Love God
Work Hard
Be Kind



Holy Cross
CATHOLIC HIGH SCHOOL

Head of PE

I have come that they may have life and have it to the full John 10:10

Head of PE

Contract: full time, permanent contract

Start date: April 2027 (desirable)/September 2027

Salary: MPR/UPR + TLR 2.3 (£8,507)

Closing date: 12 noon, Monday 7 December 2026

Interview: Friday 11 December 2026

November 2026

Dear Potential Candidate

Thank you for your interest in the position of Head of Physical Education at Holy Cross Catholic High School.

We are seeking to appoint an ambitious, enthusiastic and highly skilled leader to drive excellence in Physical Education and inspire a lifelong appreciation of sport and physical activity across our school community. This is an exciting opportunity for an outstanding practitioner to lead and develop a department that plays a central role in the life of our school.

At Holy Cross, we believe that Physical Education makes a vital contribution to the formation of young people. Alongside promoting physical health and wellbeing, sport nurtures resilience, teamwork, leadership, commitment and self-discipline. As a Catholic school, we are committed to developing the whole person, and we recognise the important role that sport plays in helping pupils grow in confidence, character and dignity, enabling them to fulfil their God given potential.

Sport holds a special place within our school community. As Head of Department, you will provide strategic leadership for Physical Education while overseeing a broad and vibrant extra-curricular programme. Through participation, competition and enrichment, you will help ensure that all pupils are encouraged to engage in physical activity and develop habits that support lifelong wellbeing.

The successful candidate will lead and support a talented team of staff and be committed to securing outstanding outcomes for every pupil. They will have the vision to challenge and inspire our most able pupils while championing an inclusive culture in which all young people, regardless of ability or background, feel valued, supported and encouraged to participate.

Physical Education enjoys a strong position within our curriculum. Pupils at Key Stage 3 receive two hours of PE each week, while all pupils at Key Stage 4 continue to receive two hours of core Physical Education. In addition, Physical Education is a popular option subject, with pupils able to study both GCSE Physical Education and the Cambridge National qualification.

This role offers an exceptional opportunity to make a lasting contribution to a successful and ambitious school. We are looking for a leader who shares our commitment to the holistic development of young people and who will ensure that every pupil experiences achievement, enjoyment and growth through Physical Education.

I hope this information pack provides a flavour of the ethos, values and opportunities that make Holy Cross such a special place to work. Should you have any questions about the role, or wish to visit the school before applying, please do not hesitate to contact the SLT link for PE, Mrs T Huddy, via Mrs B Palmer on 01257 262093 or by email at b.palmer@holycross.lancs.sch.uk.

Yours faithfully

Mr G Lindley
Headteacher

Working at Holy Cross

At Holy Cross, we are a supportive community where relationships matter. We look after our staff with protected PPA, tea and toast at break times, as well as staff social events. The school calendar is reviewed annually to support staff workload.

We pride ourself on offering a harmonious and supportive environment for all staff through our Mission Statement *To have life and have it to the full* John 10:10. Our staff are valued and supported through bespoke CPD and development opportunities.

Facilities

Located off Myles Standish Way in Chorley, the grounds overlook the hills of Rivington. We are easily accessible via the M6, M61, A49 and A6. Where possible, teachers have their own classroom that they can take ownership of. We have a large multi purpose sports pitch, dance studio, a separate maths block with a drama suite and newly refurbished classrooms.

The facilities offered at Holy Cross are exceptional with many more exciting developments underway.
Recent developments include:

- A new music room
- A new computer suite with 32 computers
- Two refurbished science classrooms - providing first-class science teaching facilities, as well as modern preparation rooms
- Additional maths, MFL and RE classrooms
- Two additional English classrooms

As a school, we offer:

- A supportive leadership structure
- A warm community in which your career will flourish
- A robust effective behaviour system with a clear and consistent policy
- A thorough and supportive induction process
- Bespoke CPD with individual membership to the National College
- Protected PPA
- Access to high-quality, regular professional development
- Opportunities to collaborate with colleagues across the Archdiocese of 36 Catholic secondary schools and sixth form colleges and the local authority
- Continual review of working practices and staff workload
- Lancashire reward scheme including staff discount scheme in partnership with Vivup, financial benefits and Employee Assistance Programme

Ofsted Inspection 2026

We are very proud of our most recent Ofsted Inspection, in which Holy Cross was graded as "Strong" in all areas.
Here are some quotes from the report:

"Pupils demonstrate the highest standards of self-discipline and treat others with consistently well-established respect. Pupils' attitudes to their learning are exemplary." (Behaviour and Attendance).
"Relationships between staff and pupils are highly positive, creating an environment in which pupils feel safe, valued and ready to learn" (Behaviour and Attendance).
"Teachers demonstrate expert subject knowledge. They embed clear demonstrations, opportunities for pupils to recall previous learning and skilful questioning consistently into their lessons" (Curriculum and Teaching).
"Leaders are committed to staff wellbeing and reducing workload. By streamlining data collection, adapting meeting schedules and responding to staff feedback, they enable staff to focus on delivering a high-quality education. Staff feel valued, respected and well supported" (Leadership and Governance).
"Pupils relish the wide range of opportunities that leaders provide to develop their talents and interests beyond the academic curriculum. They carry out responsibilities within the school community with pride" (What it is like to be a pupil at this school).

Working at Holy Cross



What do staff say about being a part of the Holy Cross community:

Mr Holliday, Teacher of Geography "We have excellent pupils who want to learn. As staff, we are supported and given opportunities for development".

Mrs Coyle, Head of Maths "Working at Holy Cross offers the opportunity to be part of a vibrant, faith-driven community rooted in a strong Catholic ethos. Staff and pupils thrive in a supportive environment where wellbeing is prioritised and mutual respect is central to daily school life. Clear policies and routines ensure consistency, allowing teachers to focus on teaching and pupils to focus on learning. With the best interests of pupils always at heart, Holy Cross fosters a culture of care, collaboration, and excellence".

Mrs Milligan, Head of Geography "At Holy Cross you are able to focus on the fundamental reason you joined the profession - to teach and inspire a love of learning for your subject. There are clear behaviour systems in place to ensure that learning is the priority. Over the last seven years, I have also been heavily supported by the Senior Leadership Team in pursuing my ambitions and developing my career, something I am very grateful for."

Mrs Moss, PE Co-ordinator "Holy Cross has a supportive environment. There is a collaborative and caring atmosphere amongst staff and pupils".

Mrs Ogden, Teaching Assistant "Holy Cross is a place where staff and pupils are cared for, they respect and look after each other".

Miss Wane, Teacher of Maths and former pupil "I love working at Holy Cross. My favourite thing is how kind and respectful the pupils are, after finishing most lessons pupils leave the room saying, 'Thanks Miss'. It is a small gesture but really shows how much our pupils value the lessons we teach at Holy Cross".

Mrs Fletcher, Second in English "There is such a welcoming atmosphere from staff on reception and around school and everyone is willing to help each other out; there is a real sense of community that is like no other school I've ever worked in (and I've taught in three). The pupils are polite, friendly and genuinely enjoy coming to school, which makes the job worthwhile. It feels like they really care about our school".

Mr Simpson, Teacher of Science and parent "I work at Holy Cross because it's a school where you can actually focus on inspiring and teaching pupils rather than behaviour. I recommend the school to everyone I speak to because it's where I sent my children and where I will stay for the remainder of my career. The expectations of staff are high, but the reward is great in the pupils and lessons you are able to teach".

Miss Wallace, Assistant Headteacher "I choose to work at Holy Cross because it is a school where the Catholic community truly matters. From the day I started, I felt welcomed and supported by colleagues who genuinely care about one another and the pupils they serve. The pupils at Holy Cross are respectful, kind, and committed to their learning and this makes it a rewarding environment to work within. What also makes Holy Cross special is its strong Catholic ethos, which fosters a sense of purpose, respect, and compassion throughout the school community. Holy Cross is a place that makes you feel valued, where faith and learning go hand in hand, and where the atmosphere is one of care, aspiration, and shared values".

Child Protection Statement
In this school, the welfare of the child is paramount. This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All staff should understand their responsibility to safeguarding and promoting the welfare of children and young people. Staff are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions. Staff should work, and be seen to work, in an open and transparent way.

Attitudes towards promoting and safeguarding the welfare of our children and young people will be scrutinised during the selection process for the post that you have applied for. If you are appointed to this post, information in relation to safeguarding and protecting children and young people will be provided at induction. This practical guidance for safe working practice will provide information about which behaviours constitute safe practice and which behaviours should be avoided.

Job Description

Head of PE



Responsible to:

- Headteacher, SLT Link

Key Responsibilities

Curriculum Leadership

- Lead the development and delivery of an ambitious, well-sequenced and knowledge-rich PE curriculum in line with the National Curriculum
- Lead the delivery of high-quality teaching and learning across the department
- To quality assure teaching and learning across the department through lesson observations, learning walks, work scrutiny, assessment reviews and pupil voice activities, ensuring consistently high standards of classroom practice and strong outcomes
- To quality assure departmental data drops, ensuring assessment information is accurate, reliable and used effectively to inform intervention and improvement strategies
- Maintain expert and up-to-date knowledge of examination specifications, assessment requirements and curriculum developments, including GCSE and Cambridge National (CNAT) qualifications
- Analyse examination performance and departmental performance data (SISRA / FFT/ SIMS) to identify strengths, areas for development and strategies for further improvement
- Lead departmental standardisation and moderation activities to ensure accurate assessment, consistency and compliance with examination board requirements
- Lead departmental professional learning, ensuring colleagues remain informed of curriculum changes, examination board updates and best practice in teaching, learning and assessment
- Lead the department in ensuring the uniform policy is implemented with all pupils participating in PE
- Promote consistently high standards of pupil achievement and engagement
- Support the development of literacy, numeracy, oracy, interdisciplinary learning and personal development through PE
- Develop, implement and evaluate an effective departmental improvement plan that drives continuous improvement and excellent outcomes for all pupils.
- Promote a culture of high expectations, academic excellence and professional accountability throughout the department
- Maintain an organised, well resourced and tidy department. Ensure that equipment and apparatus are appropriately stored, and team kits are well maintained
- Manage the departmental budget effectively, ensuring resources are deployed strategically to support high-quality curriculum delivery, enrichment opportunities and pupil achievement
- To undertake appropriate risk assessments to ensure health and safety within the department

Leadership and Collaboration

- Be responsible for the deployment of staff within the department, including class allocations and contributing to the construction of an effective timetable which maximises pupil achievement and staff expertise
- Lead, line manage and develop the Second in Department, ensuring clear delegation of responsibilities, professional growth and succession planning
- Implement robust quality assurance systems to monitor standards across the department
- Support, coach and develop colleagues to improve professional practice
- To work as part of a departmental team, reviewing and developing the curriculum and producing resources to support learning.
- Lead departmental meetings and contribute to whole-school improvement priorities
- Attend regular Head of Department internal and external meetings
- Develop positive partnerships with parents, local clubs, primary schools and external organisations at local, regional and national level

Job Description

Head of PE



Enrichment and Wider Opportunities

- Lead and coordinate an ambitious and extensive extra-curricular Physical Education and school sport programme
- A commitment to providing a broad and inclusive sporting offer that promotes participation whilst identifying and nurturing high-performing athletes
- Promote participation in competitive sport
- A commitment to partake in fixtures/ tournaments that may take place outside of normal working hours
- Monitor participation rates and actively remove barriers to engagement, ensuring all groups of pupils are represented and supported
- Coordinate school teams, fixtures, tournaments and sporting events that enhance the reputation of the school and provide opportunities for pupils to excel
- Develop leadership pathways through sports leaders, officiating, coaching and mentoring opportunities
- Establish and maintain strong partnerships with local clubs, community organisations, feeder primary schools and national governing bodies to enhance provision and participation
- Promote physical activity as a key element of personal development, wellbeing and lifelong healthy lifestyles

Professional Requirements

- To lead colleagues in their development through coaching, modelling and professional dialogue to raise standards of teaching and learning
- To induct new and early careers teachers into the department
- To assist supply teachers and trainees to become accustomed to the standards, expectations and work of the department
- To participate in the appraisal cycle acting as a leader for department members
- To facilitate the successful coordination of departmental meetings that promote the development of learning
- To direct the work and development of support staff to make best use of this resource
- To monitor the work of the department, resources and sporting equipment/facilities and manage the departmental budget
- Attend and contribute to meetings, professional learning and school events
- Promote positive behaviour, attendance and punctuality
- Maintain accurate records and ensure compliance with school policies and procedures
- Carry out duties and responsibilities reasonably assigned by the Headteacher

Person Specification

Head of PE



Skills and Knowledge

- A genuine passion for Physical Education, school sport and promoting healthy, active lifestyles
- A commitment to fostering a culture of excellence, participation and sporting achievement across the school
- A forward-thinking approach to curriculum development, enrichment and departmental improvement, ensuring the department remains innovative and responsive to educational and sporting developments
- The vision and ambition to develop competitive sport across the school, enabling pupils to excel at local, regional and national levels where appropriate
- The ability to build a department that promotes high standards, sporting success, teamwork, resilience and a lifelong enjoyment of physical activity
- The ability to organise and manage complex operational aspects of a department, including staffing, timetabling changes and curriculum delivery
- Demonstrate expert knowledge of KS4 examination Physical Education specifications, assessment requirements and examination procedures
- Be highly skilled in analysing pupil performance data, identifying trends and implementing effective intervention strategies to secure improved outcomes
- Demonstrate the ability to coach, develop and challenge colleagues to continually improve teaching and learning
- Possess excellent organisational and administrative skills, particularly in relation to practical moderation, assessment evidence and examination requirements
- Have a secure understanding of safeguarding responsibilities and statutory guidance
- Demonstrate excellent communication and interpersonal skills when working with pupils, parents, colleagues and external agencies

Experience and Qualifications

- Qualified Teacher Status (QTS)
- Degree in Physical Education, Sports Science or a related discipline
- Successful experience of teaching PE across Key Stages 3 and 4
- A proven track record of securing strong examination outcomes
- Experience of leading, supporting or contributing to departmental improvement
- Experience of monitoring pupil progress and implementing effective intervention strategies
- Experience of organising and managing practical assessments and moderation processes
- Experience of leading GCSE PE moderation and examination administration
- Experience of supporting colleagues through coaching, mentoring or professional learning

Professional Values

- Actively support and promote the Catholic mission, values and ethos of the school
- Model the highest standards of professionalism, integrity and dedication
- A commitment to equal opportunities
- Demonstrate a relentless commitment to educational excellence and continuous improvement
- Hold high expectations of themselves, colleagues and pupils
- A good sense of humour and highly enthusiastic about working with young people
- Place safeguarding and pupil welfare at the centre of all decision making

For more information about our school, please visit: www.holycross.lancs.sch.uk
For an informal discussion or to arrange a visit please contact:
Mrs T Huddy, email: t.huddy@holycross.lancs.sch.uk or Tel: 01257 262093
Completed application forms to be returned to vacancies@holycross.lancs.sch.uk

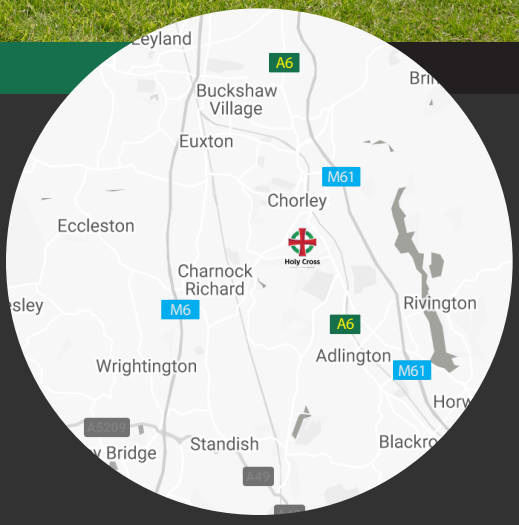
Please note that in line with Keeping Children Safe in Education 2026 an online search will be carried out as part of our due diligence on all short-listed candidates and that school conducts random DBS rechecking throughout staff employment.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be subject to an Enhanced DBS disclosure.



Holy Cross

CATHOLIC HIGH SCHOOL



How to find us

Holy Cross Catholic High School,
Myles Standish Way, Chorley, PR7 3LS

Conveniently situated with good transport links via the M61, M6 and A6 to Wigan, Preston, Bolton, Manchester, and mainline train station.

TELEPHONE 01257 262093

ONLINE www.holycross.lancs.sch.uk

E-MAIL vacancies@holycross.lancs.sch.uk

TWITTER @holycrosschorl