

Candidate Information Pack

Senior School Teacher of PE

(Part Time 4 days - Maternity Cover)

Required from February 2027

Welcome from the Head

Thank you for your interest in working at Channing. At Channing. we foster fearless learners through inspiring education, exceptional co-curricular opportunities and meaningful partnerships, creating bespoke outcomes for every child: "Each of us is intended to have a character all our own, to be what no other can exactly be and do what no other can exactly do." *(William Ellery Channing)*

Our Unitarian ethos encourages our pupils to be intellectually curious, open-minded and respectful. We build on the power of an all-girls education to develop kind, confident, articulate young women who are ready for life's challenges.

Girls at Channing enjoy academic success from a tailored educational programme that encourages confidence, independent thinking and provides girls with life skills to take on the next stage of their education as thoughtful, responsive, socially aware adults, prepared for the challenges of the world today.

This emphasis on bespoke outcomes is at the heart of our five strategic objectives, which you can find here: Channing 2035.

Founded in 1885 by Unitarian sisters Emily and Matilda Sharpe and the Reverend Robert Spears, Channing School, named after notable American Unitarian William Ellery Channing, is well known as a successful, happy community. Remaining true to our Unitarian foundation, the School is an inclusive community that values the individual skills, spiritual beliefs, achievements and contribution of all members of the school community. Our success was endorsed by our latest ISI inspection in November 2025.

Mrs Lindsey Hughes
Headmisstress







About the School

Here at Channing we have lots of the headlines which parents like to see: fabulous A level results and wonderful GCSE results, students heading to Oxbridge, medical school and the most competitive courses at Russell Group universities every year, sometimes after taking a gap year first. However, we believe that examination success is not solely the end goal of a pupil's journey through school, rather that it should be an enriching academic and extra-curricular experience that allows girls to develop skills, confidence, creativity and character, instilling in pupils a lifelong love of learning and a firm belief that anything is possible. Experienced, dedicated teachers offer a supportive, encouraging and challenging learning environment that allows pupils to achieve success beyond that which they might have thought possible.

The Headmistress and members of staff know every girl personally and as an individual. We have a strong family tradition and an enthusiastic and supportive parents' association. The atmosphere is calm, focussed and purposeful. We set high standards emphasising concern and respect for the needs of others. A major feature of the school is the huge diversity of the extra curricular activities on offer to pupils and it is expected that all staff will contribute to this side of the life of the school.

The school is in an attractive part of Highgate, with convenient transport links by road and underground. Visitors are often surprised at how light, green and open our site is. We have preserved the character of the older buildings, but completely refurbished and redesigned them to provide bright and spacious teaching rooms. An ambitious building programme, completed in 2017, provided us with excellent dining facilities, a Music Department, a new Sixth Form Centre, Sports Hall with fitness suite and a state-of-the-art Performing Arts Centre. We are currently developing a STEM building complete with DT facilities which is due for completion in December 2026.







Teaching & Learning

Channing is a collaborative learning community. We provide an excellent and relevant T&L CPD programme that inspires all staff and pupils to achieve their full potential. We support the ongoing development of outstanding teaching and learning which stimulates and challenges all pupils.

Our current whole-school Teaching and Learning focus is to develop a culture of ambitious and inspirational teaching, alongside a shared understanding of every pupil and how best to support them. Central to this is our use of the Learning Pit, which recognises that deep learning involves challenge and productive struggle, and that pupils make the greatest progress when they are supported to persevere through difficulty.

To promote consistently excellent teaching across the school, we have developed the Principles of Great Teaching at Channing and the accompanying Trusted Techniques. Together, these provide a shared understanding of what high-quality teaching looks like in practice, using a common professional language. They reflect both educational research and our collective expertise, and emphasise teaching that stretches pupils intellectually and supports them to move from challenge to secure understanding.

In recent years we have had a focus on developing Fearless Learners. We believe that it is possible to teach pupils to become more confident, proactive, independent learners in such a way that they become more courageous, fearless learners. To this end we have worked with both teachers and pupils to develop a range of resources that support us all to become more fearless in our learning. These include:

- An Infographic generated from discussions with all teachers ~ What do Fearless Teachers look like at Channing?
- A student-friendly Infographic based on what our student body thinks Fearless Learners look like at Channing

'Spotlight' is Channing Senior School's Teaching & Learning publication. It supports the professional development of our teaching staff. It is distributed twice monthly and focuses on the development of classroom practice and current educational research. All teaching staff are encouraged to contribute, and it reflects our commitment to being a collaborative, learning community. The most recent Spotlights can be found on our website.

T&L Briefings are held every other Monday. These are an opportunity for teaching staff to come together to discuss educational research and how it might impact on their pedagogy. Recent themes have included: Protecting Thinking in the Learning Pit, Questioning that Deepens Learning, AI & Tech: Pedagogy First, Integrity, Intelligence, Creativity, and Safety and Strong Starts to Lessons Protect the Flow.

The TLC is our Teaching & Learning Community. It is open to all teaching staff. We meet about once a month. It leads on a number of initiatives which support the development of T&L across the school. These include a Journal Club, systems for teachers to share learning with each other, peer observation and the curation of The Teaching and Learning Knowledge Interactive Toolkit.





The Department

Sport and Physical Education at Channing

All pupils at Channing take part in Physical Education, benefiting from a broad and varied curriculum. The principal winter and spring sports are Netball and Football, with a programme of inter-school competitions in these and other sports. Alongside these, pupils experience a wide range of activities, including creative disciplines such as Gymnastics, Dance and Trampolining, as well as team and invasion games such as Basketball and Handball. Fitness and other physical activities are also incorporated into the curriculum, providing pupils with opportunities to develop their skills, confidence and enjoyment of physical activity. A wide range of additional sporting and exercise opportunities are available both within and beyond the curriculum, encouraging pupils to stay active, explore new interests and develop a lifelong appreciation for sport and physical activity.

Facilities for sport are good. The Junior School has its own floodlit all-weather playing area, which accommodates four netball courts as well as other activities and is used regularly for Senior School lessons, training and matches. The sports centre on the Senior site includes a sports hall that accommodates a variety of sports, along with a well-equipped fitness suite. In addition, there is a Multi-Use Games Area and five acres of playing fields with an adjacent pavilion, located a short walk from the main site. Additional venues are hired locally for Swimming, Dance, and other activities.

GCSE Physical Education is becoming an increasingly popular option choice at Channing, offering pupils the opportunity to deepen their knowledge and understanding of sport, physical activity and the human body. The course combines theoretical learning with practical performance, allowing pupils to develop their sporting skills while exploring the scientific, psychological and social aspects of Physical Education.

The PE curriculum is delivered by committed and enthusiastic teachers. In addition to the Director of Sport, there are other PE Teacher Specialists, as well as a Teaching Assistant, PE Administrator and Coach. Teachers are able and dedicated, and contribute enthusiastically to an extensive co-curricular programme, which includes school fixtures and tournaments. External coaches are deployed as required.

The Role

We are seeking a dynamic and motivated PE teacher with a specialism in Dance, to cover a year-long maternity leave from Monday 22 February 2027. The successful candidate will have strong dance teaching skills, supported by relevant experience and qualifications. The ability to teach GCSE Physical Education would be desirable but is not essential.

This is a four day part-time post, teaching Tuesday - Friday for the rest of the 2026 - 27 academic year. The role will include the commitment to run several lunchtime and after-school clubs and fixtures during the school week. The postholder/s should also expect to participate in weekend commitments to school sport if required and work additional hours to support the high quality provision of the sports department team.



Job Description & Person Specification

This job description should be read in conjunction with the Teacher of PE description below.

Main duties and responsibilities:

- Ability to deliver a broad range of sports and activities within the PE curriculum, with a particular specialism in Dance.
- Support the delivery and development of Dance schemes of work and clubs across all year groups.
- Support the planning, preparation and delivery of the annual Channing Junior and Senior School Cheer, Dance and Gymnastics.
- Assist with the logistical arrangements for Dance performances, rehearsals, competitions and other events.
- Liaise with the Junior School to ensure a coherent and progressive Dance programme across the School, including the effective use of resources and facilities.
- Work with and support the Director of Sport and other relevant staff to develop Dance at Channing, providing opportunities for pupils of all abilities, from participation through to advanced performance and competitive levels.
- Communicate effectively with pupils and parents on matters relating to Dance, including performance opportunities, rehearsals and clubs commitments.
- To carry out such duties that may be reasonably required by the Director of Sport
- These responsibilities will of course be in addition to and complement the other responsibilities of a PE teacher in the department in terms of contributing to the wider objectives.





Job Description & Person Specification

All staff are responsible, in every aspect of their work, for implementing and promoting the school's core values of courtesy, care and consideration for everyone in our community. Equally, we all have a responsibility to make sure that each girl is challenged and extended, so that her education is a fulfilling and a satisfying experience for her.

Subject teachers are responsible for:

- Lesson preparation, assessment, record keeping and the setting of and giving feedback on appropriate homework, in line with departmental policy and schemes of work
- Teaching lessons which engage and inspire all learners and are sensitive to and adapted for the needs of all pupils, in line with Channing's Principles of Great Teaching
- Adopting and supporting appropriate safeguarding and health and safety procedures
- Expecting and maintaining a high standard of work, punctuality, good discipline and order and general courtesy from girls at all times and leading by example
- Alerting the Head of Department, Form Tutor and Head of Year as appropriate if there is cause for concern about a girl's behaviour or academic progress
- Assisting as requested by the Head of Department in the preparation and marking of internal examinations, and in the preparation of students for public examinations, as appropriate
- Contributing to the department's programme of self-evaluation and its drive towards improvement by taking a full part in INSET opportunities of all kinds
- Keeping clear records of girls' attendance in lessons
- Setting appropriate work for classes during absence, where possible
- Completing any reports/grade-sheets/reference requests punctually, both external and internal
- Attending INSET, departmental and staff meetings, parents' consultation meetings and any other similar meetings requested by the Head
- Leading at least one co-curricular activity within or beyond the department
- Taking a full part in the department's programme of trips and visits, organising them and/or accompanying the group if the Head of Department so requires
- Treating school equipment and resources with care and reporting any problems immediately to the Head of Department/support staff/Bursar, as appropriate
- Covering lessons for absent colleagues
- All full time and part-time teaching staff are expected to be a Form Tutor or Co-Tutor, with the commensurate responsibilities for pastoral care, form times and teaching of PSHE
- Undertaking such other duties as the Head may reasonably request

Person Specification

Qualifications:	• Degree and teaching qualification in Physical Education or a closely-related discipline. • An experienced teacher with suitable qualifications who can motivate and inspire children and young people.
Experience:	• Proven ability to inspire, challenge and support young people to achieve their full potential. • Experience of delivering high-quality teaching and learning, with evidence of strong student outcomes. • Understanding of, and commitment to, safeguarding, child protection and promoting the welfare of students. • Awareness of data protection and confidentiality in an educational setting.
Attitude and Approach:	• A passion for working with young people and a belief in their potential. • Alignment with the school's Unitarian ethos, vision and values, and a willingness to contribute to the wider life of the school. • Personal integrity, resilience, adaptability and professional curiosity. • Positive, collaborative and open-minded, with the ability to both give and receive constructive feedback. • Enthusiastic about innovation and embracing new ideas in teaching and learning. • Able to provide evidence of recent, relevant professional development. • Demonstrate commitment to the Channing vision of Fearless Teachers and Learners.
Knowledge:	• Sound understanding of 11-18 curriculum • Demonstrate a commitment to continuing professional development in order to provide up to date leadership. • Awareness of current educational research and evidence-informed practice. • Commitment to continuous professional learning and reflective practice • Knowledge of effective teaching, learning and assessment strategies that meet diverse learner needs.

Person Specification

Leadership and management:	• A person willing to work as a team member – giving as well as receiving advice, discussing ideas and experiences as a shared purpose. • An experienced teacher who is able to implement change in a sensitive way, and able to gain the commitment of others to the school's vision. • Ensure the maintenance and development of a high quality curriculum where teaching and learning are at its heart. • Ability to lead by example, demonstrating high standards of professionalism and commitment. • Strong organisational skills, including the ability to plan effectively, prioritise and delegate where appropriate. • Confidence in using data and digital tools to support teaching, monitor progress and drive improvement. • Capacity to contribute to curriculum development and support the strategic direction of the department.
Relating to and Influencing others:	• Excellent interpersonal and communication skills, with the ability to engage confidently with students, staff, parents and the wider community. • A team player who contributes positively to a supportive, inclusive culture. • Ability to build strong, respectful relationships and manage them with professionalism and empathy. • Confident in promoting the school and department within the community and beyond.
Organisational Skills:	• Demonstrate a high level of organisational skills and the ability to plan and organise effectively.
Decision Making:	• Reflective and evidence-informed in decision-making. • Able to balance initiative with consultation, seeing both the immediate and long-term impact of decisions. • Solution-focused and calm under pressure.
Communication Skills:	• An effective and open communicator - with children, adults, colleagues and professionals. • A firm commitment to consultation and communication both internally and externally supported by excellent communication skills. • Able to promote the school and the department. • Excellent IT skills (Channing is a Google and Apple school) and proficiency in data analysis.

Why work at Channing?

At Channing, we are committed to supporting staff wellbeing and creating a positive, inclusive working environment where colleagues feel valued, supported and able to thrive both professionally and personally.

Financial Matters

- Competitive salary, commensurate with qualifications and experience
- Enrolment into the APTIS Pension Scheme, with generous employer contributions
- Once probation has been successfully completed, permanent staff may be eligible for fee remission where their child/ren attend Channing School
- To support commuting and other costs, the School offers interest-free loans
- School-issued laptop and iPad to support your role

Health and Fitness

- All colleagues enjoy a free, nutritious lunch and all day refreshments during term time
- Staff are welcome to use the School's on-site fitness suite and take part in school-funded boxing and Pilates classes (subject to availability)
- Free eye tests, and a contribution towards prescription glasses
- Channing provides all employees with access to a free and confidential Employee Assistance Programme through Education Support www.educationsupport.org.uk
- Annual flu vaccination

Professional Development

- Access to the on-site library for personal and professional use and development
- Extensive Continuing Professional Development (CPD) and INSET opportunities
- Opportunities for career development and professional progression within the School
- A wide range of professional and leading newspaper subscriptions

Staff Perks

- Cycle to Work Scheme: Save money on the cost of a new bicycle and cycling equipment through the School's salary sacrifice scheme, offering savings of up to 42% on bicycles and accessories, together with interest-free repayments over 12 months and potential tax and National Insurance savings.
- Further savings are available through BHN Extras, including:
  - Discounts of 2%–8% on technology and home appliances
  - A prepaid cashback card offering up to 15% cashback at over 85 UK retailers
  - Savings of up to 15% on gift cards for major retailers, supermarkets and restaurants
- Channing staff receive discounts on goods and services at a number of Highgate businesses, including:
  - 10%-20% off food and drinks at various local pubs and restaurants
  - Discounts at the local dry cleaner
  - Discounts at local fitness classes, including boxing and F45

Applications

Applications are to be made via TES.com in the first instance. A CV will not be accepted in place of the completed application form.

Incomplete application forms will be returned to the applicant where the deadline for completed application forms has not passed. If you are unable to submit your application via TES please contact the HR department at recruitment@channing.co.uk.

Please note that once you submit an application via TES the system will automatically retain your details for a period of six months.

Deadline for applications: Wednesday 2 December 2026 (4pm)

Interviews: Wednesday 9 December 2026 (in person; please allow all day)

Channing School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. To assist in this, the school follows a formal recruitment procedure for the employment of all staff which adheres to the recommendations of the Department for Education (DfE) in "Safeguarding Children and Safer Recruitment in Education" and the school's Child Protection Policy. A copy of this procedure is available on request.

Subject to statutory provisions, no applicant will be treated less favourably than another on the grounds of a protected characteristic. Ability to perform the job will be the primary consideration.

In line with our Safer Recruitment Policy, all shortlisted candidates will be subject to online searches including social media and third party Safehire.

Registered Charity No: 312766







CHANNING

INDEPENDENT DAY SCHOOL FOR GIRLS AGED 4-18

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www.channing.co.uk

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