Pay Scale including post threshold payments. There is a generous fee remission for children of members of staff, of up to 50% of the full fees, upon completion of one full year's service, provided children meet the School's usual entry requirements. Teaching staff may contribute to APTIS pension scheme.

Safeguarding

Saint Nicholas School is committed to safeguarding and promoting the welfare of children and requires all staff to share this commitment. We will check the suitability of staff to work with children and applicants must be willing to undergo an enhanced Disclosure and Barring Service check and overseas police checks (where necessary). For short-listed applicants current and previous employers will be contacted as part of our pre-employment checks.

Application process

All applications to be made via the TES website at this link: <https://www.tes.com/jobs/employer/-1046413>

The closing date is **9am on Friday 6th February 2026** and interviews will take place Thursday 12th February 2026. We reserve the right to appoint before the closing date: candidates are encouraged to apply as soon as possible.



JOB DESCRIPTION – TEACHER OF PHYSICAL EDUCATION

CORE PURPOSE OF POST

- To teach PE and Games across the whole school, Pre-School to Year 11
- To promote PE as a subject within the School.
- To work with the Director of Sport and other members of the department to support the development of the PE Department
- To teach netball
- To teach swimming (a pool lifeguard qualification will need to be completed if it is not currently held)
- To fully commit to before and after school clubs and fixtures
- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document.
- Meet the expectations set out in the Teachers' Standards.
- To understand how pupils' learning is affected by their physical, intellectual, emotional and social development and understand the stages of child development.

STRATEGIC DIRECTION AND DEVELOPMENT OF THE SCHOOL

Vision

- Demonstrate a commitment to a shared vision for the school.
- Contribute to the development, implementation and evaluation of the School's policies, practices and procedures, so as to support the School's values and vision.

Ethos

- Encourage an ethos which promotes effective teaching and learning and which sustains improvement in the development of all pupils.
- Make a positive contribution to the wider life and ethos of the school.

Strategic planning

- Contribute to the development of PE in conjunction with the Director of Sport, Assistant Head (Academic) and Deputy Head (Academic)
- Work with others on curriculum and pupil development to secure co-ordinated outcomes.
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach.

TEACHING AND LEARNING

Curriculum

- Possess and demonstrate a high level of subject and curriculum knowledge
- Plan and teach well-structured lessons to assigned classes, following the School's plans, curriculum and schemes of work.
- Provide clear structures for lessons and for sequences of lessons, which maintain pace, motivation and challenge.
- Use a variety of teaching and learning styles to keep all pupils engaged.
- Adapt teaching to respond to the strengths and needs of pupils.
- Set high expectations which inspire, motivate and challenge pupils.
- Promote good progress and outcomes by pupils.
- Select and make good use of ICT skills for classroom and management support.

Monitoring, assessment, recording, reporting and accountability

- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils,



making accurate and productive use of assessment.

- Make effective use of assessment information on pupils' attainment and progress and in planning future lessons.
- Assess and record each pupil's progress systematically with reference to the school's current practice including the social progress of each child and use the results to inform planning.
- Mark and monitor classwork and homework, providing constructive feedback and set targets for future progress.
- Understand and know how national and local comparative and school data including National Curriculum test data can be used to set clear targets for pupils' achievement.

Standards and expectations

- Ensure effective teaching of whole class groups and individuals, establishing high expectations of behaviour and attainment, so that teaching objectives are met.
- Monitor and intervene when teaching to ensure sound learning and discipline and maintain a safe environment in which pupils feel confident.
- Participate in the School's appraisal cycle and have a commitment to your own professional development

Monitoring and evaluation

- Be familiar with the Code of Practice and identification, assessment and support of pupils with SEND.
- Evaluate your own teaching critically to improve effectiveness.
- Be familiar with the school's current systems and structures as outlined in policy documents including the Health and Safety and Child Protection policies.

SAFEGUARDING AND CHILD PROTECTION

- Ensure that you know who the designated teacher (DSL) responsible for dealing with child protection and the deputy DSL are.
- Be familiar with the safeguarding and child protection policy.
- Know what procedures are to be followed if you suspect that a child is at risk of harm.
- Be particularly sensitive to signs which may indicate possible safeguarding concerns.

PROFESSIONAL DEVELOPMENT AND APPRAISAL

- Be aware of the need to take responsibility for your own professional development.
- Take part in the school's appraisal procedures.
- Take part in further training and development in order to improve own teaching.

EFFICIENT AND EFFECTIVE DEPLOYMENT OF STAFF AND RESOURCES

Manage accommodation

- Ensure a stimulating but safe working environment in which risks are regularly assessed.
- Direct and supervise support staff assigned to you.
- Deploy resources delegated to you.

ACCOUNTABILITY

Effective communication

- Communicate effectively with pupils, parents and carers.
- Provide reports on individual progress to the Head of English, Assistant Head (Academic), Deputy Head (Academic) and parents as required.
- Establish and maintain effective working relationships with professional colleagues and parents.
- Participate as required in meetings with professional colleagues and parents in respect of the duties and responsibilities of the post.



Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the school.
- Develop effective professional relationships with colleagues.

Personal and professional conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school.
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality.
- Understand and act within the statutory frameworks setting out professional duties and responsibilities

Health, safety and discipline

- Promote the safety and wellbeing of pupils.
- Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment.

CONTRIBUTION TO SCHOOL LIFE

Extra-curricular activities

- Contribute to the extra-curricular activities by organising and running at least two after-school weekly enrichment clubs or activities.

Pastoral duties

- Take on the role of form teacher as required.
- Attend weekly assemblies.

School events

- Demonstrate support of the Friends organised events, including attending the Christmas and Summer Fairs which take place on Saturdays and the school's Fireworks display
- Attend two Saturday Open Mornings
- Attend the school's Speech Day, normally the final Saturday of the Summer Term.

We would love to hear from you if you are looking to join a supportive and enthusiastic team in beautiful rural surroundings. We respect the hard work and commitment demonstrated by everyone at Saint Nicholas School and we are proud of the caring and mutually supportive atmosphere.

SAFEGUARDING

Saint Nicholas School is fully committed to safeguarding and promoting the welfare of children, young people and other vulnerable groups and expects all staff, parents and volunteers to share this commitment. All staff and volunteers, where appropriate, will be required to complete our safer recruitment checks including qualifications; references; enhanced DBS and barred list; proof of identity; right to work in the UK; overseas, EEA and prohibition checks. New employees will be required to submit a Staff Self Declaration form (referring to disqualification under the Childcare Act 2006 as amended in 2018).

EQUALITY AND DIVERSITY

Saint Nicholas School aims to employ staff who are best qualified for the post and does not discriminate on the grounds of race, colour, nationality, ethnic or national origin, religion or religious belief, sexual orientation, marital or civil partnership status, disability or age.

As a result of the Asylum and Immigration Act 1996, employers now have to verify that new recruits who are not British nationals are eligible to work in this country. Therefore, any applicant who is offered an interview will be asked to provide official documentation to verify their ID, address and right to work in the UK. It is also normal practice for the School to ask for original qualifications and professional membership documents to be presented as detailed on the application form.