



PE & Outdoor Education Teacher / Instructor

Salary is dependent on experience and qualifications.

UQT - £20, 598 to £32,134 plus SEN Allowance

QTS £ 30,000 to 41,333 plus SEN Allowance

We are looking to appoint motivated, inspirational, and enthusiastic Teacher/Instructor who has a passion for physical education and outdoor education to join our successful team, working with pupils aged 11-16 years who have been excluded or are close to being excluded from school. Pupils are referred to us by schools and the Local Authority.

We are looking for a versatile teacher / instructor who is passionate about ensuring pupils succeed both academically and pastorally. All our staff engage in supporting and nurturing our pupils to ensure they have the best experience at our school. Our ideal candidate may already have experience teaching in our kind of setting or have worked with young people who experience SEMH challenges.

Working on a model which is like a primary setting, they remain in their form room for over half of their timetable and are taught in small groups. Our curriculum focuses on Reading, English, Maths, Science, PE and Art, Cooking, PSHE, computing and Outdoor Education. Your role may involve teaching other subjects occasionally and being a form tutor.

If you are looking for a role which will be exciting, professionally demanding, stimulating, and rewarding, then we would like to hear from you.

We actively encourage you to visit our school, if you would like to find out more or would like to arrange a visit to the school, please contact the Business Operations Manager, Simranjit Grewal 01527 597936 or sgrewal@theforge.worcs.sch.uk

Full details and application form are on our website

Please return completed application forms by 9am Monday 24th November 2025. Interviews will be conducted as soon as candidate is available. This post is to start on Monday 5th January 2026.



Job Description

PE & Outdoor Education Teacher/ Instructor

RESPONSIBLE TO: Head Teacher

Teaching PE Responsibilities:

- To plan, deliver and assess appropriate lessons which ensure that the potential of all pupils is fulfilled.
- To contribute positively and accept delegation, with colleagues, to the production, implementation and evaluation of department Schemes of Work and resources.
- To encourage pupils by regular marking, advising constructively by using targets and giving appropriate praise.
- To be aware of individual pupils' needs, whether they are academic or social, and liaise with support staff when necessary.
- To monitor assessment through use of data and target setting, and to maintain records of assessments of the pupils.
- To ensure equality of pupils regardless of ability, age, class, culture, disability, faith, gender, race or sexual identity.
- To follow the ethos of the Forge School by promoting high standards of all pupils and maintaining high expectations both in and out of lessons.
- To provide a positive environment where effective teaching and learning can take place and create opportunities for pupils to develop wider skills for later life.
- To communicate effectively and be willing to develop and share good practice with colleagues, in meetings and through lesson observations.
- To be committed to the demands of a high achieving school, both in the classroom and beyond.
- To remain familiar with national and local initiatives within the subject area and focus on own professional development to the benefit of pupils.

- To comply with the school's Health & Safety Policy and undertake risk assessments as appropriate.
- To undertake duties on where required on a rota basis.
- To set cover work during any periods of absence
- Duties may vary to meet the changing demands of the school at the reasonable discretion of the Head Teacher.

Outdoor Education

Key Responsibilities Will Include

- Creating a bespoke timetable including off site activities
- Facilitating both indoor and outdoor learning experiences to enhance pupils' wellbeing.
- Making use of the great outdoor space on site and on-site facilities to help engagement.
- To plan a programme of activities that is suitable for each group or young person that you work with and that reflects their needs and experience.
- To ensure that you have the correct equipment and qualification to supervise any activity you lead.
- To ensure that all activities have a risk assessment and continue to assess the changing nature of the risk each time you work with a group or individual young person, this should include obtaining an up to date and relevant weather forecast.
- To ensure that all records are kept up to date.
- Always ensure the safety of participants, following industry-standard protocols and procedures.
- Foster a supportive and inclusive environment, encouraging participants to step out of their comfort zones and embrace new challenges.
- Provide clear and engaging instruction, adapting your approach to suit the needs and abilities of different groups.
- Inspire and motivate participants to develop their skills, build confidence, and foster a love for outdoor activities.



PERSON SPECIFICATION

POST TITLE: PE & Outdoor Education Teacher /Instructor

Attributes	Essential	Desirable
Education and Qualifications	• Qualified to degree level and above. • Coaching qualifications • Evidence of continued professional development within sport/Physical education	• QTS in the UK, PGCE or similar. • Accredited Practitioner for the Institute of Outdoor Learning • PTLLS qualification
Experience & Knowledge	• Practical experience of working with school age pupils • Experience of working in outdoor education or coaching • Knowledge of how to plan and deliver lessons. • Knowledge of a school's policies and DFE Guidelines around PE Curriculum • Knowledge& experience of student assessments in this field • Knowledge of Health and Safety in conjunction with the role.	• Evidence of working with vulnerable and challenging pupils • Knowledge and experience of completing a Risk Assessment. • experience of working with mainstream and special school pupils
Skills And Ability	• Good interpersonal skills • Strong team member • Good organisational skills • Ability to be flexible and approachable. • Excellent classroom practitioner • Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards • Has good communication, planning and organisational skills • Demonstrates resilience, motivation and commitment to driving up standards of achievement.	• Experience of leading a team • Ability to develop and motivate a team

	• Commitment to regular and on-going professional development and training to establish outstanding classroom practice • Relentless drive to do whatever it takes to ensure all pupils succeed. • The courage and conviction to make a difference. • The ability to listen and communicate effectively to influence and motivate others. • Empathy and the ability to understand the needs, aspirations and motivation of diverse individuals and group problem solving. • Identify, analyse and resolve problems and issues. • Develop plans with concrete outcomes and effective solutions. • Be able to drive and willing to drive the school minibs.	
Motivation	• Self motivation • Passion for working with young people • Resilient • Sense of humour • Enthusiasm • Initiative • Able to lead • Can inspire others • Willing team member • Sense of responsibility • Supportive • Commitment to equal opportunity and to anti-oppressive and anti-discriminatory practices	
Circumstances and Health	• Good Health record • Sustain energy, optimism and motivation in the face of pressure and setbacks • Stay calm in difficult situations and maintain clarity of vision. • Be adaptable in the face of adversity • Suitability to work with children • Be physically fit as the role will involve physical fitness	