



THE PERSE

SCHOOL

CAMBRIDGE



TEACHER OF PE & GAMES

Start January 2027 – Fixed term 12 months

CANDIDATE PACK



The Perse School, founded in 1615, is one of the country's leading co-educational independent day schools and a charitable company educating around 1,750 children aged 3-18.

The school provides an exceptional education which is both traditional and innovative, ambitious and caring, understanding and structured, industrious and fun. Located in Cambridge, it comprises three schools, the Pelican (3-7), the Prep (7-11) and the Upper (11-18), with a franchise in Singapore, opened in 2025.

The school is in the UK top 30 of *The Times* Independent Schools Exam Results league table for A level, with over 30 students regularly receiving Oxbridge offers. The school is consistently oversubscribed and in strong financial health with an annual turnover of around £40 million.

In addition to the day-to-day curricular and extra-curricular activities of the schools, The Perse provides public benefit to local and international communities, working with over 20 local state schools and Christel House Schools overseas to raise educational attainment.

Key facts and figures:

- **Independent School of the Year** for academic performance East Anglia 2024, 2025 and 2026.
- **Independent School of the Year** East Anglia 2026
- A beautiful **27-acre site**, featuring state-of-the-art science labs, the Peter Hall Performing Arts Centre, extensive sports fields and the brand new Perse Sports Centre with 25m swimming pool, sports hall and climbing and bouldering walls.
- Excellent pastoral care ensuring that children feel safe and secure in their surroundings.
- Ranked as one of the **top 30** schools for A level results by *The Times* Independent School Exam Results league Tables.
- Ranked in the **top five** independent schools nationally for Oxbridge offers.



The Department



In total the PE and Games department is composed of 14 full-time teachers, an additional 3 part-time Games coaches and a Head of Athletic Development. The sports specialists are supported by a wide range of teaching staff from different departmental faculties who coach in games sessions and take responsibility for sports teams at the weekend.

The staff are committed to ensuring all pupils find a sport or physical activity they enjoy which they will continue to pursue outside of the school environment. The PE programme runs through Years 7-11 and has a strong focus on athletic development and the wider benefits of being active. Pupils experience a varied curriculum including swimming, gymnastics, dance, athletics, badminton, basketball, volleyball and global games, while also developing their understanding of training methods and programme design. GCSE PE is offered from Year 10, as well as a Sports Leaders Level 1 qualification, with pupils developing practical performance, theoretical knowledge and the ability to analyse and evaluate sporting performance. The Games programme provides training and competitive opportunities for our focus sports of cricket, hockey, netball, rugby, football and tennis. Pupils can choose a range of different options from Year 9 through to 13, at different points in the school year, with sports including athletics, badminton, basketball, climbing, dance, fitness, rowing, shooting, swimming and yoga.

The staff are committed to developing teaching and coaching methods to bring sport to life for all our pupils. This is a very collegiate department where the active sharing of ideas and resources is the norm, ensuring the best teaching and learning occurs in lessons. Teachers encourage pupils to focus on individual progression within the curriculum by ensuring the programme is stimulating, varied and creative. We strongly believe that competitive sport is an essential component of our provision and pupils have an opportunity to take part in a wide variety of sports at different ability levels. We take great pride in high levels of participation, broad competitive provision and the development of pupils' teamwork and leadership skills.



The School strives for excellence both in performance and attitude, and we cater for everyone – regardless of ability – by providing a very high standard of coaching, excellent facilities and opportunities to train and compete. We field around 160 teams across the Upper and Sixth Form each year and play on average 450 matches per term across all sports. We aim high but, more importantly, foster the sporting values of teamwork, good conduct, respect for officials, discipline, resilience, leadership, winning honourably, losing graciously and simply having fun. Our facilities and programme also support a strong pathway for pupil development, including links with regional and national performance environments. We have numerous pupils involved with the Northampton Saints Pathway, the Cambridge Hockey Talent Academy and the Mavericks Netball Futures Pathway. Notable current sporting Old Perseans include Alex Coles (Northampton Saints and England Rugby), Tess Howard (Great Britain Hockey), and Michael Pepper (Essex Cricket).

Recent team sporting successes include:

- Junior Girls and Inter-boys Cross Country National Finals
- 1st XI Boys Cricket ECB National Schools Regional T20 Finalists
- U13 Girls Cricket ECB Regional Finalists
- U14, U16 and U18 Netball Regional Finals
- U18 Boys Hockey Tier 1 Cup Last 16
- U18 Boys Indoor Hockey Regional Finals
- U16 Girls Indoor Hockey Regional Finals
- U18 Girls Indoor Hockey Regional Finals
- U16 Girls Hockey Tier 1 Cup Last 16
- U14 Boys and Girls Hockey Tier 1 Cup Last 4
- U13 Girls Hockey County Champions
- U12 Boys and Girls Hockey Regional Champions
- U15 Girls Tennis Regional Finals
- U15 Boys Rugby Semi Final National Bowl Competition
- U16 Girls Rugby Rosslyn Park 7s' Final 8
- U13 and U15 Boys Regional Tennis Finals
- Orienteering National Final Medallists
- 50m Rifle Shooting National Final Medallists

Further information about the department's curricular and extra-curricular activities (and public examination results) can be found on the School's website.





The Role

The Perse School is looking to appoint a PE and Games Teacher to work at the Upper School, starting in January 2027, for a fixed term period of 12 months. The successful candidate will have a clear passion for all aspects of Physical Education. The candidate would ideally have experience of teaching GCSE PE, with knowledge of the OCR exam board being advantageous, in addition to coaching experience in Hockey, Cricket and/or Netball. The school has a range of excellent facilities on site, including a six-lane 25m swimming pool, a large sports hall, climbing wall, strength and conditioning suite, two full-sized all-weather pitches, five netball courts and extensive grass pitches, in addition to access to 45 acres of outdoor space at Little Abington.

Pupils at The Perse School are ambitious, intelligent and industrious and this is an exciting opportunity to motivate and inspire talented pupils in a fast-paced creative working environment.

The Perse believes that excellent schools need great teaching and support staff, who whilst operating within agreed school policies and to high standards of performance are given encouragement to innovate in pursuit of professional excellence. The result is a vibrant community of staff who spark off one another, share ideas, and come together to help pupils thrive academically, pastorally and in extra-curricular areas. All Perse teachers are expected to contribute to the pastoral and extracurricular programme alongside their subject teaching.

Public exam results regularly place The Perse in the top 20 schools nationally and in a typical year more than 30 pupils will receive Oxbridge offers, with 74% of students gaining places at their first-choice universities in the UK and North America.

The Perse is proud of its academic achievements, but also recognises the importance of pastoral care and a vibrant programme of extra-curricular activities in developing happy, well rounded and successful young people. Our values shape what we do and how we do it. They are: valuing one another and our environment, intellectual curiosity and scholarship, endeavour, and breadth and balance.



Key Responsibilities

Accountability

The Teacher of PE & Games is ultimately accountable to the Head but day to day accountability will be to the Head of Department. The following duties shall be deemed to be included in the professional duties which the Teacher may be required to perform:

Curriculum

- Teaching throughout in a manner appropriate to students' ages and abilities.
- Assessing and recording students' progress in accordance with departmental and school policies.
- Preparing students for university applications in related subjects.
- Promoting and teaching Key Stage 3, GCSE and A Level.
- Being proactive in exploring innovative ways of delivering ICT through the curriculum.
- Attending and contributing to departmental meetings.
- Developing and sharing teaching and learning resources.
- Monitoring the work and progress of pupils, including those with specific learning needs.
- Maintaining professional skills through INSET and our Professional Development programme.
- Producing displays to create an attractive learning environment.

Extra-curricular and pastoral

All teachers at The Perse School are required to be a **form tutor** and contribute to the extra-curricular programme, alongside their academic teaching. These elements of a teacher's role are fundamental to working at the school and embedded in our core values. Part-time teachers are required to make a proportionate contribution to the following:

- The extra-curricular life of the school through Games, the Enrichment Programme or other appropriate commitment.
- Form tutoring.
- The PSHEE or Emotional Wellbeing programme.



Key Responsibilities

Applicants without formal teaching qualifications or experience

Applicants without formal teaching qualifications or experience will be considered for this position. The Perse has a long record of training and developing teachers in situ, and many highly successful teachers started with no formal teaching qualifications.

For applicants without a teaching qualification we are looking for:

A high level of subject knowledge, enthusiasm, good communication skills, patience, an empathy with young people and a desire to get involved in the extra-curricular life of the school.

The Perse supports unqualified teachers in achieving Qualified Teacher Status and the Post Graduate Certificate of Education qualification whilst working at the school.

Early Career Teachers

The school is fully accredited to participate in the Independent Schools Teacher Induction Panel Early Career Teacher Programme ([ISTip: istip.co.uk/about/](http://istip.co.uk/about/)). ECTs will be provided with a comprehensive induction and mentoring programme which supports the achievement of qualified teacher status (QTS).

Timetable

The School operates to a ten-day timetable cycle, consisting of the equivalent of 80 x 40minute periods. The timetable block structure makes it possible for lessons to be either 40, 60 or 80 minutes long. Most members of staff are allocated to about 62 periods per cycle including games and enrichment sessions. 4 periods are allowed for being a form tutor meaning that a typical teaching load may be around 58 out of 80 periods. Newly qualified and inexperienced teachers receive additional period remission for training, mentor meetings and induction. The successful applicant will be required to teach PE across the age range, be a form tutor and contribute to the extra-curricular programme.



Person Specifications

Qualifications

- High Class Honours Degree in Physical Education or a closely related discipline.
- A PGCE or equivalent teaching qualification is desirable but not essential; a strong desire to develop pedagogic expertise is expected.

Personal competencies and qualities

- A high-achieving, empathetic and reflective graduate with a genuine enthusiasm for their subject and a commitment to intellectual curiosity, scholarship, and continual professional growth.
- Excellent communication and interpersonal skills, with the ability to build positive relationships with pupils, colleagues, and parents, and to contribute constructively to a collaborative learning community.
- Demonstrates exemplary professional conduct and the ability to model and promote the School's core values: intellectual curiosity and scholarship, endeavour, breadth and balance, and valuing one another and the environment; commitment to our 3D model of education in which all teachers are expected to perform academic, pastoral and extra-curricular duties.
- Emotional resilience, adaptability and the capacity to learn from challenging situations, with a reflective approach to supporting pupil wellbeing and personal professional development.
- Demonstrates a genuine, sustained desire to work with children and young people evidenced by prior experience, reflective practice or clear articulation of motivation during recruitment.
- Shows understanding of the responsibilities inherent in working with children including safeguarding and promoting their welfare.
- Demonstrates the ability to work collaboratively, supportively and selflessly as part of a team; committed to the collective success of the department and wider School.
- Strong administrative, IT and organisational skills, with the ability to manage commitments, meet deadlines and maintain high standards in planning and delivery.
- A commitment to fostering an inclusive environment, respecting and valuing the diverse experiences, perspectives and backgrounds that enrich the School community.
- Willingness and flexibility to contribute fully to School life as a 3D teacher, including involvement in co-curricular activities and the games programme.
- High level of literacy, strong attention to detail, and the ability to use initiative in contributing to the academic, pastoral and co-curricular life of the School.
- Receptive to feedback and committed to continuing professional development to enhance teaching and learning.
- Displays empathy, patience and commitment to fostering positive relationships that support pupils' academic and personal development.
- A generosity of spirit to provide outstanding opportunities for pupils and create memories that can last a lifetime.



Safeguarding

All staff must understand their responsibilities to safeguard and promote the welfare of children and young people. This will include:

- Promoting and safeguarding the welfare of children and young people at all times, in line with the school's Safeguarding Policy, the Code of Conduct and the statutory guidance Keeping Children Safe in Education (KCSIE).
- Reporting any safeguarding concerns to the Designated Safeguarding Lead (DSL), or a Deputy DSL (DDSL), in line with school procedures.
- Undergoing required safeguarding training and remaining up to date with safeguarding policy updates in line with the timescales required.
- Exercising professional judgement when handling and sharing information and content, ensuring that no material compromises the safety, dignity or privacy of children or young people.

Review

The job specification will be reviewed biennially as part of the professional development cycle. Any changes may only be made by agreement with the Head of Department and Deputy Head (Staffing and Operations).





Terms and Conditions

Teaching Staff Salary Scale and Employment Benefits

The Perse School's salary year normally runs from 1st September to 31st August. The Perse Salary Scale is set significantly above the maintained sector to recognise the high levels of commitment required of all staff and the contribution they make to school life. Teachers at The Perse School are required to be involved in the pastoral life of the school, for example as a form tutor and contribute to the extra-curricular programme, alongside their academic teaching. These elements of a teacher's role are fundamental to working at the school and are embedded in our core values.

Membership of the **Aviva Pension Trust for Independent Schools (APTIS)** is offered to those members of staff on a teaching contract. New teachers joining the school from September 2024 will be auto-enrolled into APTIS. APTIS is a Defined Contribution (DC) scheme.

Contributions are paid into the scheme by both the school and the employee and are invested by the provider (Aviva) on your behalf. The benefits at retirement are based on the amount accumulated within the plan by the time you choose to receive your pension benefits and this, in turn, is determined by the amount of contributions paid in and the investment returns achieved.

The school will contribute up to a maximum of 23.68% of your pensionable salary into the APTIS pension scheme and a Death In Service scheme (life assurance policy, that would pay out a lump sum of three times your salary if you die whilst you are employed by the school). This is 'APTIS max' which is an indicative 'basic gross salary' at different Scale Points before pension contributions and PAYE (National Insurance and Income Tax) are taken out. In addition, teachers receive a **school payment/class teacher** allowance and where relevant to the role, additional responsibility allowances.

Teachers can opt to change their employer contribution rate into APTIS, subject to a minimum of 13.75%, with the difference taken as a 'non-pensionable income supplement' (**which equates to additional salary**). This is 'APTIS min' which is an indicative basic gross salary at different Scale Points before pension contributions and PAYE (National Insurance and Income Tax) are taken out.



Benefits

- Teachers undertaking research which will benefit the school may apply for a non-pensionable research award valued at £730.
- Excellent professional development opportunities and access to funding on a range of qualifications which include, PGCE, Masters level and Leadership qualifications.
- Ability to get involved with a range of extra-curricular activities and exciting trips including outdoor pursuits.
- School tuition fee remission of 50% for children to the junior or senior school (subject to passing admission test requirements). Fee remission does not apply to additional activities such as early/ late stay, summer schools, trips etc.
- Free lunch in the dining room during term-time and tea and coffee in the staff room.
- Free access to sports facilities including a gym and swimming pool during defined periods.
- Opportunity to join in with social activities organised by the School's Social Committee.
- Generous sick leave and parental leave pay above the statutory requirements.
- Assistance with relocation costs in accordance with HMRC rules as specified in the School's Relocation Policy.
- Parking on site and Cycle to Work scheme also available.



Application process

Please click on [How to Apply](#) which links to the vacancies section of the website to register/sign-in and submit your application. Any queries regarding the application process should be directed to the HR Co-ordinator at recruitment@perse.co.uk

Interviews

The closing date for applications is **Tuesday 13th October at 9.00am**, but applications will be considered as they are received. The Perse School reserves the right to make an appointment before the closing date. Interviews will be scheduled for **Tuesday 20th October**. The interview will include planning and teaching a lesson and candidates will be given information in advance to help prepare.

Safer Recruitment

The Perse School recognises that an important element in safeguarding our pupils is a robust recruitment process that incorporates measures to deter, reject or identify people who might abuse children, or who are otherwise unsuited to work with them. We are committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post including: references from previous employers, a Disclosure and Barring Service check at the enhanced level, as well as eligibility to work in the UK (in compliance with UK immigration regulations). All work carried out at the school on a regular basis amounts to regulated activity. This role is also exempt from the Rehabilitation of Offenders Act 1974.

Safeguarding and promoting the welfare of children is everyone's responsibility. The school is committed to acting in the best interests of the child so as to safeguard and promote the welfare of children and young people. The school requires everyone who comes into contact with children and their families to share this commitment. Interviews will be conducted in person, and they will explore candidates' suitability to work with children.

Recruitment Policy

The School's Recruitment, Selection and Disclosure Policy and Procedure is available for your information on the school website. The Perse School actively supports equality, diversity and inclusion and encourages applications from all sections of society.



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Helpful Links



[The Perse Upper
interactive prospectus](#)



[The Perse Sixth Form
interactive prospectus](#)



[The Perse Virtual Tour](#)



[The Perse school
vision and values](#)



[Teacher research](#)



[Working at
The Perse School](#)

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