



**Job Title: (Seniors) Games / PE Teacher / (with Boarding Contribution)**

**Reporting to: The Head of PE**

**Hours: Full time (term-time)**

**Start Date: 1 September 2026**

**Salary: Competitive package to include: Aviva pension, discount on school fees (subject to terms), Employee Assistance Programme, staff well-being initiatives, free lunch, refreshments, and on-site parking**

## **Job Description**

The Games / PE Teacher is responsible for the effective delivery of PE, Games and Swimming across the school, ensuring high standards of teaching, assessment and pupil progress. The post holder will contribute to the planning and delivery of the co-curricular sports programme, including fixtures, clubs and competitions, and will support school trips and, where required, overseas sporting activities in line with school policies. The role includes a commitment to the pastoral and boarding life of the school, and the post holder is required to carry out all duties in accordance with the School's policies, including safeguarding (KCSIE), health and safety, and professional conduct requirements.

## **Key Responsibilities**

### **Teaching and Learning**

- Deliver high-quality teaching in PE, Games and Swimming across a range of ages and abilities
- Plan, prepare and assess lessons in line with school and exam board requirements
- Monitor and track pupil progress, providing clear feedback and support
- Create a positive, inclusive and well-managed learning environment
- Support pupils' academic, physical and personal development

### **Sport & Co-Curricular Programme**

- Lead and contribute to a broad and ambitious sports programme
- Organise and deliver competitive fixtures, both home and away
- Prepare teams for local, regional and national competitions
- Deliver engaging extra-curricular clubs and training sessions
- Promote participation, teamwork and sporting excellence across the school
- A specialism in Rugby/Swimming/Netball/Cricket is highly desirable



### **International & Enrichment Opportunities**

- Support and, where appropriate, lead overseas sporting tours and fixtures
- Contribute to international competitions, exchanges and events across the IES network
- Provide students with opportunities for global sporting and cultural experiences
- Assist with the planning, organisation and supervision of trips (including residential)

### **Pastoral & Boarding Contribution**

- Play an active role in the pastoral life of the school
- Support the wellbeing and development of all pupils, including overseas students
- Contribute to the boarding provision, including evening and weekend duties, as required
- Build positive relationships with pupils, parents and colleagues

### **Professional Responsibilities**

- Maintain high standards of safeguarding, behaviour and health & safety
- Demonstrate full understanding and compliance with KCSIE and safeguarding expectations
- Contribute to school events, parents' evenings and the wider community
- Participate fully in professional development and training
- Work collaboratively with colleagues to enhance teaching and learning
- Share varied pedagogical approaches and cognitive learning strategies

### **Additional Duties**

- Administer first aid, when required
- Transport students, when necessary
- Attend school events, including parents' evenings
- Play a full and active role in school life

### **Safeguarding Statement**

St John's School is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are expected to share this commitment. The successful candidate will be subject to enhanced DBS and all relevant pre-employment checks.



## Person Specification

### Qualifications & Training

Criteria	Essential	Desirable
Degree in a relevant subject	✓	
Qualified Teacher Status (QTS)	✓	
Evidence of continuing professional development	✓	
Driving Licence	✓	
Coaching qualifications in one or more sports		✓
First Aid qualification		✓

### Experience

Criteria	Essential	Desirable
Experience of teaching PE / Games across a range of ages and abilities	✓	
Experience of planning, assessment and tracking pupil progress	✓	
Experience of organising and leading fixtures and competitive sport	✓	
Experience of delivering extra-curricular activities and clubs	✓	
Experience of working in a boarding and/or independent school environment		✓
Experience of leading or supporting overseas trips, tours or sporting events		✓
Experience of working with international students		✓



## Knowledge & Understanding

Criteria	Essential	Desirable
Strong understanding of effective teaching and learning in PE	✓	
Knowledge of safeguarding and child protection procedures (KCSIE)	✓	
Understanding of health & safety in a sports environment	✓	
Awareness of inclusive practice and supporting pupils of all abilities	✓	
Understanding of the value of sport in personal development and wellbeing	✓	

## Skills & Abilities

Criteria	Essential	Desirable
Ability to deliver engaging, high-quality lessons	✓	
Strong organisational skills (including fixtures, events and trips)	✓	
Ability to motivate and inspire pupils	✓	
Excellent communication skills (written and verbal)	✓	
Ability to work collaboratively as part of a team	✓	
Confidence in managing behaviour positively and effectively	✓	
Ability to contribute to international and co-curricular programmes	✓	
Proficiency in using school management systems and digital platforms for tracking pupil progress and safeguarding	✓	



## Personal Attributes


Criteria	Essential	Desirable
Enthusiastic, energetic and committed to school life	✓	
Positive, flexible and “can do” attitude	✓	
High levels of professionalism and integrity	✓	
Strong interpersonal skills and ability to build relationships	✓	
Willingness to contribute to boarding, evenings and weekend duties	✓	
Commitment to supporting pupils beyond the classroom	✓	


## Safeguarding Commitment

Criteria	Essential	Desirable
A clear understanding of safeguarding responsibilities and commitment to promoting the welfare of children	✓	
Willingness to undergo all required safer recruitment checks, including enhanced DBS clearance	✓	
Ability to maintain appropriate professional boundaries at all times	✓	



## Games / PE Teacher (Senior School)

 Start Date: September 2026

 Full-time (term-time)

 Competitive salary + excellent benefits

### Join a School Where Sport Matters

St John's School is seeking an enthusiastic, energetic and committed **Games / PE Teacher** to join our thriving and ambitious school community.

This is an exciting opportunity to play a key role in delivering a high-quality physical education programme, while contributing fully to the wider life of the school — including fixtures, co-curricular sport and boarding.

### A Message from the Head of School

*At St John's, we place sport at the heart of our educational experience. It is through sport that our pupils develop not only physical confidence, but also the resilience, discipline and character that will serve them throughout their lives.*

*Our sporting provision is both ambitious and inclusive, underpinned by a strong culture of participation and excellence. Pupils benefit from a rich programme of fixtures, competitions and co-curricular opportunities, complemented by international tours and sporting experiences across our IES network. These experiences extend far beyond performance, fostering leadership, cultural awareness and a genuine sense of belonging.*

*We are seeking an outstanding practitioner who will bring energy, vision and a commitment to excellence — someone who will inspire pupils to strive for their personal best, to compete with integrity, and to take pride in representing St John's.*

*This is an opportunity to contribute to a dynamic and forward-thinking school where sport is valued, ambition is encouraged, and every pupil is supported to thrive.*

*Bryan Kane, Head of School*

### The Role

You will deliver engaging and high-quality teaching across **PE, Games and Swimming**, supporting pupils across the age range to achieve their full potential.

You will also:

- Lead and support a wide-ranging **sports programme**, including fixtures and competitions
- Prepare teams for **local, regional and national events**
- Deliver extra-curricular clubs and training sessions

- Contribute to overseas tours and international sporting opportunities across our IES network
- Play an active role in the pastoral and boarding life of the school
- A specialism in Rugby, Hockey, Netball or Cricket would be highly advantageous.

## Why St John's?

At St John's, we offer more than just a teaching role — we offer the opportunity to be part of a supportive, forward-thinking school where staff are valued and pupils are encouraged to thrive.

- Small class sizes and strong pastoral care
- A vibrant co-curricular and sporting programme
- Opportunities for **international travel and sporting events**
- A welcoming and collaborative staff community
- Commitment to staff wellbeing and professional development

## What We Offer

- Competitive salary package
- Aviva pension scheme
- Discount on school fees (subject to terms)
- Employee Assistance Programme
- Staff wellbeing initiatives
- Free lunch and refreshments
- On-site parking

## Safeguarding

St John's School is committed to safeguarding and promoting the welfare of children and young people. All staff are expected to share this commitment. The successful candidate will be subject to enhanced DBS clearance and all relevant pre-employment checks.

## Apply Now

Further details and an application pack are available via our website. We warmly encourage early applications.

**Closing date:** Friday 1 May 2026 - noon

**Interviews:** Anticipated for week commencing 11 May 2026

# Application for Employment – Teaching

We are committed to equal opportunities in employment and service delivery, and are only interested in your ability to do the job

Please complete in clearly written or typed black ink, continuing on separate sheets where necessary.

Post applied for:	Job reference:
School:	Closing date:

## 1. PERSONAL DETAILS

First name/s:	Last name:
Address:	Previous Name(s):
	NI Number:
	Telephone (Daytime):
	Telephone (Mobile):
Postcode:	Email address:
Are you registered by the DfE as a Qualified Teacher? Yes / No	DfE Ref. No.:

## 2. EMPLOYMENT HISTORY - Present or most recent employment

Name of employer (School and LA) detailing age range and number on roll:	
Job title:	Salary spine point (please also detail any allowances):
Dates from / to:	
Subject / areas taught and any responsibilities:	
Key responsibilities:	

Reason for seeking new position/leaving:

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NB. If you have more than one employment please provide the same information for each job, if necessary, on a separate sheet.

### 3. PREVIOUS EMPLOYMENT

Please start with the most recent including any unpaid or voluntary work. Continue on separate sheet if necessary.

Job title including, if applicable, subject and areas taught and any responsibilities	Employer/School and LA (if applicable) including age range and number on roll	Dates From - to (month & year)	Reason for leaving

Please account for any gaps in your employment history:

### 4. EDUCATION, TRAINING AND DEVELOPMENT

Secondary school/college/university/apprenticeship including current studies, with the most recent first.

Name of institution	Dates From – To (month & year)	Courses/subjects taken	Qualifications/grade

*NB. We reserve the right to contact employers or educational establishments to verify details given.*

Details of any recent relevant professional development. Please include dates.

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**Professional / Technical membership**

Name of professional / technical body	Grade of membership

**5. SUPPORTING STATEMENT**

Please read the job description and person specification. Using examples, **show how your knowledge, skills and experience meet each of the essential requirements of the person specification and as many desirable requirements as possible.** Please draw on your relevant experiences; including paid employment, voluntary work, family experiences and leisure activities as evidence.

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*Please continue on a separate sheet if necessary.*

## 6. EMPLOYMENT CHECKS FOR THE SAFEGUARDING OF CHILDREN

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment. As part of our commitment, we need to ensure that all potential employees satisfy our employment checks. Please note that where appropriate, shortlisted and/or potentially suitable applicants will be required to undertake further checks, including references, and will be required to provide a Disclosure from the DBS.

### Rehabilitation of Offenders Act

We will treat applicants who have a criminal record fairly and will not discriminate because of a conviction or other information revealed. Possession of a criminal record will not automatically prevent applicants from working with us. As part of the recruitment process any information revealed regarding a criminal record will only be considered in light of its relevance to the post for which the candidate is applying.

You are applying for a post which is eligible for a DBS Disclosure, and, by submitting this application you should be aware that if your application is successful, a DBS Disclosure will be sought which will detail any convictions, cautions, reprimands, final warnings or any other information held about you which would not be filtered in line with current guidance.

### Other Sanctions

Please provide details below if you are subject to sanctions imposed by a regulatory body, e.g. the Teaching Regulation Agency (TRA). If there are none please write 'none':

**I confirm that I have read and understood the information contained in this section and have provided the relevant information where applicable**

## 7. ADDITIONAL INFORMATION

We are committed to interviewing people with a disability who meet the essential criteria of the person specification. The Equality Act defines a person as having a disability if he or she has, "a physical or mental impairment which has a substantial and long-term adverse effect on his or her ability to carry out normal day to day activities".

Do you have a disability? Yes  No

We will make reasonable adjustments to help a person with a disability through the application & selection process and, if successful, to assist you in carrying out the duties of your job.

Are you eligible to work in the UK? Yes  No

Do you require a work permit? Yes  No

Do you, your partner or family have any interests (financial, professional or otherwise) that may conflict with your employment?  
(If yes, give details) Yes  No

Are you related to any member of staff at the school Yes  No

If yes, give name and relationship:

**Note:** Soliciting support or information to give an unfair advantage may disqualify your application.

## 8. REFERENCES

Please give details of at least two referees, one of whom must be your current or most recent employer. If you are in, or have just completed full-time education, one referee should be from your school, college or university. References must cover a **minimum of three years** of employment. If there has been a gap in employment or where you do not have three years of employment then a personal reference covering this period from someone who can comment on your ability to do the job is acceptable. Referees must not be related to you, or writing solely in the capacity of a friend, and must be able to comment on your skills and abilities in relation to the post.

Name:	Name:
Address:	Address:
Tel no:	Tel no:
Email:	Email:
Occupation/Relationship:	Occupation/Relationship:
How long have they known you?	How long have they known you?

We will seek references as detailed above and may ask previous employers for information about disciplinary offences relating to children or young people and whether you have been the subject of any child protection concerns. We may approach previous employers for information to verify particular experiences or qualifications.

I declare that the information given in this application is, to the best of my knowledge, complete and accurate and that it may be used for purposes registered by the school and/or Devon County Council under the General Data Protection Regulations. I understand that if, after appointment, any information is found to be inaccurate, this may lead to dismissal without notice.

Signature:

Date:

Where did you see the advertisement for this post?

**Data Protection Act and General Data Protection Regulations.** The personal data you provide in this job application will be used for recruitment purposes. If your application is successful the personal data will be stored on your employee file and used for payroll and personnel administration. It will only be shared with school/council officers with a legitimate need to view it, and with government departments and agencies where there is a legal obligation to do so. Personal data held about unsuccessful candidates will only be retained for twelve months. Full details of how the school/council processes your personal data for job applications, including your rights under the General Data Protection Regulations is outlined in the Job Applications Privacy Notice enclosed with your application material

**YOUR COMPLETED APPLICATION SHOULD BE SENT TO THE ADDRESS/EMAIL ADDRESS AS SPECIFIED IN THE APPLICATION MATERIAL.**

## Equality and Diversity Monitoring

Please complete the form that follows on the next page.

Freedom from discrimination and equality of opportunity are basic rights. St Johns is committed to challenging inequality and celebrating diversity.

The information you provide on the form overleaf is not part of our selection process and will be separated from your application form and only used for monitoring purposes to ensure that people are treated fairly and according to their needs. It will only be accessible to the administration team, who will record the data in anonymous format for monitoring purposes.

***The appointing officer(s) and/or the shortlisting panel will not have access to the information it contains.***

### Guidance Notes on Disability

Under the Equality Act 2010 you are considered to have a disability if you have *'a physical or mental impairment which has a substantial and long-term adverse effect upon your ability to carry out normal day-to-day activities'*.

**Physical and mental impairments** include sensory impairments and Deaf Sign Language users. Mental illness is included if it has a substantial effect on normal day to day activity. Past conditions are included. Progressive conditions, such as cancer, multiple sclerosis, muscular dystrophy and HIV infection, are covered from the point of diagnosis. Severe disfigurements are included.

**Substantial adverse effect** is more than a minor or trivial effect. Substantial effects of a disability, which has ceased but is expected to recur at least once a year, for example rheumatoid arthritis or epilepsy, are included in the definition.

**Long term effect** is one which has lasted, or is likely to last, 12 months or more.

**Normal day to day activities** are those which are carried out by most people on a fairly regular and frequent basis.

Full definitions of disability are available from <https://www.gov.uk/definition-of-disability-under-equality-act-2010>.

**First Name(s):**.....

**Surname:** .....

**1. GENDER:**            Male             Female             Other/Non-Binary

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**2. AGE:**            16-24             25-29             30-34             35-39             40-44   
                         45-49             50-54             55-59             60-64             65+

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**3. ETHNIC GROUP:**

To which of these groups do you consider that you belong? (tick appropriate box)

Asian / British Asian	<input type="checkbox"/>	Mixed Heritage	<input type="checkbox"/>
Black / Black British	<input type="checkbox"/>	White British	<input type="checkbox"/>
Chinese / British Chinese	<input type="checkbox"/>	White Other	<input type="checkbox"/>
Gypsy / Traveller / Roma	<input type="checkbox"/>	Other	<input type="checkbox"/>

**If you have answered 'any other' in any group please specify below**

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**4. DISABILITY**

Do you consider yourself to have a disability?    Yes             No   
(Please see guidance on the previous page)

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**For internal use only**

Job Title: .....

Vacancy Ref: .....



## APPLICATION FORM – SELF DECLARATION

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

### Safeguarding & Safer Recruitment Statement

This post involves regulated activity with children. Appointment is subject to safer recruitment procedures including: identity checks, verification of qualifications and employment history, enhanced DBS disclosure (including barred list check where applicable), satisfactory references, overseas police checks where required, and online searches in accordance with KCSIE.

### Self-Declaration – Safeguarding & Suitability

Please complete the declaration below. This information will be treated confidentially.

- I declare that I am not barred from working with children.
- I understand that this role is exempt from the Rehabilitation of Offenders Act 1974.
- I agree to disclose all convictions, cautions, reprimands and warnings, including those considered spent.
- I understand that failure to disclose relevant information may result in withdrawal of an offer or dismissal.

Details (if applicable): \_\_\_\_\_

### KCSIE Compliance (Inspection Reference)

This recruitment process aligns with:

- KCSIE (2024) Part Three – Safer Recruitment
- KCSIE (2024) Part Four – Allegations against staff
- Independent School Standards (Part 4 – Suitability of staff)

Information provided may be used as part of the School's safeguarding audit trail and reviewed during ISI inspection.

### Declaration

I confirm that the information I have provided is true and complete. I understand that providing false information may result in my application being rejected or, if appointed, dismissed.

<b>Name:</b>
<b>Signature:</b>
<b>Date:</b>

*Please return your signed declaration with your completed application form*