



TEACHER OF PHYSICAL EDUCATION (FEMALE)

Temporary [Maternity Cover from 3 March 2025 to 30 January 2026]

Full-Time

(This contract may be subject to extension or may be reduced for any valid reason)

1. INTRODUCTION TO THE POST

This post has arisen due to the forthcoming maternity leave of a member of staff in the Physical Education Department. It is expected that the person appointed will take up post **on Monday 3 March 2025 or as soon as possible thereafter.**

The school considers that Section 10 (2) (b) of the Sex Discrimination NI Order 1976 applies to this post and it is restricted to females.

The school is seeking to appoint an appropriately qualified person with the ability, commitment and drive to provide challenging teaching for able and well-motivated young people. The person appointed will also have the capacity to work effectively and harmoniously with a dedicated and well-qualified team of teachers.

(Detailed personnel and job specifications are included in this statement of information under points 4 and 5 respectively).

The post holder will be expected to teach PE throughout the school, and will be expected to play a part in the school's programme of extra-curricular activities.

Salary will be according to the common pay spine for teachers and will depend on the successful applicant's qualifications and experience. **The applicant must be registered on NISTR: payment will be made monthly based on the NISTR substitute teacher daily rate.** Duties and conditions of service will be in accordance with the Teachers' [Terms and Conditions of Service] Regulations [NI] 1987. Extra-curricular activities outside of these hours (including Saturday morning) will be paid at the coaching rate of £16 per hour.

This post would also be suitable for a recently and suitably qualified teacher who could demonstrate high achievement on teaching practice and/or appropriate temporary employment.

2. INFORMATION ABOUT THE PE DEPARTMENT

Physical Education is taught to all pupils from Year 8 to the Sixth Form in accordance with the requirements of the Northern Ireland curriculum. GCSE, AS and A Level PE are offered to pupils at Key Stage 4 and Sixth Form.

There is also a provision for a double period of games for each year group and an extensive programme of extra-curricular sport is offered. There is a full-sized sports hall, the Pavilion sports hall and the school hall (both of which are equipped as a gymnasium), a small indoor heated swimming pool and facilities on site for tennis, hockey, rugby, athletics, netball and cricket (including an artificial grass hockey pitch). The main sports for girls are hockey, netball, athletics, tennis and badminton.

There are six teachers in the PE Department. There are also many teachers from other Departments who assist with the games programme and the school employs a team of specialist coaches.

The school regards participation in physical and sporting activities as an essential part of a good education and strenuous efforts are made to involve as many pupils as possible.

3. INFORMATION ABOUT THE SCHOOL

Sullivan Upper School was founded in 1877 by the trustees of Robert Sullivan “to bestow the blessings of education on all succeeding generations in his native place”. Today it is a co-educational and non-denominational voluntary grammar school of more than 1000 pupils aged between 11 and 18.

It is owned and managed in all its affairs by the Board of Governors of the School, which is drawn from the local community and reflects all the main religious denominations of Holywood. The school is funded directly by the Department of Education for Northern Ireland.

There are 49 full-time members of the teaching staff, 2 job share teachers and a further 20 part-time teachers in the secondary department. The school is well served by 67 non-teaching staff who work in the administrative, financial, technical, clerical and maintenance areas of the school's activities.

Pupils study for 10 or 11 GCSE subjects and the vast majority enter the Sixth Form to undertake 3 or 4 A Level subjects. A very high percentage of leavers from Year 14 go on to degree courses in higher education.

There is a strong emphasis on both academic achievement and on extra-curricular involvement. Overall performance statistics for KS3, GCSE and A Level have been excellent over recent years. The teaching staff is committed to improving standards and is also intimately involved in the many out-of-class sports, clubs and activities that contribute so much to the life of the school. Demand for places at the school is very high.

It is the school's aim to help each pupil to achieve the best that he or she is capable of both academically and in all the other aspects of education that the school provide

4. PERSONNEL SPECIFICATION

A. **Essential Criteria: the person appointed to the post must:**

- A1 at the time of taking up the post, hold a recognised teaching qualification which has prepared her to teach Physical Education as the main subject up to A Level, have a personal teacher reference number issued by the Department of Education and be registered with the GTCNI;
- A2 at the time of taking up the post, be registered with the Northern Ireland Substitute Teacher Register (NISTR)
- A3 hold a recognised degree in an appropriate subject;
- A4 have experience of teaching physical education in a post-primary school (includes teaching practice);
- A5 have experience of teaching GCSE PE (includes teaching practice);
- A6 have experience of teaching A2 PE (includes teaching practice);
- A7 be able to coach and umpire hockey to senior level;
- A8 be able to coach athletics and coordinate Girls Athletics;
- A9 be able to assist with the extra-curricular work of the school;
- A10 have a sound knowledge of the requirements of the Northern Ireland Curriculum particularly as they apply to PE.

B. **Desirable Criteria: preference may be given to applicants who:**

- B1 have attained a classification of 2.1 or higher in their degree;
- B2 be able to coach and umpire netball;
- B3 have the ability to assist with other school sports;
- B4 have relevant experience and/or qualifications to teach Religious Studies to Key Stage 4;
- B5 demonstrate enthusiasm for the subject (Physical Education);
- B6 have experience of using ICT to promote effective teaching and learning;
- B7 have experience of teaching (or qualifications to teach) another subject within the school's curriculum.

The school reserves the right to enhance the criteria if necessary for the purposes of producing a manageable shortlist.

When applying for the post, applicants should show clearly how they meet the essential and/or desirable criteria for the post.

It is essential that you fully describe in the application form how you meet each of the criteria sought. Please provide detailed information against each requirement, providing dates and ensuring that where requirements are time-bound (eg 1 year within the last 5 years) you provide detail and dates that fully satisfy the requirement. It is not appropriate to simply list the various posts that you have held. Assumptions will not be made from the title of your post.

5. JOB SPECIFICATION

The major responsibilities of the person appointed will be to:

- a. teach physical education classes at Key Stage 3, Key Stage 4 and Sixth Form according to the needs of the school's curriculum and timetable;
- b. coach and umpire hockey/netball/athletics, as required;
- c. act as Coordinator for Girls' Athletics (the post attracts one Governors' Allowance (equivalent to 0.5 of one Teaching & Learning Responsibility point);
- d. contribute to the organisational and developmental work of the department and to undertake all associated tasks eg assessment, reporting, record keeping, planning and evaluation, attendance at department and parents' meetings;
- e. contribute to the teaching of other subject areas, which may include Learning for Life and Work, ICT, Religious Studies, Careers, Games, etc, as required by the curriculum;
- f. undertake a pastoral role as a Form Teacher, if required;
- g. undertake extra-curricular activities as agreed with the Principal;
- h. share in the general supervision duties as undertaken by all members of staff;
- i. undertake any other additional relevant duties as agreed with the Head of Department and/or Principal.

6. PROCEDURES FOR APPLICATION

- (a) Suitably qualified teachers who are interested in being considered for this post are asked to complete an application form. **Application forms should be emailed** to the Principal's Personal Assistant, Mrs Amanda Graham at agraham813@c2kni.net. An acknowledgement will be sent by return of email. The format of the application form should not be altered in any way. Applicants should note that Apple Pages or Mac versions of the application form should not be emailed.

Application forms are available on the school's website (www.sullivanupper.co.uk) or by e-mail agraham813@c2kni.net from Mrs Amanda Graham, Principal's PA.

The closing date for the receipt of applications is **Monday 20 January 2025 at 12.00 noon** and applications received after 12.00 noon on that date will not be accepted.

- (b) A shortlist of applicants to be interviewed will be drawn up. Shortlisted applicants will be given the opportunity to visit the school.
- (c) Interviews will take place, with **Tuesday 28 January 2025** currently the proposed date. **All correspondence in relation to interviews, etc will be via email, if an email address has been provided.**
- (d) Applicants who have not been shortlisted will be notified once the interviews have taken place.
- (e) The person to whom the post is to be offered will be informed and when the offer of the post has been formally accepted, all other shortlisted applicants will be informed of the outcome.

- (f) A reserve list for future, similar vacancies will be maintained which will normally be kept open for no longer than twelve months unless there are cogent reasons for extending the period. The Board of Governors reserves the right to appoint an alternate applicant from the reserve list, without re-advertisement, for such future vacancies or if any change in circumstances should mean the successful applicant is unable to take up the post.
- (g) Applicants are referred to the Privacy Policy for Applicants which is available on the school's website at www.sullivanupper.co.uk.
- (h) It is the policy of the Board of Governors that all those eligible for employment will have equal opportunity for employment and promotion in the school, irrespective of gender, including gender reassignment, marital or civil partnership status, having or not having dependants, religious belief or political opinion, race, disability, sexual orientation or age. Selection for employment and promotion will be on the basis of ability, qualifications and aptitude to carry out the duties of the post.
- (i) Interviewees will be required to bring photographic proof of identity ie a passport, driving licence or electoral identity card and an original birth certificate and/or marriage certificate (as appropriate). These should be presented to the designated member of staff immediately prior to interview. **Interviewees should therefore ensure that they arrive at least 15 minutes prior to the scheduled interview time.** Applicants are assured that the recruitment panel is not involved in these identity checks.
- (j) Canvassing of any kind will disqualify.

7. CONDITIONS OF APPOINTMENT

- [a] Sullivan Upper School is fully committed to the implementation of Child Protection procedures as outlined in Department of Education Circulars. Therefore, all applicants should be aware of the following:

Posts involving work in educational institutions are subject to the provisions of the Safeguarding Vulnerable Groups (NI) Order 2007. Appointment to this position is subject to the successful applicant undertaking an enhanced disclosure check through Access NI and to this check being clear of any offences which might affect appointment to this post. This check currently costs **£33** and the successful applicant will be required to pay the school for this service. The appointment will be confirmed upon receipt of a satisfactory Enhanced Disclosure Certificate from AccessNI. (Further information is available from www.accessni.gov.uk or www.deni.gov.uk).

AccessNI has published a Privacy Notice on the Department of Justice website. This can be found at <https://www.justice-ni.gov.uk/publications/ani-privacy>. All signatories are urged to read this and understand the contents, and to note the mailbox for data protection queries.

- [b] As an employer, Sullivan Upper School has a legal responsibility to prevent illegal migrants working in the UK. The applicant's right to work in the UK will be checked before confirmation of appointment.
- [c] Proof of qualifications will be requested before confirmation of appointment.
- [d] Two written, satisfactory references will be sought before confirmation of appointment, one of which must be from the most recent employer.
- [e] Receipt of satisfactory health clearance – upon receipt of the completed Health Declaration Form, the school's Occupational Health Advisor will assess the form, which may require the successful applicant to attend a medical examination.

C J D MAIRS
Principal

January 2025