

Stephen Perse

Cambridge

Junior School

A photograph of four children, two girls and two boys, standing on a green artificial turf field. They are all wearing black and teal school sports uniforms. The girls are on the left and right, and the boys are in the middle. They are holding hockey sticks, and there are yellow balls on the ground in front of them. The background shows a blurred green field and trees under a clear sky.

Head of Junior School PE & Games JD & PS

stephenperse.com/currentvacancies

History of Stephen Perse

The Perse Girls School, founded in 1881, evolved into the Stephen Perse Foundation in 2007, and first admitted boys to its Senior School in 2017. Stephen Perse has grown over recent years, adding a co-educational sixth form to its highly successful Senior School in 2008, and four nurseries and early years settings (three in Cambridge and one at Dame Bradbury's in Saffron Walden) between 2010 and 2021. Stephen Perse has been fully co-educational in all settings since 2017 and now comprises four nurseries, two junior schools, a senior school and sixth form.

Predominantly a day school, there are currently 60 (mainly sixth form) boarders. As well as its reputation for academic excellence, Stephen Perse is renowned for an innovative approach to education, and a focus on preparing students for the future.





Our Mission Statement

At Stephen Perse, our mission is to educate and inspire the contributors to tomorrow's world: intelligent young people with the creativity, compassion, confidence and conviction to question, evaluate and improve society.

Our Vision Statement

To deliver this mission, our vision is to create and sustain an outstanding educational environment that:

- Fosters modern scholarship through exceptional teaching and a dynamic, flexible and rigorous academic curriculum.
- Provides outstanding breadth of opportunity and quality of experience through a rich and varied co-curriculum.
- Nurtures and celebrates individuality, wellbeing, personal development, and contribution to the growth of others, through superb pastoral care, social and emotional education, and learning support.
- Champions and models equality, diversity and inclusivity, and social and environmental responsibility with a global outlook.

Our Values Statement

With excellence and creativity in teaching and learning at the core of each of our schools and nurseries, we value the positive difference our students can make in the world through:

- Scholarship and the advancement of knowledge and understanding.
- Kindness, courtesy, inclusivity and collaboration.
- Diligence, independence and self-reliance.
- Humility, reflectiveness and the pursuit of self-improvement.
- Character, individuality, wellbeing and confidence.
- Conserving the environment and living sustainably.

Welcome from the Principal

Richard Girvan

Stephen Perse is a leader in modern independent education, superbly well placed, both to meet the challenges, and to seize the opportunities, presented by its future.



Any school, indeed, any group of schools, is only as strong as its people. Stephen Perse boasts exceptional people across all of its schools and nurseries, and invests in their recruitment, development and empowerment to ensure our pupils benefit from excellent role models, outstanding support and exceptional teaching. As Principal, I consider this investment in our people to be of utmost importance.

At Stephen Perse, all are united in embracing the modern world and in seeking to help our pupils to find and take their place in it, as confident, socially responsible adults. We seek to attract people who are inspired by this challenge, people who share our values, people who are passionate about our collective vision of developing the change-makers of the future.

Richard Girvan

Principal

Head of Junior School PE & Games JD & PS

Responsible to: Head of School

Location: Stephen Perse Cambridge Junior School

Role Description

To promote effective learning, appropriate achievement and educational, social and personal progress of all pupils for whom the teacher is designated as being responsible, consistent with the aims of the School and the unique needs of each individual. We are seeking to appoint an experienced teacher to lead our busy and thriving PE department across EYFS - Year 6. The department is seeking an outstanding candidate with a strong games background. It would also be an advantage for the candidate to be able to teach our principal sports; netball, hockey, football and cricket as well gymnastics, dance and swimming.

Your Role as a Teacher

At Stephen Perse everyone is a learner. While our pupils enjoy the benefits of a creative and innovative learning environment, our teachers strive to inspire and engage through using a wide range of pedagogical approaches.

We want every teacher to offer the very best in teaching and learning to our students and this will inevitably, and

perhaps even increasingly, involve the digital world. We are iPad 1-to-1 from 11 to 18 and our Junior Schools use class sets. We are a leader in the use of digital technology within the classroom and are one of only 11 schools in the UK to be an Apple Distinguished Schools. This helps us to support our teachers and learners to have an appropriate use of these technologies.

We don't need you to be a fluent or confident user of technology before you start working with us, but we will want you to have an agile and ambitious mindset that is open to adopting new techniques. Training and support are offered on a regular basis as part of formal and informal CPD and is focused on student learning.

Main Responsibilities

Effective communication and engagement with children, young people and their families and carers

- To lead the PE department and curriculum at our Junior School.
- To be an active and supportive member of the Stephen Perse PE/Sports



department, liaising with and keeping the director of sport well informed through regular meetings.

- Support and develop sport and sportsmanship throughout 1-11.
- Teach consistently high-quality PE/Games lessons across EYFS - KS2.
- Deliver schemes of work and lessons that meet the requirements of the Year group and ability of the pupils.

- Provide clear and accurate reports of pupil progress and targets for improvement through the agreed schedule of annual reporting and parents' evenings.
- Establish constructive relationships with parents/carers, exchange information, facilitate their support for their child's attendance, access and learning and support home to school and community links.
- Provide advice and guidance to parents as required and appropriate.
- Provide support and encouragement to children.

Child and young person development

- Fulfil all of the responsibilities and duties required by Stephen Perse policies.
- Develop and maintain an up-to-date knowledge and understanding of the areas of teaching and pupil support for which the post-holder is responsible.
- Plan work to meet the learning needs of allocated pupils in a consistent and effective way.
- Use appropriate differentiated teaching and classroom management strategies to motivate pupils and enable each individual to progress.
- Monitor the progress of pupils for whom the post holder is responsible, set expectations and support pupils



to progress towards achieving their next steps.

- Maintain appropriate records to demonstrate progress made by pupils.
- Work within Stephen Perse agreed Behaviour, Rewards and Sanctions policy to anticipate and manage behaviour constructively, promoting self-control and independence.
- Challenge and motivate pupils, promote and reinforce self-esteem.

General responsibilities

- Act as an excellent ambassador for Stephen Perse at all times.

- Undertake other duties as agreed with the leadership team.
- Build and maintain good working relationships with all Stephen Perse colleagues.
- Assist as necessary in other Stephen Perse areas at peak times.
- Work at all times towards the aims and goals of Stephen Perse and any individual objectives and targets you may have agreed.
- Proactively identify areas for improvements within Stephen Perse.
- Actively promote the Stephen Perse Equal Opportunities Policy, encouraging

staff awareness and participation in all areas.

- Act in accordance with the Data Protection principles at all times.
- Adhere at all times to Stephen Perse operational and employment policies and procedures.
- Take care of your own health and safety and that of people who may be affected by what you do (or do not do).
- Cooperate with others on health and safety, and not interfere with, or misuse, anything provided for your health, safety or welfare.
- Follow the training you have received when using any work items Stephen Perse has provided.
- Adhere to the Stephen Perse Privacy Notice and ensure private and confidential data is kept secure and disposed of in the appropriate manner.

This job description is not necessarily comprehensive and the position holder will be required to carry out such other duties as may reasonably be required within the general scope and level of the post.

Safeguarding and welfare of children

The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact, will be to adhere to and ensure compliance with the Stephen Perse Safeguarding and Child Protection Policy statement at all times. If, in the course of carrying out the duties of the post, the role-holder becomes aware of any actual or potential risks to the safety or welfare of children in the School, s/he must report any concerns

to the School's Designated Person or the Stephen Perse Designated Safeguarding Lead. All employees of Stephen Perse adhere to the Safer Working Practices guidance and all teaching staff are required to adhere to the Teaching Standards which can be **found on the government website.**

Person Specification

	Essential	Desirable	Assessment Method
Qualifications	<p>A degree or equivalent in Physical Education, Sports Science or associated discipline</p> <p>Further coaching qualifications in sport</p> <p>Driving Licence</p>	<p>Coaching qualifications in:</p> <p>Hockey</p> <p>Football</p> <p>Netball</p> <p>Cricket</p> <p>Athletics</p> <p>Tennis</p> <p>Swimming</p>	<p>Application Form</p> <p>Production of the Applicant's certificates at interview</p>
Knowledge & Experience	<p>Current and relevant knowledge and awareness of best practice in PE learning and teaching</p> <p>Understanding of national policy debates and potential impact on student engagement and achievement</p> <p>Understanding of how learning environment impacts on students' motivation and learning</p> <p>Understanding of how to raise standards in schools within a diverse community</p>	<p>Experience of teaching at EYFS - KS2</p>	<p>Application Form</p>
Skills & Aptitudes	<p>Due to our statutory obligations in respect of safeguarding, the ability to read, understand and communicate in English to a sufficient standard to understand these obligations is required</p> <p>Ability to motivate, inspire confidence in others, consult, encourage and delegate appropriately</p> <p>Work autonomously within a framework of accountability</p> <p>Develop and use networks proactively to the betterment of the school</p> <p>Ability to relate well to colleagues, students, parents and governors</p> <p>Ability to plan time effectively and meet deadlines</p> <p>Ability to nurture and develop an ethos of high standards, personal fulfilment and academic success</p> <p>Cope under pressure and to maintain professionalism and a sense of perspective</p>	<p>Experience of leading within a PE department</p>	<p>Interview</p>
Personal Attributes	<p>Professionalism and Integrity</p> <p>Dedication and Enthusiasm</p> <p>Energy and Resilience</p> <p>Approachability and Flexibility</p>		<p>Interview</p>

Terms and conditions

All appointments for Stephen Perse are subject to satisfactory reference and disclosure and barring service (DBS) checks, suitability to work with children checks, online checks, proof of identity and eligibility to work in the UK, completion of a medical questionnaire and proof of qualifications.

Hours of work

Full-time to include weekend fixtures and some evenings.

Salary

The successful candidate will be remunerated at the appropriate point on Stephen Perse teaching scale, which is in excess of the state sector teaching scale.



Benefits

- Contributory pension scheme - Aviva Pensions Trust for Independent Schools (APTIS).
- Salary sacrifice tech and cycle to work schemes.
- Life assurance scheme.
- Rail season ticket loan/discount on train travel on Greater Anglia rail services.
- Free lunch and refreshments provided.
- A loan of an iPad, for use whilst employed at the school.
- Annual flu immunisation.
- Many of the sites offer covered bike parking.
- Free access to the Cambridge University Botanic Garden.
- Private health and dental plan subscriptions (pro rata for part time).
- A staff discount on School Fees of 50% (pro rata for part time and term time) should staff have a child at any school (from Reception to Year 13) within Stephen Perse (from September 2025).

Please note, all benefits are under periodic review and subject to change.

Privacy Notice

Please see our privacy policy which is available on the recruitment portal.

<http://www.stephenperse.com/recruitment>



Please apply directly by downloading an application form from our recruitment page at www.stephenperse.com/recruitment, or email recruitment@stephenperse.com to request an application form. Please send completed application forms to recruitment@stephenperse.com. We are unable to accept CVs.

The Recruitment Process

- Closing date for applications:
9am on Friday 21 March 2025.
- Interviews will take place:
**Week commencing
Monday 24 March 2025.**

References may be taken up before interview.

Invitation to interview and recruitment arrangements

Stephen Perse is committed to safeguarding and promoting the welfare of its pupils. Stephen Perse has a statutory duty to apply for DBS clearance and shall ask the successful candidate to complete an online form which must be cleared before the applicant can commence work. Such checks may take up to eight weeks to complete.

Stephen Perse has a legal responsibility to ensure that all its employees have the legal right to live and work in the UK. Therefore, you will need to provide original documents verifying that you are eligible to work in the UK to the interview. Details of these will be provided in the invitation to interview.

All candidates invited to interview must bring the original documents confirming any educational and professional qualifications that are necessary or relevant for the post.





Stephen Perse

Foundation

Stephen Perse (Main Office), Union Road, Cambridge, CB2 1HF

stephenperse.com



Charity No: 1120608