



Company	Utopia
Job Title	PE Teacher
Responsible to	Deputy Headteacher
Prepared by & date	Chris Black, Managing Director - 16 th July 2026

Employee Specification

Essential Attribute	Identified by	Desirable Attribute	Identified by
Qualifications			
- Degree in Physical Education, Sports Science or a related subject. - Recognised teaching qualification. - Commitment to ongoing professional development.	Application	- Qualified Teacher Status (QTS). - Duke of Edinburgh's Award Leader qualification or willingness to undertake training. - Outdoor Education, Forest School or equivalent qualification.	Application
Experience			
- Experience of teaching PE - Experience of teaching students with SEND - Experience of raising attainment within subject area - Evidence of successful & relevant curriculum development - Experience of creating and maintaining assessment/tracking records for individuals and groups - Experience of working with student with social, emotional, and mental health difficulties including emotionally school-based avoidance.	Application/ Interview Application/ Interview	- Experience working with families of students with SEND - Pastoral leadership experience - Experience of teaching across a range of subjects - Experience of leading or supporting the Duke of Edinburgh's Award. - Experience of organising educational visits, outdoor learning or residential activities.	Application/ Interview Application/ Interview

Skills and Abilities			
• Excellent understanding of inclusive PE and adaptive teaching strategies. • Understanding of quality first teaching and effective intervention strategies for those with SEND • Excellent communication and interpersonal skills • Ability to work independently, flexibly and teach a range of curriculum subjects • Ability to implement effectively a range of assessment for learning strategies • Knowledge of Safeguarding and Child Protection procedures. • Ability to be flexible and adaptable to the needs of students • Proficient IT skills including use of Word, PowerPoint, Excel	Application/ Interview	• Knowledge of the barriers that SEND young people face and how to develop programmes to support this • Up to date understanding of SEND issues for students with diverse needs • Ability to lead and develop the school's Duke of Edinburgh's Award provision. • Knowledge of accreditation pathways including BTEC	Application/ Interview
Special requirements			
• Approachable, reliable and flexible with an excellent sense of humor • Passion, resilience, and relentless optimism • Flexible and adaptable to meet the changing needs of students and the school. • Ability to work as part of a team and students to help them achieve their potential • Ability to promote and endorse the Utopia core values and ethos • A genuine care for young people with SEND • A genuine understanding of the importance of informality and approachability in working with staff and students	Reference/ Interview	• Full UK Driving Licence. • Willingness to lead the Duke of Edinburgh's Award across the school. • Experience of coaching sports outside of school. • First Aid qualification or willingness to obtain one. • Experience delivering GCSE PE, BTEC Sport or vocational qualifications.	