

Excellence FOR ALL

Applicant Information Pack:

Leader in PE

Full time

Closing date: 9am Tuesday 14th April 2026

Applications can be made by completing the **application form**

To arrange a visit or return completed forms contact Sarah Hales - haless@crispins.co.uk tel. 0118 978 1144



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St. Crispin's
Excellence for all

Do you have a passion for promoting students' participation in sport, Physical Education and wellbeing?

For September 2026 l Full-time I Fixed Term
The Circle Trust Main Pay Scale. Range: MPS3 to UPS3: £37,101 to £51,047 + TLR2.1 £3,527

We are seeking an enthusiastic and dedicated PE teacher to join our vibrant and forward-thinking PE department. You will become part of an exceptional team of teachers committed to inspiring students and fostering a genuine passion for Physical Education throughout the school.

The successful candidate will play a leading role in championing PE within the curriculum while actively making a significant contribution to our extensive extracurricular PE programme; a particular focus on developing and promoting girls' sport would be welcomed.

A strong second subject is highly desirable, as our flexible approach to teaching allows you to contribute your strengths across multiple areas of the curriculum.

Staff wellbeing is a key focus at St Crispin's; we want you to enjoy coming to work and to feel valued in all that you contribute. Your enthusiasm to enhance the role of PE will be rewarded with many opportunities to build your experience and maximise your potential. At St Crispin's our ethos of "Excellence for All" encapsulates our commitment to do the very best for both students *and* staff and you will be welcomed by a happy, friendly and supportive team.

Visits to the school are warmly welcomed!

To arrange a visit or apply

Contact Sarah Hales - PA to Headteacher haless@crispins.co.uk l Tel: 0118 978 1144
Applications can be made by completing the **application form** on our school website

Closing date: 9am Tuesday 14th April 2026 **l Interview date:** TBC

Please note, we will be reviewing applications on a daily basis and reserve the right to close the advert early, should we receive sufficient applications.

The Circle Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Our recruitment process follows the keeping children safe in education guidance and offers of employment may be subject to the checks outlined in this guidance.



Our school

St Crispin's is a mixed comprehensive secondary school. We offer students of all abilities and interests the opportunity to fulfil their potential.

We believe in promoting excellence in an atmosphere where students can learn, enjoy, grow and support each other.

We have a strong focus on the basics: excellent learning and teaching, a safe, disciplined environment and an ethos that promotes high aspirations.

Good qualifications are the key to a young person's future success and for this reason, they are our main priority. Nevertheless, developing young people to become well-rounded, articulate, confident and happy is of equal importance.

We have a wonderful team of committed staff that provide support, challenge and expertise to enable every student to achieve.

Key Information

Type of School	Academy
Planned Admission Number (PAN) for Year 7	210
NoR	1548
Ofsted	Good (2022)
% SEND Students	16
% EAL Students	28
% Pupil Premium Students	12

Results

Attainment 8	51.94
English and Maths GCSE	58% 5+
A Levels	B-





Pastoral system

Our school ethos for many years has been 'Excellence for All' and it is very much at the heart of all that we do. Indeed, we strive for excellence **from** all to ensure that there is a positive culture within our community to be the best that we can. We work to ensure that students not only leave with the best possible academic results that they can be proud of, but also key skills for the working world which are individualised to their needs and the path they wish to follow.

We offer enrichment beyond the classroom as much as possible, and stakeholders speak highly of the opportunities that the school offers. We tailor the curriculum termly for each year group to develop key life skills and virtues such as respect and resilience.

Our commitment to preparing young people for the wider world is reflected in not only our very low NEET figures but the increasing number of young people who choose to stay at the school for their post-16 studies and the number of external students that join us for the Sixth Form.



Our culture

The importance we place on values and positive behaviour ensures a culture within the school where students recognise that whilst they do have rights such as 'to learn' and 'to be heard', they also have a responsibility to respect one another as well as the wider community. This underpins the behaviour procedures which staff are consistent in implementing. We continually review the effectiveness of policies and approaches, and staff are encouraged to reward students for positive behaviour and for showing respect to our community.

About The Circle Trust

The Circle Trust, established in 2018, was created to serve Wokingham and the surrounded area. The Circle Trust was borne out of a desire that all children and young people have an excellent, well-rounded education and flourish in first-rate schools where the best teaching, the best facilities and the most up-to-date resources are made available to them.

An introduction to The Circle Trust

We are a community of schools that have shared values and an essential common ethos and vision for education and learning. At the centre of our work together is improving the educational outcomes for our pupils.



For more information

Please visit The Circle Trust website and Family Circle guide.

Our Trust's vision is

All children and young people deserve to have an excellent well-rounded education and **to flourish** in first rate schools with the best teaching, the best facilities and the most up to date resources made available to them







St. Crispin's
Excellence for all

Job description

Salary	**The Circle Trust Pay Range: MPS3 to UPS3: £37,101 to £51,047 + TLR2.1 £3,527**		
Contract	**Full-time**	**Start Date**	**September 2026**

Aim and main purpose of the job:

To develop and lead the subject of PE, ensuring high standards of teaching and learning and supporting the wellbeing of staff and students.

Specific accountabilities:

- To plan and oversee the KS3 and KS4 Curriculum and KS3 Assessment.
- To develop and lead subject interventions.
- To support the development of practical skill pedagogy in PE.
- To support the engagement of all subject staff in the creation, consistent implementation and improvement of schemes of work which encapsulate key school learning strategies.
- To support and participate in all subject staff raising achievement strategies.
- To provide regular feedback for subject colleagues in a way which recognises good practice and supports their progress against performance management objectives resulting in a tangible impact on student learning.
- To ensure all subject staff understand, and are actively implementing, the key aspects of the school's behaviour and inclusion policies.
- To act as a role model in leading subject staff in own high-quality teaching, continuous professional development and professional presence in the department.
- To contribute to the development of whole school strategic planning and policies.

Knowledge:

- Demonstrate subject competence and to keep up-to-date with his/her knowledge of exam specifications and assessment criteria for PE courses.
- To attend continuous professional development activities when required to update his/her knowledge of exam board specifications / syllabus changes and national initiatives which impinge directly on teaching, pastoral or other responsibilities.

- To keep informed about the key priorities identified in the School Improvement Plan, associated department development plans and his/her responsibilities agreed upon within it.

Planning, teaching and classroom management:

- To teach across a range of abilities and ages commensurate with his/her experience and skills and as agreed in consultation with the Headteacher, SLT link and Head of PE.
- To plan lessons, schemes of work and programmes of study in accordance with the agreed school teaching and learning policy.
- To plan lessons, schemes of work and programmes of study carefully with specific learning objectives and with special regard to prior attainment data, gender and race, fluency in English, DSEN (including IEPs).
- Use a variety of teaching approaches that identify, build upon and develop pupil learning styles, and the ability to learn independently.
- To set clear targets for pupil improvement and monitor progress towards these.
- To work effectively with Learning Support Assistants to plan lessons and individual support for pupils with specific learning difficulties.
- To plan and set appropriate independent study tasks in line with school policies.
- Establish and maintain good standards of pupil behaviour in the classroom by implementing consistently and fairly the School Behaviour Policy.

Monitoring, assessment, recording and reporting:

- To assess how well learning objectives have been achieved and use this assessment to improve aspects of teaching.
- To develop expertise to be able to recognise the level at which a pupil is achieving, and make accurate and valid assessments using school and departmental policies and procedures.
- To mark work on a regular basis in line with school and departmental policies and guidelines.
- To make careful records of attendance and pupil progress following carefully the departmental guidelines; mark books and pupil work should be available for scrutiny as required from time to time.
- To liaise effectively with pupils' parents/carers through informative oral and written reports on pupils' progress and achievements according to the school's assessment and reporting schedule.
- To discuss with parents/carers appropriate next steps in learning for their child and encourage them to support their child's learning.

Other professional responsibilities:

- To maintain equipment inventory.
- To undertake the role of form tutor, if required to do so, and follow the guidance given by the Head of Year in relation to carrying out this role.
- To undertake supervisory duties before school, at break or after school as required.
- To attend department, year and other school meetings as required
- To contribute to the work of the department.
- To raise issues of concern with his/her line manager or with the appropriate member of SLT.
- To maintain the Professional Standards for teachers.
- The post holder is responsible for ensuring that the school safeguarding/child protection policy is adhered to and

concerns are raised in accordance with this policy.

- To carry out tasks as reasonably required by the Headteacher.

Details of Line Management:

- The Leader of PE will be line managed by the Head of PE.
- The Leader of PE will support with the line management of all teachers who teach the subject area and direct the day to day work of support staff who support the subject area.

Notes:

- Whilst every effort has been made to explain the accountabilities of this post, each individual task undertaken may not be identified.
- This job description is current, but following consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job, which are commensurate with the salary and job title.



PE Department

Introduction and welcome by Head of Department
Thank you for your interest in joining our department. Physical Education at St. Crispin's School is a thriving and very popular subject amongst students. The department consists of 10 PE Specialists (six male and four female) so we are able to deliver a comprehensive curriculum and after school programme. Our mission statement is 'to provide every student with the knowledge and opportunities to develop a healthy, active lifestyle whilst striving to reach their full potential through High Quality PE and Sport.'

Curriculum overview
All students in KS3 have two hours of PE per week. At KS3, we teach students in tutor groups in Year 7 and 8 and they choose their own performance pathway in Year 9. We follow a concept driven curriculum that focuses on individual pupil development through a wide and balanced range of activities. At KS4, all students have three hours of Wellbeing lessons a week. These are themed lessons addressing areas such as Leadership, Excellence in Performance and Character Education. The subject is very popular at examination level, with students having the option of taking either GCSE PE (AQA) or a Level 2 BTEC in Sport (Edexcel). At KS5, we run both AS and A2 Levels in PE (AQA) and a Level 3 BTEC in Sport (Edexcel).

Exam performance
Results in GCSE PE are excellent and always above the National Average. Pass rates on the Level 2 BTEC in Sport course exceed 90%. At KS5, we have a 100% A*-E pass rate at A Level and a 90% Distinction pass rate at BTEC Level 3.

Resources and rooming
The PE Department is well equipped and has access to excellent sports facilities, including a sports hall, gymnasium, floodlit MUGA (four netball and tennis courts), Astroturf pitch (7 a-side), fitness gym and extensive playing fields. This provides all students with access to a wide range of activities of both a traditional and non-traditional nature. We also have two PE classrooms equipped with laptops.

Extracurricular Physical Education
We have an extensive and inclusive extra-curricular programme, which contains clubs of both a competitive and recreational nature. Attendance at competitive clubs leads to school representation in sports such as rugby, football (boys and girls), cricket (boys and girls), basketball, athletics, netball and hockey. We play a large number of competitive fixtures against local schools from Years 7-13, with a number of our students going on to gain representative honours at County level and above.

Ian Nelson – Head of PE



Photo taken by Stewart Turkington Photography

About Wokingham

Wokingham has plenty to offer and our historic market town is by no means standing still. We are coming to the end of a £100m town centre regeneration programme and the population continues to grow.

We are often found at or near the top of surveys for the best place to live and to raise a family. We are surrounded by spacious woodland and lush green fields. There are plenty of options for being active in the great outdoors – we are near excellent mountain bike trails, water sport centres, play areas, skateboard parks, golf courses and bridle paths. There are also many other ways to keep busy with nearby cinemas, ten pin bowling and theatres.

We enjoy good transport links by road and rail to key towns such as Reading, Bracknell, Windsor, Basingstoke and Guildford, in addition to being just 40 miles from central London and 25 miles from Heathrow Airport. Reading is an award-winning shopping destination in the Thames Valley region and Windsor is of course world-renowned for its Royal residence, Windsor Castle.

Wokingham has a strong community spirit which is highlighted by the fabulous May Fair, International Street Concert, Food and Drink Festival and Winter Carnival, to name a few! The town truly comes alive during these events.

We love our town, and we look forward to welcoming you.

The process and how to apply

The Circle Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Our recruitment process follows the keeping children safe in education guidance and offers of employment may be subject to the checks outlined in this guidance.

Visits to the School

Visits to St. Crispin's are warmly welcomed.
To arrange a visit, please contact Sarah Hales - PA to Headteacher haless@crispins.co.uk or on: 0118 978 1144

Application form

Please complete the **application form**. You should ensure that your personal statement is no more than two pages of A4.

References

We require two references from all candidates, one of which must be from your most recent employer. If any references relate to employment at a school/college, your referee must be the Headteacher/Principal. If you are short-listed, the school will contact your referees without further reference to you.

Equal opportunities monitoring form

We are committed to recruiting, retaining and developing a workforce that reflects at all grades the diverse communities that we serve. It is vital that we monitor and analyse diversity information so that we can ensure that our HR processes are fair and transparent.

Any information provided on this form will be treated as strictly confidential, will not be seen by staff directly involved in the appointment and no information will be published or used in any way which allows any individual to be identified.

The completion of this equal opportunity monitoring form is entirely voluntary. However, it will assist us in carrying out this monitoring. We would therefore be grateful if you would complete the questions on this form.



	Prior to shortlisting this information will be removed from your application form and used only to provide data for statistical purposes.
Application closing date	The closing date for applications is **9.00am, Tuesday 14th April 2026.** Applications can be made using the **application form** on our school website. Please send your application to Sarah Hales - PA to Headteacher haless@crispins.co.uk or on: 0118 978 1144 Applications will be acknowledged by email on the next school day. Please note, we will be reviewing applications on a daily basis and reserve the right to close the advert early.
Shortlisting	Shortlisting will be against the criteria as detailed in this pack. We will also check all applicants for gaps in employment history. Those applicants that best meet the criteria will be invited to interview.
Interview date	TBC.
Checks	If you attend the interview, you will be required to bring photographic identification, proof of the right to work in the UK and proof of qualifications.
Offer of employment	We will make a verbal offer of employment to the successful candidate by telephone. This will be followed up by a written offer which will be emailed or posted. Any offer is made subject to satisfactory references, enhanced DBS clearance and other safeguarding checks as required.

All unsuccessful candidates will be notified by email

How we use your data

In completing this application form you should refer to the Recruitment Privacy Notice on our website. The personal information collected on this form will be processed to manage your application in accordance with the Recruitment Privacy Notice.

If successful, your personal information will be retained whilst you are an employee and used for payroll, pension and employee administration in accordance with the Staff Privacy Notice which is available on our website and will be issued on appointment. Information will not ordinarily be disclosed to anyone outside The Circle Trust without first seeking your permission, unless there is a statutory reason for doing so.

In accordance with our statutory obligations under Keeping Children Safe in Education, The Circle Trust is required to conduct an online search as part of our due diligence on the successful candidate. This may help identify any incidents or issues that have happened and are publicly available online. If there are any, we may wish to explore them with you prior to confirming your appointment.

If you are not shortlisted or appointed, then your information will only be retained by us for 6 months from the shortlisting date, in accordance with the Recruitment Privacy Notice

Thank you for your interest. If you have any questions or wish to arrange a visit, please contact Sarah Hales either. Via email haless@crispins.co.uk or call on 0118 978 1144.



St. Crispin's
Excellence for all



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RG40 1SS

t: 0118 978 1144

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The Circle Trust

The Circle Trust is a charitable company registered in England and Wales (number 11031096) whose registered office is The Oval Offices C/O St Crispin's School, London Road, Wokingham RG40 1SS. Further information about The Circle Trust is available at www.thecircletrust.co.uk