



RECRUITMENT PACK:
TEACHER OF PE (MATERNITY COVER)

ABOUT WITHINGTON GIRLS' SCHOOL

Withington Girls' School was founded in 1890 by a small group of eminent and far-sighted Manchester families who wanted the same educational opportunities to be available for their daughters as were already available to their sons. In keeping with the Founders' wishes, the School has remained relatively small, with 756 pupils in total with 163 in the Junior School (Years 3 - 6), 429 in the Senior School (Years 7 - 11) and 164 in the Sixth Form. The Head of Withington Girls' School is a member of both the Girls' Schools Association (GSA) and HMC (The Heads' Conference).

Pupils come from a wide geographical area around Greater Manchester and Cheshire, and from many different social, cultural and religious backgrounds, creating a diversity in which the School rejoices. The School is non-denominational and girls of all faiths, or none, are equally welcome. Through the Withington Girls' School Trust, around 100 means-tested bursaries are offered each year according to need. The Governing Body is strategically focused and highly supportive of all areas of the School.

A FOCUS ON EXCELLENT TEACHING AND PASTORAL CARE

The School's A Level and GCSE results are outstanding, with Withington ranked consistently in national league tables as the top independent school in the North West of England. The Sunday Times' prestigious schools guide, Parent Power, named Withington the North West Independent Secondary School of the Year 2020, 2022 and 2023 and North West Independent Secondary School of the Decade in 2021. Withington has been listed in the annual Tatler Schools Guide to the UK's top independent schools since 2012.

Girls who gain a place as a result of the entrance examination normally take GCSE/IGCSE examinations in 9/10 subjects, followed by 3 or 4 A Levels. An exciting and varied Enrichment programme offers Sixth Formers core elements such as PSHCE, financial literacy and professional skills plus a range of choices from computer coding and languages, to mosaics, mindfulness and cooking and preparing healthy meals. In addition to the Enrichment Programme, which all Sixth

Formers follow, many also complete an Extended Project Qualification (EPQ). Studies are directed towards encouraging a love of learning for its own sake, frequently going beyond the confines of the examined curriculum, as well as towards the ultimate goal of University entrance, including Oxford and Cambridge.

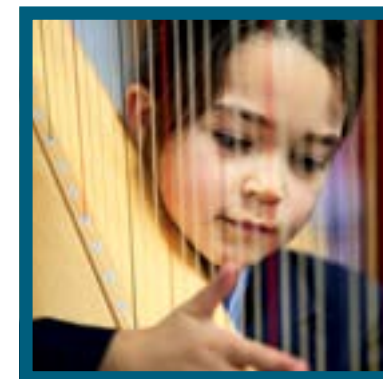
The excellent quality of teaching and pastoral care is a major factor in the exceptional level of achievement secured by pupils, both within and outside the classroom. Staff are eager to share their passion and enthusiasm for their subjects and give willingly of their time to assist individual pupils outside lesson times; the relationship between pupils and staff is a particular strength of the School. The School runs on 'the 3 Rs' of Respect for self, Respect for others, and Responsibility for personal actions and its pupils thrive within the warm, friendly and supportive environment.

Preparation for life after school starts early and involves a programme of careers advice, work experience and UCAS application guidance. Older pupils work with younger pupils in numerous ways, through the House system, extra-curricular activities, peer support and mentoring.

A BREADTH OF ACTIVITIES

Academic excellence is secured alongside an extensive range of extra-curricular opportunities, including Music, Drama, Sport, the Duke of Edinburgh's Award, Young Enterprise Scheme, Model United Nations, Debating and Robotics Clubs, to name but a few. Sixth Formers volunteer as assistants in local primary schools, residential homes, hospices and hospitals.

All pupils, throughout the School, engage in charity fundraising, collectively raising around £30,000 each year. There are special links with local charities, Wood Street Mission and The Booth Centre, The Christie hospital, two schools and a hospital in Kenya and a school in Uganda. Groups of Upper Sixth Formers engage in voluntary projects in The Gambia and pupils take part in World Challenge, or similar, expeditions. Academic departments offer subject-related trips and activities in addition to cultural trips at home and overseas.



ABOUT WITHINGTON GIRLS' SCHOOL

AN INVESTMENT IN FACILITIES

The School enjoys excellent facilities and has an ongoing programme of major developments. Recent projects have included a purpose-built Junior School building, a central, enclosed 'Hub' area at the heart of the school and an expanded and refurbished suite of university-standard Chemistry laboratories, all of which were completed in 2015.

During 2018 a significant new sports facilities development was completed, reflecting the school's ongoing commitment to the promotion of physical activity for girls, one of the school's founding principles. In 2019 the outdoor netball courts and all-weather pitch were resurfaced to a high specification, bringing Withington's sports facilities to an excellent standard across all areas. Outdoor fitness equipment - also installed in 2019 - has provided an innovative facility that benefits fitness, wellbeing and social interaction for senior pupils.

In 2022 the school opened refurbished and extended dining facilities, a new conference suite, Learning Support area and accompanying offices. This reflects our commitment to providing the best facilities we can for our pupils, staff and all in the Withington community.

A WELCOMING COMMUNITY

The Development Office has strong links with alumnae as well as former and current parents and staff and has been successful in raising substantial amounts for the Bursary Appeal, for the new Chemistry laboratories, Sports facilities and for an Annual Fund which enables enrichment activities for current pupils. Withington Onwards (the past pupils' association) and the Parent Teacher Association are active in, and committed to, supporting the School socially and financially. There are also close links with the local community including, for example, a range of Saturday morning lessons run by the School for gifted and talented boys and girls from local primary schools under the SHiNE Together programme and an annual event involving a number of primary schools across Greater Manchester known as *Manchester Sings*. Visitors often comment on the special atmosphere they find at Withington. We are extremely proud of our consistently outstanding record in public examinations and places gained at the most selective universities but also of the happily informal atmosphere, thriving co-curricular programme, community spirit, alumnae network - and engagement with education in its broadest sense which characterise this unique environment.

True to the vision of our Founders, our pupils aim high, have boundless opportunities to discover their talents and develop a strong sense of responsibility. We value individuality, celebrate diversity, encourage our pupils to think for themselves and to understand the importance of tolerance and teamwork. It is our aim that our pupils leave school at ease with themselves, socially aware and ready to face with confidence the challenges of life beyond.



SCHOOL ETHOS

At Withington, we aim to create an environment in which all pupils are supported and encouraged to reach their full potential, academically, socially and personally. True to our founding principles, we are a school where the pleasure of learning is its own reward. The Withington ethos recognises that understanding the value of learning and knowing how to learn sustains and enriches us throughout our lives.

The golden rule of respect for self, respect for others and personal responsibility underpins our school community where diversity is celebrated, teamwork valued, and every pupil is encouraged to play her part, older pupils and alumnae providing inspiring role models.

Combining a wealth of extra-curricular activities with an exceptional academic experience, each girl has the opportunity to develop her talents, skills, interests and character, as well as a strong sense of responsibility which extends beyond the classroom and into the wider world.



AIMS OF THE SCHOOL

1 TO SUSTAIN...

...an innovative and inspiring place of learning where our pupils grow into resilient, independent lifelong learners, curious and passionate about their world

2 TO NURTURE...

...our pupils' personal development and character, promoting respect and responsibility, enabling our pupils to thrive and to meet challenge confidently, compassionately and collaboratively

3 TO SUPPORT...

...a diverse, inclusive and open-minded school community and to work in partnership with local, national and international organisations for the benefit of our pupils



JOB DESCRIPTION

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

JOB TITLE:	Teacher of PE (Maternity Cover)
REPORTING TO:	Director of Sport / Head of PE
DEPARTMENT OVERVIEW:	<p>PE is a core subject for all pupils from Year 3 to Year 11 inclusive and a key part of our pupils' experience. We aim to provide a wide range of opportunities so that all of our pupils can develop their skills and confidence, both within curriculum lessons and through our outstanding extra-curricular provision. Our aim is that, whether playing competitively in teams, at elite level, or enjoying physical activity for fitness and wellbeing, there is something to inspire all of our pupils. We also benefit from outstanding facilities, extended and enhanced in 2018, which include a sports hall, gymnasium, fitness suite, mind and body studio and all-weather pitch.</p> <p>Our winter activities include gymnastics, dance, netball, hockey, lacrosse, football, basketball and badminton. Summer activities include tennis, rounders, athletics, kwik cricket and swimming (making use of the pool at a local school).</p> <p>Year 7, 8 and 9 pupils have four PE lessons per week and participate in hockey, netball, lacrosse, gymnastics, football, badminton and basketball in the winter terms and tennis, rounders and athletics in the Summer Term.</p> <p>The PE curriculum widens in Year 10 and 11 to include badminton, yoga, volleyball, zumba, fitness, football and table tennis. Curriculum activities are offered on a half termly rota basis.</p> <p>Our pupils have achieved much success in sporting competitions and the successful applicant will join a department which is fully committed to sustaining these opportunities for our pupils. Full details of this regional and national success can be found on our website.</p> <p>Teamwork plays an important role within the Department: our staff strive to enhance the quality of teaching and learning by sharing good practice, resources, and ideas. A warm and supportive atmosphere that makes our work both fun and rewarding balances the dedication, diligence and high expectations shared by the Department.</p>
ROLE OVERVIEW:	<p>The role of Teacher of PE (Maternity Cover) is available from September 2025 and is offered on a fixed term contract expected to end August 2026. The post holder will be required to teach PE across all year groups, including teaching GCSE PE and A-Level PE. The post holder will also be expected to make a contribution to the vibrant extra-curricular programme and to help to promote the Department to maintain and improve student standards.</p> <p>This job description is written at a specific time and is subject to change as the demands of the School and the role develops. The role requires flexibility and adaptability and the employees of the School need to be aware that they may be asked to perform tasks and be given responsibilities not detailed in this job description.</p>
CHILD PROTECTION & SAFEGUARDING:	<p>Withington Girls' School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. It is the post holder's responsibility to promote and safeguard the welfare of children. You will comply with the Withington Girls' School Child Protection and Safeguarding Policy, and the requirement to report to the Designated Safeguarding Lead any concerns relating to the safety or welfare of children.</p>



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MAIN DUTIES & RESPONSIBILITIES:

1. To deliver to pupils enthusiastic and expert teaching in PE, ensuring the use of varied, innovative and differentiated techniques
2. To use a variety of teaching methods to suit pupils' individual learning needs; selecting appropriate learning resources and embracing the use of technology where appropriate
3. To encourage achievement and academic rigour, undertake regular and consistent assessment of the pupils' progress, in line with departmental policy, and communicate with parents both orally and in written reports, according to school policy
4. To lead by example. To be punctual for lessons and monitor pupils' punctuality and attendance; to ensure that behaviour and actions do not place pupils or teachers at risk or harm; act as a positive role model and in a professional manner at all times
5. To keep up to date with developments in the subject and new teaching methods, making full use of available facilities and welcoming the regular use of peer observations
6. To monitor the performance of individual pupils in each class taught with respect to performance indicators
7. To ensure work is differentiated to take into consideration differences in ability, aptitude and learning style of all pupils in each class taught
8. To take on the role of Form Tutor or Shadow Form Tutor, as required, which involves developing good working relationships with the pupils and overseeing their well-being
9. To liaise and communicate effectively, as necessary, with Form Tutors and Heads of Year
10. To be prepared to deliver topics covered in form time and in the PSHCE programme
11. To be prepared to do duties and cover which may reasonably be required and to attend meetings at school and departmental level, related to the curriculum or organisation of the school
12. To contribute to the extra-curricular life of the school, including, but not limited to, running teams at lunchtime practices, after school practices and Saturday morning fixtures
13. To organise and attend trips and fixtures relevant to curriculum areas, ensuring these are managed through the relevant system and within budget requirements
14. To assess, monitor and report in line with School policy and requirements
15. To attend Parents' Evenings to ensure that appointments keep to time and meet the needs of the parents



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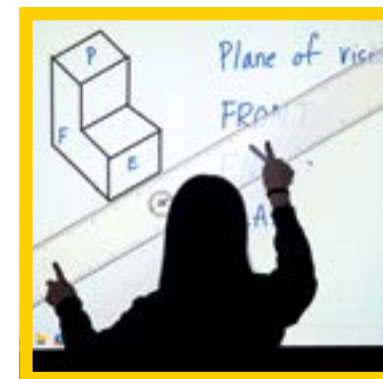
MAIN DUTIES & RESPONSIBILITIES:

16. To maintain good order among the pupils and safeguard their health, safety, and welfare in accordance with school policy, both on the school premises and on school activities elsewhere
17. To become familiar with, and follow, all school policies
18. To ensure awareness of what is happening in and around the school; checking and responding, where necessary, to school emails at least once every school day
19. To develop self through CPD and improve IT skills, attending IT training courses in order to maximise effective use of all school systems
20. To undertake any other duties that might be reasonably requested by the Headmistress, Head of Department, or any other members of the Senior Leadership Team.

BENEFITS:

In addition to providing a warm and inclusive working environment, Withington Girls' School also offers a comprehensive package to its teaching staff. This package includes:

1. A competitive Withington Pay Scale
2. A choice of remaining within the Teacher's Pension Scheme or taking a Defined Contribution Scheme
3. Free School lunches
4. 20% PPA time
5. Small examination class sizes
6. Fully Funded Healthcare Plan through Simply Health
7. Following induction, free use of the fitness suite



PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
QUALIFICATIONS	<ul style="list-style-type: none"> • A good honours degree in a relevant subject • PGCE (Secondary) in PE or equivalent 	<ul style="list-style-type: none"> • First class or Upper Second Class honours degree • Coaching and umpiring qualifications 	<ul style="list-style-type: none"> • Production of the Applicant's original certificates
EXPERIENCE	<ul style="list-style-type: none"> • Experience of teaching pupils in the relevant age range • Experience of working as part of a team • Evidence of results achieved • Experience of teaching a wide range of PE and Games activities to pupils from Year 3 to Year 11 • Experience of teaching high ability pupils 	<ul style="list-style-type: none"> • Evidence of contributing to extra-curricular work of the department • Experience of teaching/coaching Netball to seniors • Teaching experience beyond PGCE • Experience of coaching Netball to a high level to senior pupils • Experience of teaching Dance 	<ul style="list-style-type: none"> • Contents of application form • Interview • Professional references
SKILLS & KNOWLEDGE	<ul style="list-style-type: none"> • Excellent subject knowledge • An ability to deliver creative and engaging PE lessons • Up to date knowledge of child welfare issues • Excellent classroom management • Excellent organisational skills • Excellent command of English both spoken and written • Excellent interpersonal skills 	<ul style="list-style-type: none"> • ICT literacy • Experience and/or awareness of the particular requirements of teaching in a single- sex girls' school 	<ul style="list-style-type: none"> • Contents of application form • Interview • Professional references



PERSON SPECIFICATION

PERSONAL COMPETENCIES & QUALITIES

- Willingness to contribute to the extra-curricular work of the department
- Professionalism and outstanding role model for young people and colleagues
- Passion for helping children and young people learn
- Ability to form and maintain positive and appropriate relationships and personal boundaries with children and young people
- Ability to engender confidence in young people
- Commitment to ongoing professional development
- Commitment to diversity and inclusion
- Trustworthiness and integrity
- Tact and diplomacy in dealing with others
- Self-awareness; ability to seek and take advice
- A warm, friendly and patient manner
- Discipline and time management skills
- A sense of humour
- An outstanding ambassador for Withington Girls' School, its ethos and values

- Contents of application form
- Interview
- Professional references



THE SUNDAY TIMES SCHOOLS GUIDE

Alastair McCall, Editor of The Sunday Times Schools Guide, Parent Power, on Withington being named Northwest Independent School of the Decade in November 2020.

"This... accolade acknowledges the consistent academic excellence achieved by the school over the past 10 years, when it has finished as the top-ranked independent school in the Northwest in our annual Parent Power rankings every year.

"This has been achieved without creating an academic hothouse. Girls thrive in a supportive, caring environment, where they are encouraged to contribute to school life in myriad ways, not just in examination halls. The school's commitment to accessibility through a generous bursary scheme sees many study here for reduced fees - or even no fees at all. The diverse community of more than 700 girls leave the school ready to take their place in the world and become leaders in their chosen fields, as so many of their predecessors have done."

TATLER SCHOOLS GUIDE 2021

"This is a decidedly academic yet happily informal girls' day school that celebrates diversity and individuality. Thanks to its generous bursaries, Withington is a melting pot of different cultures, religions and backgrounds - a microcosm of Greater Manchester."

"There may not be a 'typical Withy girl', but there is a Withy state of mind: an intellectual curiosity and an unwavering commitment to the principles of respect for self and respect for others."

GOOD SCHOOLS GUIDE REVIEWS

Junior School:

"This is a warm and happy junior school where girls who love academic learning thrive and reach their potential while immersing themselves in enriching interests and challenges across arts, music and sports."

Senior School:

"A school with dazzling academic results which seeks to empower girls to think independently, cultivate wide-ranging interests and embrace challenge. Girls who have a deep thirst for knowledge and learning will absolutely fly at this impressive high-performing school."