



RECRUITMENT PACK

HEAD OF ACADEMIC PE (SEPTEMBER 2025)



www.dcsf.org.uk



ANDREW PEARSON

ACTING PRINCIPAL

WELCOME

In so many ways, all schools are similar and yet all schools claim to be different; so what is the unique quality that makes DCSF distinctive?

In short, we compete. In comparison to most schools, DCSF is small, but we do not let that stand in our way. Pupils here do lots of things that revolve around their education: sport, music, drama, outdoor pursuits, and so the list goes on. Pupils represent the school at county, national, and international levels, achieving impressive standards in all that they do and competing with the best of them.

Pupils dedicate time to these activities because they are fun and enhance CVs but, more importantly, because they develop the pupils as people; they learn to compete, they learn to win, and they learn

what to do when they fail or lose. Balancing all this with academic work is never easy but pupils learn from the very beginning that examinations cannot get in the way of an education that will last a lifetime.

There are many tasks which might compete as the most important for any headteacher, but getting the right people on the bus is not only a privilege but also the guarantee that DCSF remains distinctive and all that it is. The teachers here dedicate themselves to their pupils, they inspire questioning and a love of learning, and contribute to a warm and lively community.



WORLD CLASS LOCATION

"I got off at Durham, intending to poke around the cathedral for an hour or so and fell in love with it instantly in a serious way. Why, it's wonderful – a perfect little city – and I kept thinking: 'Why did no-one tell me about this?' I knew, of course, that it had a fine Norman cathedral but had no idea that it was so splendid. I couldn't believe that not once in twenty years had anyone said to me, 'You've never been to Durham? Good God, man, you must go at once! Please – take my car.' I had read countless travel pieces in Sunday papers about weekends away at York, Canterbury, Norwich, even Lincoln, but I couldn't remember reading a single one about Durham, and when I asked friends about it, I found hardly anyone who had ever been there. So let me say it now: if you have never been to Durham, go at once. Take my car. It's wonderful."

Bill Bryson, *Notes from a Small Island*

M	A	R	K
MORAL INTEGRITY <p>We have the courage to say and do the right thing</p> <p>We demonstrate a will to do the right thing</p> <p>We can be relied upon to do the right thing</p> <p>We act in private as we do in public</p> <p>We stand firm for what is right</p> <p>We challenge things we think wrong and are open to challenge from others</p> <p>We are accountable for failure as well as success, and do not allocate blame</p> <p>We demonstrate and promote honesty, and are true to ourselves</p>	AMBITION <p>We achieve our goals by consistently working toward them</p> <p>We go above and beyond the call of duty</p> <p>We re ambitious when we set goals for ourselves</p> <p>We seek help and support before giving up and identify lessons in setbacks</p> <p>We encourage all to develop maximum potential and support others to achieve</p> <p>We embrace opportunities, challenge, and seek to develop our skills and talents</p> <p>We identify opportunities for School Development</p>	RESPONSIBILITY <p>We do what we say we will</p> <p>We are punctual and prompt in all that we do</p> <p>We use our resources responsibly, developing and caring for our environment</p> <p>We act before being asked and consistently deliver on expectations</p> <p>We prepare thoroughly for all tasks</p> <p>We are accountable for our actions</p> <p>We encourage autonomy in all and seek leadership</p> <p>We acknowledge and seek to resolve problems</p> <p>We pioneer better ways of doing things</p>	KINDNESS <p>We are open and approachable to all, no matter their gender, faith, race or background</p> <p>We welcome and listen to the opinions of others and look to engage and involve a diverse range of views in the community</p> <p>We attend to and include newcomers and those needing help, and actively build relationships</p> <p>We support each other and stand up for fellow colleagues and pupils</p> <p>We acknowledge individual needs within our diverse and inclusive community</p> <p>We speak positively of the School community, and are positive in responding to questions</p>
			

OUR VALUES

The Durham Cathedral Schools Foundation is underpinned by its values. For over 600 years, Durham Cathedral Schools Foundation has prepared the young of today to be the leaders of tomorrow in the lessons we teach both in and outside the classroom, but more importantly in the values we encourage in every aspect of our daily lives. Moral integrity, ambition, responsibility, and kindness are the MARK of a Durham Cathedral Schools Foundation education.

- We are ambitious for pupils, staff and wider school community.
- We want individuals to strive for excellence in all they do.
 - We want them to aim high and involve themselves in all areas of Foundation life with commitment.
 - We want individuals to grow as people by taking advantage of all the opportunities that are available to them at DCSF.
 - With a Christian ethos underpinning our values, we want all members of the Foundation community to be tolerant, respectful and kind.
 - We want individuals to become fully integrated members of the community, taking responsibility and fulfilling their leadership potential.
 - We want to educate and support the Choristers of Durham Cathedral so that they can sing the daily praises of God.
 - We want all Choristers to avail themselves of all the opportunities available to them at the Foundation.
 - We want the DCSF community to be diverse and inclusive, with each member working together as part of one family.
 - We want everyone in the DCSF community to be known as an individual, supported in their ambitions.
 - We want DCSF to play a wider role in the life of the City, Region and beyond through building sustainable partnerships.

Traditionally Modern

Learning has been part of the life of Durham for a thousand years. The Durham Cathedral Schools Foundation was formed in 2021 as a result of the merger between Durham School and The Chorister School.

Both schools have been at the heart of the city's education for most of that time; founded in the early fifteenth century as schools for "grammar and song" by Bishop Thomas Langley, Durham School was again refounded by Henry VIII in 1541. In a somewhat odd local tradition the Cathedral is often know as Abbey, expecially by Dunelmians and Old Dunelmians.

Durham School moved from its mediaeval home on Palace Green to its current location in 1844; although the city centre is only five minutes' walk away, the School has a peaceful, rural atmosphere.

Today, the Foundation educates around 750 pupils. The Chorister School is our prep school, and is for girls and boys aged 3-11. Durham School is our senior school, and is for girls and boys aged 11-18. Boarding is available to pupils aged 8 and up, and 20% of our pupils board. Just over a third of our pupils are girls.



Our vibrant and successful Sixth Form prepares pupils for the next stage of their journey. Within a community shaped by moral integrity and kindness, we cultivate ambition and responsibility, giving all Dunelmians the foundations to be happy and make a positive mark in the world.

By embracing this ethos, our pupils not only learn to pass their examinations today, but also receive an education that gives them confidence for life and respect for all.

Durham Cathedral Schools Foundation has a long and ancient history. The secret to our longevity is our passionate teachers, who, using innovative approaches and new technologies, seek to kindle the intellectual curiosity of our pupils, preparing them to answer the questions of tomorrow.



1414 & ALL THAT

Durham School was refounded in 1414 by Bishop Thomas Langley. Its origins go back to the Diocese of Lindisfarne, founded by St Aiden in 635 and the building of Durham Cathedral in 995, by Aldhun.



1844: NEW SITE

The School has moved sites three times since 1414, settling in its current location in 1844, just across the river from the city.



2021: THE FOUNDATION

In 2021 Durham School was reunited with the Chorister School after over 600 years of seperation to form the Durham Cathedral Schools Foundation. Other former constituent schools include Dunelm School and Bow School.



OUR FUTURE

The Foundation has a proud history but also a fantastic future. Working in partnership with overseas investors, we have developed new schools in Doha, Dubai and Kenya. We are also thriving domestically, with 750 or more pupils across the Foundation. In Spring 2024 we announced the creation of a third senior girls' house, Lodge House, and plan to open new sports facilities in time for the 175th anniversary of our Rugby Club, DSFC in 2025.



THE POSITION

This position represents an excellent opportunity for a well-qualified individual to lead the delivery and development of Physical Education GCSE and A level within the School.

Durham School seeks to appoint a suitably qualified Head of Academic PE for September 2025. The position is full-time and will suit an experienced qualified teacher who wants to build on a very successful department. The successful candidate will be able to teach Physical Education to A level with a good knowledge of all parts of the A level specification.

All staff at Durham School are expected to contribute fully to the co-curricular and boarding life of this busy and successful School.

DCSF is committed to promoting the safeguarding of children and expects all employees to share this commitment. any job will be made subject to satisfactory checks, including an enhanced DBS disclosure.

DCSF is an equal opportunities employer and welcomes applications regardless of age, gender, race, religion, disability, or sexual orientation.





THE DEPARTMENT

Physical Education is very popular at both GCSE and A level, attracting annually good numbers of pupils. Class sizes are typically smaller than in the state sector.

Staffing

In 2025/26 the Department consists of a Head of Department supported by one other member of staff who has a significant responsibility elsewhere in the school, so is a part-time teacher of PE; teachers are expected to teach all GCSE and A level topics, while the Head of Department leads teaching. There is a strong emphasis on teamwork, mutual support, and the sharing of resources, and teaching and learning opportunities.

Resources & Accommodation

The Department is located in the Budworth Sports Hall and consists of one specialist teaching room and access to another adjacent room, both of which are equipped with computers and digital projectors. There is also a departmental office. Wireless access for staff and pupils is located throughout the School, and all teaching and learning is supported by the use of MS Teams and MS Office.

The Department is well-resourced and is a popular feature of the GCSE and Sixth-Form curriculum attracting a good uptake from pupils.

Pupils

PE is a popular subject at both levels; currently numbers for this subject are:

	<i>Syllabus</i>	<i>Y12</i>	<i>Y13</i>
PE A level	OCR H555A	6	13

	<i>Syllabus</i>	<i>Y10</i>	<i>Y11</i>
PE GCSE	OCR J587B	32	27

Pupils receive 12 lessons of 55 minutes in a two-week cycle of the timetable in Year 12 and 11 lessons per fortnight in Year 13; for the GCSE course pupils receive seven 55 minute lessons per fortnight in both years. Lessons emphasise academic challenge and draw on real-world case studies and examples to provide relevance and bring the subjects alive. Teaching styles vary but a mixture of traditional and innovative approaches is encouraged and supported within the Department.

Results

The Department has enjoyed pleasing academic success in recent years; in 2025, results for the Department were:

	<i>Syllabus</i>	<i>A*-B</i>	<i>A*-E</i>
A level PE	OCR H555A	41.7%	100%

Other Activities

The Department offers pupils the opportunity to take part in a range of co-curricular activities and there are opportunities to experience leadership in a sporting context with younger pupils. We have strong links with Durham University to enable pupils to use the excellent facilities at the Maiden Castle Sports Centre and benefit from lectures, seminars and other workshops run by leading academics. A level PE pupils in particular are usually competing at a very high level in their chosen sports and in recent years the A level group has had representation in teams for England Rugby, England Cricket and Zimbabwe Cricket, as well as representative level Netball, Hockey, Equestrianism and other sports.

JOB DESCRIPTION

- **Key Function: Head of Department**
To lead and manage the department with overall responsibility for the curriculum and the quality of teaching and learning.
- The post holder reports directly to the Deputy Head Academic via the appointed line manager.

The Role

- To monitor the quality of departmental teaching and learning;
- To ensure effective communication within the department;
- To work closely with the Director of Sport to ensure the PE and Games department functions effectively;
- To be responsible for the drafting and implementation of schemes of work, assessment, and examination administration;
- To be responsible for the departmental handbook;
- To promote the subject internally and externally;
- To monitor pupil performance and achievement;
- To develop and lead departmental strategies to support pupil progression;
- To develop a lively and enriching co-curricular enhancement to departmental teaching;
- To liaise and communicate with colleagues,



- pupils, and parents where appropriate;
- To be responsible for departmental appraisal and development of team members;
- To liaise with the Principal and Deputy Heads regarding the selection and appointment of departmental staff;
- To be responsible for the departmental timetable allocation;
- To be responsible for the departmental budget and manage the fabric of the department;
- To play a full part in the Games programme;
- To perform any other reasonable duties as directed by the Headmaster or Deputy Head.

Other Responsibilities

- To act as a positive role model to our students and promote the school M.A.R.K values
- Facilitate the development of children's confidence, ambition, responsibility and personal pride in achievement, behaviour and appearance.
- Be responsible for the supervision, control and proper use of teaching rooms, materials and resources, following specific health and safety issues and regulations.
- Have high professional standards and so be an appropriate role model of reliability, behaviour and appearance.

Please note that the above is a summary of the full job description and is produced only as a guide to the responsibilities attached to this post and further responsibilities.



	Essential	Desirable
Professional	Strong academic background	•
	Degree from recognised university in relevant subject	•
	Relevant teaching qualification [QTS]	•
	Teaching Physical Education to A level [or equivalent]	•
	A level examiner	•
	Excellent and effective classroom management skills	•
	Using technology in the classroom	•
	Managing change and improvement Managing budgets	•
	Able to analyse data effectively	•
	A high level of IT skills	•
Personal	Conversant with educational and curricular developments Good command of spoken and written English	•
	Able to work on one's own as well as in a team	•
	Able to motivate and consult with staff	•
	Ability to support the co-curricular life of the School	•
	Effective mentoring skills	•
	Experience of running enrichment activities for PE	•
	A passion for PE as an academic subject	•
	Able to lead, manage, and motivate others	•
	Able to inspire, to teach and motivate learners	•
	Sound understanding of safeguarding issues, legislation, and good practice	•
	To uphold the School's core values publicly	•
	To be organised with the ability to prioritise and work to deadlines	•
	Have an excellent punctuality and attendance record	•
	Be of smart professional appearance	•
	Have a willingness to engage in further training	•
	Willingness to promote the subject throughout the School	•
	Confident and authoritative	•
	Effective and confident communicator	•

OUR STAFF



Miss Louise Hinde

Languages' Teacher & Explorer

"Learning a language is about more than simply vocabulary and grammar, it is about opening worlds; I try to show my pupils that their worlds should never be limited by language."



Mr Andrew Beales

Development Director

"My role is all about creating opportunities for young people with the support of Foundation community. From the archives through parents, alumni, to lettings and events the Development Office is a driving force for change at the Foundation.

Individuals need to develop too, and I am grateful the School have helped me to undertake an MBA in Educational Leadership."

ADDITIONAL INFORMATION

Other Information

Boarding is a thriving part of Durham Cathedral Schools Foundation; we offer a wide range of co-curricular activities, and would welcome any successful candidate who can make a commitment to leading & supporting an activity or sport.

The Application

All applications are to be submitted on the School's application form; these are obtainable from the School website: www.dcsf.org.uk. Alternatively, please contact the Principal's PA, Mrs Emma Mussell, on 0191 731 9270. principal@dcfsf.org.uk.

The Deadline

The deadline for all applications is noon on Thursday 8th May but please feel free to submit your application as soon as possible.

The Interview

Interviews will commence the week beginning Monday 12th May. The interview process will include the teaching of a lesson, the opportunity to meet departmental colleagues, as well as visit the School. Further details and a schedule will be provided in advance of the interview.

Safeguarding

Durham Cathedral Schools Foundation is committed to promoting the safeguarding of children and expects all its employees to share this commitment. Any job offer will be made subject to satisfactory checks, including an enhanced DBS disclosure.

Equal Opportunities

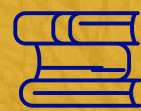
Durham Cathedral Schools Foundation is an equal opportunities employer and welcomes applications regardless of age, gender, race, religion, disability, or sexual orientation.



128 staff



100+ activities



25 A level options



1:7 total staff to pupil ratio



130 Teams



95.5% A*-C at A level

Confidence for Life
Respect for All

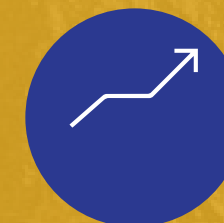
STAFF BENEFITS



Free Gym use & Nationwide Discounts



Training & Development to Masters Level



Company Pension Scheme



Apprenticeships to Diploma Level



Free Lunch



Onsite Medical Centre



Fee Remission



Electric Vehicle Scheme



Free Will Service



Employee Wellbeing Support



Enhanced Sickness Pay



Free Parking



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