



KING WILLIAM'S COLLEGE & THE BUCHAN SCHOOL



Teacher of PE with Lead of Primary PE

Title:	Teacher of PE with Lead of Primary PE
Reports to:	Director of Sport
Terms:	1-year Fixed Term Contract with possibility of permanent position. Full or part time applications considered.
Job location:	King William's College and The Buchan School, Castletown, Isle of Man



King William's College and The Buchan School are committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom he/she is responsible, or with whom he/she comes into contact will be to adhere to and ensure compliance with the school's Child Protection Policy Statement at all times. If in the course of carrying out the duties of the post, the post-holder becomes aware of any actual or potential risks to the safety or welfare of children in the school, he/she must report any concerns to the Designated Safeguarding Lead or Principal.



The School

King William's College

Opened in 1833, King William's College is set in a stunning coastal setting on the Isle of Man. It is an exceptional school in a very special environment. This independent boarding and day school for girls and boys aged 11 to 18 is one of the most established International Baccalaureate schools in the British Isles. It is vibrant, friendly and fun, and whether you are from the Island or from far afield, you will bond with this unique location.

With 37.1 acres of inspiring space; 19th Century architecture, five rugby pitches, four football pitches, three cricket pitches, floodlit astroturf, sports hall, swimming pool, landscaped gardens, two boarding houses and a chapel large enough to accommodate the whole school, King William's College is truly a special place.

The Buchan School

In recently restored buildings on the King William's College site, The Buchan School offers a supportive and caring environment, where pupils are encouraged to develop their own individual talents.

Our curriculum is unique with a strong focus upon academics: Art, Music, Drama, Languages and a range of Sports. Class sizes are small and our pupils are taught by subject specialist teachers throughout the curriculum to ensure that they reach and exceed their potential. The Buchan School has developed an excellent reputation for academic excellence and achievement in both sport and the performing arts. The School consists of three departments: Nursery, Pre-Prep (Reception to Year 2) and Prep (Year 3 to 6).

We provide a broad range of opportunities for all our pupils, not only within the classroom, but also by taking full advantage of our incredible school grounds and the beautiful Isle of Man. At the Buchan, you will find a community buzzing with happy children, developing lively, independent and enquiring minds, guided and encouraged by outstanding teaching staff throughout the curriculum.

The Buchan Nursery

At The Buchan Nursery, we strive for the happiness of every child through a secure, friendly and caring environment. Nursery is where your child's education begins and a love of lifelong learning is established. Nursery education should be an extension of home life where children gain experience and confidence through play. We will work with you to provide the opportunities for your child to take the first gentle steps to making them independent learners. Our philosophy at The Buchan Nursery is to learn and play in a nurturing environment that provides the stepping stones for every child to fulfil their potential. At the Buchan Nursery, we recognise that every child is a competent learner and we endeavour to support children in becoming resilient, capable, confident and self-assured. We value the diversity of individuals and recognise that children develop in individual ways and at varying rates.

The Physical Education and Games Department

The Physical Education and Games Department is one of the largest in the College and has an outstanding reputation both in terms of its academic results and the standard at which sport is played throughout the school. In Years 7-9 pupils participate in a comprehensive programme of PE and Games which develops the essential skills required for lifelong participation in physical activity. This continues into Years 10-11 and a significant number of pupils choose PE as one of their GCSE options, where the department teaches to the WJEC syllabus.

In the Sixth Form, in 2012 the College became one of the first schools to start teaching the new IB subject of Sports, Exercise and Health Science, which has proved a very popular and successful option. In addition to their academic studies, all Sixth Form pupils also take part in a compulsory Games session once a week.

The senior school has a strong tradition in sport, competing both on and off the Island in the major boys' games of rugby and cricket and the girls' games of hockey and netball with on Island fixtures in the other competitive sports. Many other sports are also played in the College and in addition to the department's specialists, a number of the Common Room contribute to the Games sessions and the coaching of teams. There are also regular tours overseas, the most recent being a very successful rugby tour to Australia in Summer 2023. With an upcoming pre-season training camp scheduled for late Summer 2026 to Fuerteventura.

The Buchan School feeds in to this strong tradition, with specialist PE staff now working across the age range to facilitate a unified pathway. Within the Buchan programme, students access swimming on a weekly basis alongside a single PE lesson and a double Games lesson. In the younger years the aim is to learn fundamental movement skills and to facilitate social and emotional development. As students move through the school the focus switches to structured sports, competition exposure and awareness of body systems.

King William's College recently became accredited to deliver the TASS (Talented Athlete Scholarship Scheme) Dual Career programme which helps high-performing athletes aged 16+ to balance their studies with a demanding sporting schedule.

The Appointment

We are seeking a teacher of PE to deliver high-quality Physical Education teaching across the full age range (4–18), inspiring pupils of all abilities to develop a lifelong engagement in sport and physical activity.

In addition, to lead, develop, and manage the Primary PE provision (EYFS–Year 6), ensuring an engaging, inclusive, and progressive programme aligned with the school's ethos and curriculum standards. The successful candidate will have the following attributes:

Teaching and learning

- Plan and deliver engaging, structured PE lessons for both male and female pupils aged 4–18.
- Teach a broad and balanced curriculum including games, athletics, gymnastics, and other physical activities.
- Differentiate lessons to meet a wide range of abilities, ensuring all pupils are challenged and supported.
- Assess, monitor, and report on pupil progress in line with school policies.
- Promote positive attitudes towards health, fitness, teamwork, and resilience.
- Maintain high expectations for behaviour, participation, and sportsmanship.
- An excellent knowledge and understanding of multiple sports taught in our curriculum (rugby, football, cricket, basketball, swimming, table tennis, tennis, swimming, gymnastics, fitness and athletics).
- A particular passion to develop sport throughout the school.
- A willingness to take an active role in the extra-curricular activities of the school and to participate in team development and coaching for inter-school competitions.
- A willingness to lead or participate in overseas sports tours.
- Experience teaching examination PE is highly desirable.
- A record of continuous professional development.
- A high level of personal sporting success.
- A full clean driving licence.

Leadership of Primary PE (EYFS–Year 6)

- Lead the strategic development of the Primary PE curriculum.
- Design and implement a progressive PE programme across all primary year groups.
- Organise and oversee primary sports events, fixtures, and competitions.
- Monitor pupil participation and ensure inclusivity across all groups.
- Ensure safeguarding, health, and safety standards are rigorously upheld.

Co-Curricular Contribution

- Deliver a range of extracurricular clubs (before school, lunchtime, and after school).
- Support and coach school teams, attending fixtures and events as required.
- Contribute to sports tours, inter-school competitions, and whole-school events.
- Encourage participation and foster a strong sporting culture within the school.

Health & Safety

- Ensure safe use, maintenance, and organisation of sports equipment and facilities.
- Conduct risk assessments and adhere to safeguarding and child protection policies.
- Promote safe practice in all physical activities.

Person Specification

Essential

- Degree in Physical Education or a related subject.
- Experience or strong understanding of primary PE curriculum.
- Excellent communication, organisational, and leadership skills.
- Passion for sport and commitment to pupil development.
- Ability to motivate and inspire pupils and colleagues.

Desirable

- Qualified Teacher Status (QTS) or equivalent.
- Experience leading or coordinating Primary PE.
- Coaching qualifications in one or more sports.
- Experience within the independent (private) school sector.
- First Aid qualification (training will be provided if needed).
- Lifesaving qualification (training will be provided if needed).

This role is suitable for experienced teachers or recent graduates for whom full ECT induction and mentoring is available.

The Role: Teacher

Teachers make the education of their pupils their first concern and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils. They are expected to carry out the professional duties of a teacher in accordance with the school's policies.

Teachers are expected to become an integral part of the College community; all teachers are expected to contribute to the extra-curricular activities programme.

Key Responsibilities

This is an illustrative list of responsibilities discharged by our teachers. The specific responsibilities for the post holder will be discussed at interview.

All teachers are expected to:

Set high expectations which inspire, motivate and challenge pupils

- establish a safe and stimulating environment for pupils, rooted in mutual respect
- set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

Promote good progress and outcomes by pupils

- be accountable for pupils' attainment, progress and outcomes
- be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these
- guide pupils to reflect on the progress they have made and their emerging needs
- demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- encourage pupils to take a responsible and conscientious attitude to their own work and study
- keep relevant parties informed of any concerns relating to individual students; depending on the nature of the concern, this may involve the Tutor, Year Head, the Deputy Head and/or the Buchan Head or the Principal.

Demonstrate good subject and curriculum knowledge

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings

- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject.

Plan and teach well structured lessons

- impart knowledge and develop understanding through effective use of lesson time
- promote a love of learning and children's intellectual curiosity
- set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- reflect systematically on the effectiveness of lessons and approaches to teaching
- contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

Adapt teaching to respond to the strengths and needs of all pupils

- know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these
- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development
- have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

Make accurate and productive use of assessment

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- make use of formative and summative assessment to secure pupils' progress
- use relevant data to monitor progress, set targets, and plan subsequent lessons
- give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback
- attend Common Room meetings to discuss the results of assessments/internal examinations.

Manage behaviour effectively to ensure a good and safe learning environment

- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's Behaviour Policy
- have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- make use of the Rewards and Sanctions module on iSAMS to log any causes for concern or particularly noteworthy work/behaviour

- manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them
- maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

Fulfil wider professional responsibilities

- make a positive contribution to the wider life and ethos of the school
- be supportive of the College's Christian worship in the Chapel and of the spiritual ethos at the heart of the community. Full time teaching staff are expected to attend regular worship in Chapel.
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- deploy support staff effectively
- contribute effectively to teams (departments)
- take ownership and responsibility for tasks, seeing them through to completion
- lead by example, acting as a role model to others
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- be responsible for the care and welfare of all students and to pass on any pastoral or safeguarding concerns in line with the School's policies
- be responsible for health and safety in their teaching areas and report any concerns to the Works Department
- communicate effectively with parents with regard to pupils' achievements by means of regular reports, examination results and assessments (as per the Assessment Policy) and, when required, outside of these key assessment points
- attend INSET days and weekly staff meetings.
- Have read and understood the College's Safeguarding Policy and protocols.

Personal and professional conduct

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.

- Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:
- treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
- showing tolerance of and respect for the rights of others
- not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.
- Teachers must have proper and professional regard for the College's ethos, policies and practices, and maintain high standards in their own attendance and punctuality.

- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

Other responsibilities

Form Tutor / Pastoral Care

- Complete online registration (iSAMS), morning and afternoon, of an assigned Tutor Group.
- Assist with the monitoring of attendance/punctuality/conduct of students in their assigned Form Group (iSAMS). This includes maintaining accurate records.
- Lead tutor time for assigned Tutor Group and maintain all required administration for students, including the PDP.
- Lead the delivery of PSHE where required
- The Head of PSHE will provide ideas and materials to support the topics being discussed when required. Tutors are expected to work together in the planning of lessons in this area.
- Complete duties within the Buchan School and KWC including before school, break times, lunchtimes and after school.
- Liaise with parents to ensure that they are fully involved and aware of their child's progress in school.
- Proofread and amend subject reports for students in the assigned Tutor Group.
- Liaise with subject teachers to ensure that every student fulfils their academic potential and inform relevant staff of any issues which may affect academic performance.
- Contribute to and ensure that the aims and objectives of the Buchan School and College are met. This may involve helping with Year Group Events.
- Support the Form tutors, Head of Year, the Deputy Heads of Year, the other Group Tutors and the students.
- Attend weekly Year Group Tutor meetings and Buchan staff meetings (pastoral and whole school)
- Attend Year Group Assemblies.
- Attend House Assemblies.
- Attend Parents' Evenings.
- Write Form Tutor reports for their assigned tutor group.
- Prepare their Tutor Group for occasional assemblies and Chapel services.
- Encourage positive conduct and academic progress.
- Monitor the turnout of pupils and impress upon them the need to adhere to school rules on uniform.
- Assist with any disciplinary issues which arise, liaising with the HoY/Deputy Heads as necessary.
- Have an understanding that flexibility and teamwork are crucial to the successful operation of the Year Group.
- Assist with recruitment and retention of students. This may involve assisting with the interviewing process of prospective students and parents. This includes Welcome Events, Meet the Teacher Evenings, and liaison with other Schools.
- Keep the Buchan Deputy Head and KWC HoY fully informed of any issues relating to the Tutor Group.

Training and Development

- Maintain your own continued professional development
- Undertake training as necessary and ensure records of this are passed to HR for recording

Benefits

The successful candidate will be eligible for the following benefits:

- Free lunch each day when the kitchen is operational;
- Free parking for all employees;
- Professional development and ongoing CPD through internal and external training;

Remuneration

King William's College has its own generous pay scale and the financial package offered will be commensurate with the responsibilities of the post and the experience of the person appointed.

Applications

A completed application form together with a covering letter should be submitted by email to the HR Officer hr@kwc.im **The closing date for applications is Friday 29th May 2026 but we will consider applications as they are received and reserve the right to interview before the deadline.**

