



## **Welcome to the Link Academy Trust**

We have designed this recruitment pack to give you an insight into our Trust, the academies within it and how you can become part of it by working with us.

The Link Academy Trust incorporates the nineteen small schools of Bearnese, Broadhempston, Cheriton Bishop, Diptford, Drake's, Harbertonford, Hennock, Ilsington, Landscope, Littleham, Morchard Bishop, Moretonhampstead, Otterton, Sparkwell, Stoke Gabriel, Tedburn St Mary, Widecombe-in-the-Moor, Wolborough and Yeoford. Five of the schools are situated in rural villages around the town of Totnes, set within the beautiful South Hams region of Devon, with Sparkwell All Saints primary near Plympton. Hennock, Ilsington, Moretonhampstead and Widecombe-in-the-Moor are on Dartmoor near Bovey Tracey. Bearnese and Wolborough are set within the heart of Newton Abbot, Cheriton Bishop, Tedburn St Mary, Yeoford and Morchard Bishop are in the area just to the north east of Dartmoor, near Crediton and Drake's, Littleham and Otterton are situated in East Devon.

Whilst all the Academies gain expertise by work closely together, each school is unique with its own particular character and each Hub of schools, Totnes, Moorland, Raleigh and Woodleigh, have their own School Board. Our Academies achieve high academic standards through the provision of an exciting curriculum that makes the most of our rich surroundings. We offer a caring, nurturing environment, with dedicated staff who strive to meet the needs of every child and a culture of high expectations through first rate systems and procedures that ensure we are effective and efficient in all that we do.

Working together, our Academies can achieve more for our children than by working alone. We learn together, support each other, share our expertise and ensure we are always current, ready to offer the very highest standards of teaching and provide exceptional learning opportunities for all our children.

The Academies within our Multi-Academy Trust are vibrant and exciting places to work in, yet our small size enables us to know every child and build strong relationships with each family. All Academies have good reputations built on high standards and a caring ethos, but we are always looking for ways to improve so that we meet the challenges of preparing children for the future.

We maintain excellent links with other schools in the area and we have close ties with the successful local secondary schools of Ivybridge, Kingsbridge, South Dartmoor, Totnes, Newton Abbot, Teign, Exeter, Okehampton and Crediton as well as with the grammar schools in Torbay and Plymouth.

If you are interested in learning more about the Link Academy Trust, or would like to visit us, we would be very happy to show you around any of our Academies so that you can meet the children and staff.

We look forward to receiving your application

Nicky Dunford, CEO

# Work for Us

## The Vacancy

### **Teacher of Physical Education Full time, Temporary Post to commence September 2024**

The Link Academy Trust are seeking to appoint a full time Physical Education Teacher to deliver PE to pupils in Early Years, KS1 and KS2 across schools within the Trust. This is a temporary post initially dependent on the Sports Grant funding structure for schools going forward and will be reviewed later in the year.

You will join a small team of PE specialists working towards improving the quality of Physical Education delivered across the Trust. We will offer you the prospect of teaching in a range of settings, being empowered to develop your own expert knowledge and skills and the chance to support/ lead others in their professional journey. You will be part of a proficient team dedicated to working to improve the outcomes for all our children, where your work-life balance will be promoted. We offer you the support of clear systems, protocols, expectations and structures to help you to succeed.

You will need to be inspirational and reflective, show initiative, resilience, creativity and demonstrate the aptitude and professionalism to work as part of a successful and growing team of practitioners to improve the life chances of our pupils and make every child feel 'special'. We expect you to effectively liaise with parents, stakeholders and the community. The School leaders will recognise and develop your expertise and skills to ensure career development. We want you to come and join our happy, positive learning environments where our consistent vision is that through collaboration we will always be 'Stronger Together'

The Link Academy Trust believe that this person will:

- be a proactive and innovative candidate who is an excellent practitioner, confident in delivering high quality teaching across each activity area of our broad PE curriculum.
- be committed to developing your own practice through engagement in professional learning in order to develop and implement the most current teaching strategies.
- be understanding of how pupils learn and have flexibility to support schools in offering an excellent experience to all our children, including enriching extra-curricular activities.
- recognise our amazing children, nurture and support them, meeting their needs to ensure they have independent learning behaviours that will see them prepared for their future learning journey.
- have a committed approach to the wider school community and engagement with them.
- be cheerful, fresh and creative in their approach to give the children under your care the best you can.

What we can offer you:

- Salary Sacrifice offers, including Bike2Work, Tech Scheme and Gym Membership
- Substantial workplace pension
- Term time 'Give Back Day' to take for personal reasons
- Staff Wellbeing support
- CPD opportunities for all staff

**We are committed to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment. This post is subject to an enhanced DBS disclosure and Social Media online check.**

If you wish to find out more about this role, please email our PE Lead, Matt Tanner at [Matt.Tanner@thelink.academy](mailto:Matt.Tanner@thelink.academy) and he will be happy to answer any queries.

For an application form, please visit the Trust website [https://www.thelink.academy/web/vacancies\\_1/558656](https://www.thelink.academy/web/vacancies_1/558656)  
Completed applications should be emailed direct to the Trust HR Operations Manager, Sue Howard at [hr@thelink.academy](mailto:hr@thelink.academy)

Closing date: 3<sup>rd</sup> May 2024 12noon     Interview date: w/c 13<sup>th</sup> May 2024

## **The Role**

**\_Post:**                    **Physical Education Lead (PET)**

**Reporting to:**        **Trust Physical Education Lead (TPEL)**

**Responsible for:**

The delivery of Physical Education provision for all Trust pupils, including disadvantaged pupils where they have an additional/ SEND need across the Trust by supporting individual academies to deliver the highest quality inclusive outcomes for individuals.

**Salary:**                **Main Pay Scale, range 1-6**

**Base:**                    The PET will be required to work at any school where Link Academy Trust business is conducted that is within reasonable distance of their home address in order to fulfil their role.

**Principal Role:**

The PET, as an experienced and knowledgeable qualified practitioner, will work across their assigned academies to focus on effectiveness of physical education provision for all pupils, the timely and accurate assessment of pupils' needs, liaising with the TPEL and Executive/Academy Heads (E/AHs) to deliver advice and support.

*This job profile should be read in conjunction with the Main Pay Scale job profile for classroom based teachers.*

**Job Purpose:**

Work collaboratively with the team of PE specialists across the Trust working towards improving the quality of Physical Education delivered. Physical Education plays an important role in ensuring the physical, social and emotional health and well-being of pupils and the community. Through high quality teaching across a broad PE curriculum and regular opportunity to participate in extracurricular activities, creating a positive learning environment which promotes a love of learning through physical activity, ensuring all pupils are physically literate and possess the knowledge, skills and motivation necessary to allow them to lead a healthy active lifestyle.

**Job Responsibilities:**

- The PET is to have the knowledge and understanding of current physical education practice that will support E/AHs, Class Teachers and Support Staff. To be confident in delivering high quality teaching across each activity area of a broad PE curriculum. The PET will need to be adaptable and comfortable teaching across a number of different schools within an assigned hub, which will have a varied number of pupils.
- The PET will liaise with the TPEL to enable them to attend Trustee meetings including the Standards & Curriculum Committee meetings when requested to do so and to assist with reporting the ongoing position with regard to the progress and attainment of pupils and be able to evident the impact of physical education.
- The PET, in conjunction with the TPEL, may be required to support individual academies in preparation for and during Ofsted Inspection, where their expertise will demonstrate the importance the Trust holds on the best possible provision for pupils.
- The PET will work directly with the TPEL who will line-manage the PET and report on current actions and plan future needs and developments.
- The PET will teach high quality lessons following a broad PE curriculum, suitable for all year groups within a primary school and effectively support wider academy staff to improve PE delivery through individualised CPD.
- The PET will champion PE across our academies, contributing to wider extra curriculum activities such as organisation of interschool sporting events and after school sports clubs
- The PET will assist each academies PE lead teacher in the quality of PE equipment and audit/order replacement as required, abiding by the financial procedures of the Trust, whilst completing necessary paperwork for the PE and Sports Grant.
- It is the responsibility of the PET with guidance from the TPEL to develop the culture of ensuring all children receive the very best physical education opportunities and work towards a fully inclusive approach for all pupils.

**Other duties:**

You are required to undertake such other duties appropriate to the grade and content of the work as may reasonably be required of you. Therefore, the list of duties in this job profile should not be regarded as exclusive or exhaustive. Please note that, in consultation with you, the Trust reserves the right to update your job profile to reflect changes in, or to, your post.

**Safeguarding**

Safeguarding is the responsibility of all staff.

**Code of conduct:**

The trust expects all staff to ensure that their standards of conduct are, at all times, compliant with the Code of Conduct policy for employees.

**Inclusivity:**

The Trust believes that everyone has the right to be treated equally and that the diversity of individuals and groups should be embraced, valued, and respected.

**Data Protection:**

You will be responsible for ensuring that workplace responsibilities, within the Trust, are carried out in compliance with the requirements of the General Data Protection Regulation, the Data Protection Act and the Employment Practices Data Protection Code 2002, especially concerning confidentiality, treatment of personal information and records management.

**Disclosure Service Certification from the Disclosure and Barring Service:**

Trust staff are required to hold Disclosure Service certification from the Disclosure and Barring Service (DBS). The Trust is a registered body with the Disclosure Service.



## **What we are looking for**

### **Person Specification - Trust PE Teacher**

We are looking for a teacher to join our highly successful and professional team. The following criteria will form the basis of the shortlisting and interviews. Any information which you provide about your qualifications, experiences and competencies will be tested and assessed during the selection process.

	Essential	Desirable
Experience and Knowledge of teaching	<ul style="list-style-type: none"><li>▪ Qualified teacher.</li><li>▪ Experience teaching Physical Education at primary school level.</li><li>▪ High quality classroom leadership and organisation.</li><li>▪ Excellent subject knowledge in a variety of different sports and physical activities.</li><li>▪ Ability to promote excellent teaching practice and lead by example.</li></ul>	<ul style="list-style-type: none"><li>▪ Experience of teaching mixed age classes.</li><li>▪ Experience leading a curriculum subject.</li><li>▪ Good knowledge of age-appropriate physical development.</li><li>▪ Have a secure knowledge of how to assess physical development.</li></ul>
Job Related Abilities	<ul style="list-style-type: none"><li>▪ Possess excellent interpersonal skills necessary to develop and sustain positive relationships with students and staff across multiple school settings.</li><li>▪ Be able to promote a high-quality vocabulary-rich, well maintained and inspiring environment.</li><li>▪ Be able to plan effectively and use assessment to influence planning.</li><li>▪ Be committed to achieving outstanding pupil progress.</li><li>▪ Have excellent behaviour management and an understanding of children's emotional well-being.</li><li>▪ Be able to offer extra-curricular activities after school.</li><li>▪ Be creative and forward-thinking on how to develop PE across the trust.</li></ul>	<ul style="list-style-type: none"><li>▪ Experience organising sporting festivals/events.</li><li>▪ Be an effective and enthusiastic user of IT.</li><li>▪ Experience delivering whole-school CPD.</li><li>▪ Secure understanding of primary school sports premium funding and how to report on this.</li></ul>
Personal Characteristics	<ul style="list-style-type: none"><li>▪ Be able to work well as part of a team to continue the development of PE across the trust.</li><li>▪ Have high expectations.</li><li>▪ Have excellent organisational skills and meet deadlines.</li><li>▪ Be resilient and determined.</li><li>▪ Be passionate about teaching and learning.</li><li>▪ Be passionate about Physical Education and the impact this can have on students' health and well-being.</li><li>▪ Be flexible and able to attend after school events.</li><li>▪ Willing to take on new challenges and be comfortable with change.</li><li>▪ Willing to go 'the extra mile' for the children and the school.</li></ul>	<ul style="list-style-type: none"><li>▪ Have leadership skills, confident in leading and supporting other members of staff.</li><li>▪ Have a good sense of humour.</li><li>▪ Regularly engage in physical activities/promote a healthy lifestyle outside of a school setting.</li></ul>
Qualifications	<ul style="list-style-type: none"><li>▪ Degree or Teaching Certificate in Education</li><li>▪ DBS cleared</li></ul>	<ul style="list-style-type: none"><li>▪ Evidence of additional qualifications or relevant courses attended.</li></ul>
Physical Requirements	The school is not accessible in all areas to a person with disabilities, but reasonable adjustment will be considered.	

***The Link Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.***

## Our Academies



**Bearnes** is situated in the centre of the busy market town of Newton Abbot. The pupils of the school are encouraged to benefit from and respect the diversity of their environment, learning through educational opportunities from the locality and being involved with the community at all levels. The school has a strong ethos of self-fulfilment for the pupils, while of equal importance is the development of a caring and nurturing attitude to life. All the staff endeavour to provide all children with a safe and secure environment that has high expectations and supports them to fulfil their potential.



**Broadhempston** is a traditional small village school, bijou but perfectly formed, with a warm and friendly family atmosphere. Situated just a short distance from Totnes, making the most of the idyllic rural setting throughout the year. The school offers an exciting and relevant curriculum which provides excellent opportunities and experiences and great foundations for life. Whilst focussing on the highest academic achievement, they always have the 'whole' child in mind and have an excellent team of inspirational staff who help the children develop into positive and enthusiastic learners.



**Cheriton Bishop** is vibrant school with a warm and friendly family atmosphere who believe their pupils should clearly understand their responsibility for learning by actively engaging with the creative curriculum. They are encouraged to value their educational opportunities and enjoy the learning experiences it provides. In return they offer an excellent team of staff who work incredibly hard to provide a broad range of activities and challenges, whilst greatly valuing and actively promoting the partnership between home and school because they understand that it is only through joint support that every child will reach their full potential.



**Diptford** is a thriving and vibrant school, yet their small size enables them to know every child in real depth; to understand their talents and what motivates them. The staff aim to help every child discover their unique and individual potential and support them to develop it. Offering a caring, nurturing environment with a unique family atmosphere, the school has an excellent reputation and achieves high academic standards through the provision of a rich and exciting curriculum that makes the most of its beautiful surroundings.



**Drake's** is very special school, where a dedicated emphasis on teaching and learning to high standards sits comfortably alongside the provision of a safe and happy space for their children to learn and develop as rounded, vibrant individuals. The school is also a valuable part of the community offering an excellent environment for all children and they believe in supporting all pupils to enable and inspire them to grow as confident, independent learners, fully equipped and ready for life's challenges.



**Harbertonford** is a thriving small Church School situated just outside the town of Totnes and achieves high academic standards through the provision of an exciting curriculum that makes the most of its beautiful surroundings and caring, nurturing environment. It is a vibrant and exciting place aiming to help its pupils to discover their potential and enable them to fulfil it, whilst valuing their individuality and developing the whole child. Harbertonford has a good reputation, built on high standards and a caring ethos and they strive to meet the challenges of preparing children for the future, instilling a lifelong love of learning on the way.



**Hennock** is vibrant school with a warm and friendly family atmosphere. Situated on the doorstep of Dartmoor, they make the most of their idyllic rural setting throughout the year and work in close partnership with parents and the community. Learning effectively happens most successfully when children feel happy, safe and actively involved with purposeful experiences. Hennock aims to ensure children believe in themselves, trust those supporting them and are provided with inspirational learning experiences.



**Ilsington** is a small rural school nestling in the Devon countryside on the edge of Dartmoor with an integrated pre-school working alongside the primary classes, ensuring the highest standard of transition as the children reach primary age. Ilsington has a long history of providing a warm, caring, and creative environment where all children are welcome and where they are encouraged to be independent, active learners. The school's culture is firmly rooted in its Christian values of *Friendship, Kindness, Honesty, Resilience, Respect and Compassion*.



**Landscape** is a thriving small church school, surrounded by rolling fields and farms. Well known for creating a safe and secure learning environment where all the children can grow and flourish. The children are given lots of learning opportunities outside the classroom and exciting experiences in all areas of the curriculum. Landscape has an excellent reputation built on high standards and a caring ethos with staff experienced and committed to meeting the individual needs of every child.





**Littleham C of E Primary School** is a proud Church of England school, where their foundation is built upon the pillars of aspiration, belonging, and compassion embracing a community spirit that thrives on Christian values. With expansive outdoor spaces, they encourage exploration, creativity, and a deep connection to the natural world. In addition to their main curriculum offer, their specialist Nurture Unit provides bespoke additional support for those who may need it. Littleham understand the importance of addressing each child's unique needs, ensuring that every student feels empowered to succeed.



**Morchard Bishop** is a warm and welcoming church school that strives to provide the best start for all of our pupils. Our vision of being 'Deeply rooted. Individually nurtured. Inspired to flourish.' ensures that we focus on developing children that are driven to become the very best version of themselves. We are incredibly lucky to have varied and spacious outdoor facilities which we regularly utilise as part of our curriculum offer. The school plays a vital role within our community and often support village events.



**Moretonhampstead** is a vibrant school with a warm and friendly family atmosphere. They have kind, curious and engaged children and a staff team who are highly dedicated and strive to do the very best for every child. The school enjoys a positive relationship with parents and the local community and are fortunate to have a superb modern school building with excellent facilities and spacious grounds and outdoor spaces, nestled within Dartmoor National Park.



**Otterton** is in a beautiful village in the heart of East Devon. It is a special place where there is a tremendous amount of academic and lifelong learning brought to pupils through a carefully planned curriculum and a dynamic and dedicated teaching staff. It is a very family orientated and child-centered school, with a whole range of skills and experiences for pupils to develop their learning and unique abilities. An important part of the community with much activity taking place in our wonderful environment.



**Sparkwell** is located in a small village right on the edge of Dartmoor National park with stunning surrounding countryside. The environment at Sparkwell is described by Ofsted as 'calm and purposeful, with pupils across the school being focused, respectful and attentive. Effective pastoral support ensures that all pupils settle quickly and feel safe and happy'. Sparkwell is the small school with a big heart and even have resident Cavapoo, Luna, attending school a couple of days a week to help children socially and emotionally.



**Stoke Gabriel** is a thriving friendly school in the wonderful South Hams which has been designated an Area of Outstanding Natural Beauty. Achieving high academic standards through the provision of an exciting curriculum that makes the most of its beautiful surroundings, a caring, nurturing environment with a family atmosphere and a team of dedicated staff. A vibrant and exciting place to work in, yet their small size enables them to know every child and the things that motivate them.



**Tedburn St Mary** prides itself on being a warm, close-knit school with high educational expectations and standards, appreciating the varying needs and strengths of all pupils, helping them to achieve their full potential. They are committed to providing every pupil with the best possible educational experience within a safe, nurturing environment. Developing, encouraging and motivating children to ensure all pupils become confident and successful lifelong learners.



**Widecombe** is placed in a unique and beautiful location in the heart of Dartmoor. A sense of community is central to their ethos and they want all children to value and understand, not only their own school and surrounding community, but also extremely important that they develop a wider sense of what community means globally. At Widecombe, the curriculum gives frequent and varied opportunities for the children to develop their personal voice, meaning they leave Widecombe as confident, competent individuals.



**Wolborough** is located in the town of Newton Abbot. Their aim is to serve the community by providing an education of the highest quality within the context of Christian belief and practice. The Dedicated staff at Wolborough will nurture a child's self-esteem along with a caring for others, create an inclusive school, help a child achieve his or her full potential in terms of creativity, self-expression and the acquisition of skills needed for future education and life and create a stimulating and happy environment built on a partnership.



**Yeoford** is an integral part of the village and community and they pride themselves on providing a safe, secure and friendly environment for every child to achieve their true potential. They enjoy a good range of resources, including their own football pitch, netball court and children's kitchen. The children also have their own allotments and achieve great success and enjoyment growing vegetables and then cooking them. Everything done at Yeoford is to provide every child with the best possible learning experience so it will inspire, encourage and motivate them to become successful lifelong learners.