



# CANDIDATE BRIEF

## Teacher of PE (Netball Specialist)







## WELCOME TO SIBFORD

Sibford School is a co-educational, independent day and boarding school for children aged 3-18.

Sibford is a place where we aim to nurture ambitious learners who shape their worlds with their creative, compassionate and questioning minds, where your teaching journey can flourish alongside the growth of our exceptional students.

In our commitment to individuality, we recognise that educators, much like our students, are diverse in their approaches and strengths. At Sibford, you're encouraged to be adventurous, curious, creative, confident, and above all—be yourself.

Rooted in Quaker values, our approach to teaching is grounded in truth, integrity, equality, community, peace, simplicity, and sustainability. These values are not just words on paper but living principles that underpin the distinctive characteristics of Sibfordians.

In the nurturing, safe, and supportive environment we cultivate, you'll find a space where your teaching potential has no limits. Here, there's no ceiling on your ability to inspire and shape young minds, both academically and personally. Tolerance and consideration towards each other are not just encouraged; they are integral to our community ethos.

Our curriculum is as diverse as the talents it aims to nurture. Whether you are joining us to teach

traditional academics, creative arts, technology, or horticulture, you'll have the opportunity to guide students on their unique journeys. In small, dedicated classes, you'll be the mentor, inspiring and stretching each individual, guiding them to discover their own talents and embrace their authenticity.

Beyond the classroom, we invite you to contribute to a myriad of co-curricular activities. These experiences not only foster skill development in the students but also create strong connections based on shared interests, forming a deep sense of belonging within our community.

Sibford is more than just a school; it's a place where educators are partners in the growth and development of future leaders and citizens. If you're seeking a teaching environment that values creativity, agility, resilience, positivity and empathy, we warmly invite you to consider joining us at Sibford.

A candidate pack can only convey so much. Come and meet us in person—experience the genuine warmth and vibrancy that defines our educational community.

Looking forward to the prospect of welcoming you to the Sibford family.

**Rebecca Evans, Head**





## EMPLOYEE BENEFITS FOR TEACHERS

<b>Salary</b>	Sibford Teaching Scale Aims to mirror national teaching pay scales
<b>Pension Employer's contribution</b>	17.5%
<b>Pension Employee's contribution</b>	5% minimum
<b>Group Life Assurance</b>	4 x annual salary
<b>Group Income Protection</b>	50% of basic salary Payable for up to 3 years
<b>Staff Fee Remission Discount on school fees</b>	66.6% pro-rata'd for part time
<b>Paid Holidays</b>	18 weeks - Including bank holidays
<b>Academic year</b>	34 weeks term time
<b>Sick Pay entitlement</b>	1 month full & 1 month half pay per year of service – up to maximum of 6 months
<b>Free School lunch</b>	Provided on working days
<b>Free car parking</b>	Parking is on the school site
<b>Free use of School Swimming pool for staff</b>	Allocated times





## THE ROLE - TEACHER OF PE (NETBALL SPECIALIST)

- **Part Time to Full Time**
- **Easter 2025 or September 2025 start**
- **Competitive Employment Package (depending on experience)**

We are seeking an enthusiastic and motivational Teacher of PE to teach PE and Games (with a netball specialism) across both Junior and Senior School.

The successful candidate will effectively contribute to a busy games programme with a particular focus on girls PE and to support the Department in offering a varied and exciting extra curricular programme.

The ideal candidate will have:

- A good Honours degree.
- Qualified Teacher Status.
- Proven experience of teaching PE and Games, up to GCSE to a high standard.
- Expertise in Netball (Level 2 would be an advantage)
- Expert knowledge of Physical Education and Games (Netball Specialism).

ECT's are welcome (we are an ECT training school and have a robust mentoring system in place)

The School expects teachers to participate fully and actively in boarding life of the school with associated duties and responsibilities.

**Closing date for applications:**

Monday 10th March 2025 at 12pm

**Interview date:**

Monday 17th March 2025

We will review applications as they are received so reserve the right to close prior to this date should sufficient applications be received.





## THE ROLE - TEACHER OF PE (NETBALL SPECIALIST)

**Overall Purpose:** To teach PE and Games across both Junior and Senior School, including examination PE at KS4/KS5. To effectively contribute to a busy games programme with a particular focus on girls PE and to support the Department in offering a varied and exciting extra curricular programme.

**Reports to:** Director of Sport, Head of Senior School PE, Head of Junior School PE.

### Key Responsibilities:

- To prepare and teach engaging lessons in line with the agreed curriculum and schemes of work in PE/Games.
- To implement the PE/School assessment policy to track, record and report on pupil progress.
- To teach academic PE at KS4 and/or KS5.
- To contribute to a busy and varied extra curricular programme both before and after school and on occasional weekends.
- To manage and coach school teams across a variety of sports including officiating where applicable.
- To take an active role in leading and supporting the Netball programme.
- To promote and help organise a range of events that enable pupils to further extend their sporting experience whilst also raising the profile of PE/Games.
- To help organise and attend sports tours where appropriate to do so.
- To support the PE Scholarship programme by acting as a mentor to a selected group of pupil's.
- Participate fully and actively in the boarding life of the school with associated duties and responsibilities. Part time staff are expected to take a proportion of these responsibilities.
- Full time members of staff will usually be asked to be a Form Tutor.
- Attend departmental, faculty and full staff meetings on a regular basis.

### Key performance measures:

- High level of pupil engagement and participation.
- Strong academic results which reflect the value added to each individual pupil.
- High contribution to extra curricular activities.
- Successful school teams who take pride and enjoyment in representing the school.

### Skills and Competencies in the role:

- Expertise in netball and other key areas of the Sports Programme.
- A team player with leadership qualities.
- A reflective and flexible approach.
- Willingness to upskill to other sport/s
- Coaching and officiating qualifications would be advantageous, particularly in Netball.
- To be able to create an effective atmosphere within lessons that will encourage and promote learning.
- Knowledge of how to cater for gifted and talented pupils as well as those who need additional support.
- Strong literacy and ICT skills.
- A commitment to continuing professional development.
- Effective communication and interpersonal skills, common sense, initiative and an energetic approach.
- An ability to or willingness to undergo training in order to drive a minibus.
- A sympathy for and understanding of the Quaker values that underpin the ethos of the school.

**The role is subject to the completion of an Enhanced DBS check prior to the start of employment with the school.**



## PERSON SPECIFICATION

Requirements	Essential	Desirable
<b>Educational attainment</b>	Good Honours degree.	
	Qualified Teacher Status.	
	ECT's welcome (we are an ECT training school and have a robust mentoring system in place)	
<b>Knowledge required</b>	Proven experience of teaching PE and Games, up to GCSE to a high standard.	A Level and CTEC Physical Education
	Expert knowledge of Physical Education and Games (Netball Specialism).	Level 2 in Netball
		Sympathy with the Quaker ethos.
<b>Experience required</b>	Ability to effectively contribute to a busy games programme with a particular focus on girls PE and to support the department in offering a varied and exciting extra-curricular programme.	Skilled in teaching Hockey and Cricket.
	Ability to motivate and enthuse pupils.	
	Sound knowledge of effective educational policies, practices and trends.	
	Ability sustain educational excellence and identify areas for improvement.	





## PERSON SPECIFICATION

Requirements	Essential	Desirable
<b>Skills and aptitudes required</b>	Willingness to upskill to learn additional sport/s.	
	Excellent interpersonal skills along with skill at building relationships with busy and active department and School wide/community.	
	Ability to manage complex workload.	
	The ability to create an effective atmosphere within lessons that will encourage and promote learning.	
	Strong literacy and ICT skills including use of school databases.	
	Experience being a form tutor and/ or delivering exceptional pastoral care.	
	Ability to inspire, motivate and engage pupils with a knowledge of how to cater for more able pupils and those who need additional support.	
	Willingness to train to drive a minibus for outside of school activities.	Training and experience of driving a minibus.



# PERSON SPECIFICATION

Requirements	Essential	Desirable
<p><b>Personal qualities required</b></p>	<p>Commitment to continued professional development.</p>	
	<p>Enthusiastic, creative and passionate about sport and PE.</p>	
	<p>Personal warmth to gain the confidence of pupils, staff and parents.</p>	
	<p>High standards of personal presence and presentation and attention to detail.</p>	
	<p>Able to attend relevant training and commitment to weekly fixtures out of normal school hours.</p>	
	<p>Participate fully and actively in boarding life of the school with associated duties and responsibilities.</p>	
	<p>Confidentiality, Sense of humour, organisation, creativity, reliability.</p>	





## THE APPLICATION PROCESS

**Thank you for showing an interest in our school and the vacancy which we are currently advertising.**

You can complete the application online via the school website here: [Work With Us | Sibford School](#).

If you have any questions or queries, please contact the HR department: [hr@sibfordschool.co.uk](mailto:hr@sibfordschool.co.uk) or call 01295 781291.

Applications will be reviewed as they are received. The School reserves the right to appoint at any stage of the recruitment process; early applications are therefore encouraged.

Sibford School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All offers of employment are subject to an enhanced DBS check.

We are unable to accept CVs due to Safer Recruitment Practices.

If you are successfully shortlisted, you will be invited for interview at the school.

**Closing date for applications:**  
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