

We Are Hiring

HEALTH AND FITNESS LEAD

Creativity

Holistic Education

Open-Mindedness

Individuality

Location:	South School (SE1) and East School (E1) and offsite locations across London Zones 1 - 6
Hours:	Monday: 8.30am - 4.30pm Tuesday: 8.30am - 4.30pm Wednesday: 8.30am - 4.30pm Thursday: 8.30am - 6.00pm Friday: 8.30am - 4.00pm
Salary:	Starting From £30,300 per annum
Responsible To:	Teaching and Learning Officer

Role Summary:

The Health & Fitness Lead will promote physical health, fitness, movement and wellbeing across TCW schools. The role combines direct delivery of Health & Fitness BTEC/small group teaching with a strategic whole-school planning to embed physical activity and healthy lifestyles into student provision.

The role will work collaboratively with teachers, Student Welfare Officers (SWOs) and school leaders to design accessible and engaging physical activity opportunities tailored to the needs of students in alternative provision settings. This includes supporting one-to-one offsite students and teachers, developing sustainable activity programmes, increasing staff confidence in delivering physical activity and promoting positive wellbeing through movement and sport.

Responsibilities:

Teaching Responsibilities:

Teaching & Student Learning

1. Deliver Health & Fitness / PE / BTEC Sport and Physical Activity sessions to small groups and individual students
2. Plan and deliver engaging, practical and differentiated lessons suited to students with varied educational experiences and levels of engagement
3. Inspire students to understand the importance of physical activity, health, fitness and wellbeing
4. Promote confidence, resilience, teamwork and self-esteem through physical education
5. Support students in developing lifelong positive attitudes towards exercise and healthy living
6. Mark and moderate BTEC portfolio work

Curriculum Delivery & Assessment

1. Deliver agreed programmes of study and qualifications, including BTEC or vocational pathways where applicable
2. Prepare creative and accessible lesson plans in line with TCW curriculum expectations
3. Mark, assess, track and monitor student progress in line with school policy
4. Maintain accurate records of student engagement and achievement
5. Produce reports and updates on student progress as required

Student Support & Safeguarding

1. Build positive and professional relationships with students
2. Support students' emotional regulation and engagement during physical activities
3. Ensure activities are inclusive and adapted to individual needs and risks
4. Complete and review risk assessments for activities, trips and individual students where required
5. Work with the Welfare Team to engage students with low attendance through PE and sport, using their interests to support re-engagement in education

Whole School Health & Fitness Leadership Responsibilities:

1. Offsite Physical Activity Provision
2. Travel to offsite education settings to work directly with teachers and students
3. Read the supplied background history of any assigned student taking particular note of their needs
4. Design bespoke physical activity programmes tailored to individual student needs, interests, abilities and barriers to engagement
5. Create sustainable activity plans that offsite teachers can continue independently
6. Identify and develop suitable local opportunities for students including:
 - Gyms
 - Outdoor gyms
 - Walking routes
 - Sports facilities
 - Yoga and mindfulness activities
 - Community-based fitness opportunities

Staff Support & Physical Activity Integration

1. Support teachers who are less confident in delivering PE or movement-based activities
2. Develop practical and accessible ways to integrate physical activity into lessons and school routines
3. Provide coaching, modelling, resources and ideas to staff
4. Run training to all staff on health and fitness opportunities
5. Promote movement breaks, active learning and regulation-based physical activities

Group Activities, Events & Enrichment

1. Organise and lead sports days, tournaments and physical wellbeing events across TCW schools
2. Develop opportunities for offsite students to participate in shared sports and enrichment activities
3. Support structured break and lunchtime activities that encourage movement and positive social interaction
4. Lead themed terms, enrichment projects or awareness events promoting health and fitness
5. Monitor participation and impact of physical wellbeing initiatives
6. Maintain oversight of PE, sport and fitness resources across TCW settings, ensuring equipment is organised, safe, appropriate and sufficiently stocked

Safeguarding

1. Keep in regular contact with the Education Team through email, text and/or conversation regarding a student's education and welfare.
2. Report to the Designated Safeguarding Lead any safeguarding concerns that arise, record them on MyConcern and follow any tasks set in a timely manner.
3. Train and regularly update to level 2 Safeguarding standard and keep updated with relevant KCSIE documentation.
4. Adhere to the health and safety standards in the centres and report concerns to the Health and Safety Officer and Onsite Leader where appropriate.

Professionalism

1. Model outstanding practice as a teacher for other staff in the school, working in line with the TCW Teacher Standards in Teaching and Learning, Professionalism and Creativity.
2. Be well presented and polite during work time, especially when meeting students, parents, staff and professionals.
3. Lead, contribute or attend all weekly TCW training sessions/meetings as required including completing tasks and providing evidence of understanding to be put forward for certification of completion.
4. Approve weekly timesheets at the end of each week as directed by the finance team.
5. Be responsible for your own expenses, including completing expense forms on ARIEL in a timely manner.

Person Specification:

Essential:

- A Level (or equivalent experience) in fitness, Health or physical education
- A passion for Health and Fitness
- Experience delivering PE, sport, health or physical activity sessions to children or young people
- Experience working with SEND and/or SEMH learners, ideally in alternative provision or similar settings
- Ability to plan and deliver differentiated, engaging and accessible physical activity sessions
- Strong understanding of safeguarding and ability to apply this in practical settings
- Experience managing behaviour and engagement in practical or outdoor learning environments
- Ability to conduct risk assessments and ensure safe delivery of physical activity
- Strong interpersonal skills with ability to build positive relationships with vulnerable learners
- Ability to work independently across multiple sites and offsite environments
- Strong organisational skills and ability to adapt quickly to changing situations
- Good communication skills (written and verbal)
- Confident IT skills for planning, reporting and record keeping

Desirable:

- Degree or above in a PE related subject
- Experience of teaching and delivering high-quality PE lessons to students with behavioural and/or Special Educational Needs
- Knowledge of Mindfulness and Wellbeing Practices
- Experience of working in a creative environment
- Creative background
- Experience of working in a charity

The job description is not an exhaustive list and there may be times when the Headteacher will require certain tasks to be undertaken that may not be listed here. These will always fall within the policies and procedures of TCW and within the remit of what may be expected in your role. There will always be a discussion between all parties on whether the successful candidate feels they can manage these extra tasks.

Extra Information:

This is a salaried full time position. This role is only expected to work in the school during term time with the exception of an additional 10 specified, out-of-term, office days (dates TBC in advance of the commencement of the school year or upon request). Official leave is 20 days per annum (to be taken out of school time) plus bank holidays, however the rest of the school holidays staff are only expected to work from home to the degree required to meet their duties though should be contactable as required. This role may also be entitled to up to 5 days unpaid term-time leave per annum, to be taken in blocks of no more than 2 days at the discretion of the Headteacher.

The working hours are based on 08.30–16.30 with a 30-minute lunch break on weekdays, with some planning, preparation, reports, admin and meetings taking place outside of these hours. TCW reserves the right to hold meetings, social events and performances after these hours, which you would be expected to attend. This includes weekly Thursday training sessions, which run 4:30–6:00pm and the TCW showcase. Dates are provided at the beginning of every new academic year.

This role will be directly managed by a Teaching and Learning Officer, with performance reviews happening in line with the appraisal policy. It is expected that all successful candidates will follow the policies and procedures of TCW at all times and conduct themselves in a manner that is deemed acceptable and appropriate by the CEO of TCW in accordance with the staff handbook.

All teachers and members of management will be required to meet the Ofsted criteria of good and always aim for outstanding as depicted in the Ofsted guidelines. Staff will be required to attend extra, unpaid training if they do not meet the criteria for good.

This role is a multi location role between our East and South school and across London zones 1-6. Due to the nature of this role, working from home during term time is not possible. All work is expected to be carried out in person.

THE POST HOLDER WILL BE SUBJECT TO AN ENHANCED DISCLOSURE AND BARRING SERVICE (DBS) CHECK

We are committed to safeguarding and promoting the welfare of children, young people and adults at risk. We expect all staff and volunteers to share this commitment.