



CHANNING

Candidate Information Pack
Junior School Teacher of PE
Required from January 2027

Welcome from the Head

Thank you for your interest in working at Channing. At Channing, we foster fearless learners through inspiring education, exceptional co-curricular opportunities and meaningful partnerships, creating bespoke outcomes for every child: "Each of us is intended to have a character all our own, to be what no other can exactly be and do what no other can exactly do." (*William Ellery Channing*)

Our Unitarian ethos encourages our pupils to be intellectually curious, open-minded and respectful. We build on the power of an all-girls education to develop kind, confident, articulate young women who are ready for life's challenges.

Girls at Channing enjoy academic success from a tailored educational programme that encourages confidence, independent thinking and provides girls with life skills to take on the next stage of their education as thoughtful, responsive, socially aware adults, prepared for the challenges of the world today.

This emphasis on bespoke outcomes is at the heart of our five strategic objectives, which you can find here: [Channing 2035](#).

Founded in 1885 by Unitarian sisters Emily and Matilda Sharpe and the Reverend Robert Spears, Channing School, named after notable American Unitarian William Ellery Channing, is well known as a successful, happy community. Remaining true to our Unitarian foundation, the School is an inclusive community that values the individual skills, spiritual beliefs, achievements and contribution of all members of the school community. Our success was endorsed by [our latest ISI inspection in November 2025](#).

Mrs Lindsey Hughes

Headmistress



About the School

Here at Channing we have lots of the headlines which parents like to see: fabulous A level results and wonderful GCSE results, students heading to Oxbridge, medical school and the most competitive courses at Russell Group universities every year, sometimes after taking a gap year first. However, we believe that examination success is not solely the end goal of a pupil's journey through school, rather that it should be an enriching academic and extra-curricular experience that allows girls to develop skills, confidence, creativity and character; instilling in pupils a lifelong love of learning and a firm belief that anything is possible. Experienced, dedicated teachers offer a supportive, encouraging and challenging learning environment that allows pupils to achieve success beyond that which they might have thought possible.

The Headmistress, Head of the Junior School and members of staff know every girl personally and as an individual. We have a strong family tradition and an enthusiastic and supportive parents' association. The atmosphere is calm, focussed and purposeful. We set high standards emphasising concern and respect for the needs of others. A major feature of the school is the huge diversity of the extra curricular activities on offer to pupils and it is expected that all staff will contribute to this side of the life of the school.

The school is in an attractive part of Highgate, with convenient transport links by road and underground. Visitors are often surprised at how light, green and open our site is. We have preserved the character of the older buildings, but completely refurbished and redesigned them to provide bright and spacious teaching rooms. An ambitious building programme, completed in 2017, provided the Senior School with excellent dining facilities, a Music Department, a new Sixth Form Centre, Sports Hall with fitness suite and a state-of-the-art Performing Arts Centre, while a full renovation and extension of the Junior School was completed in 2022. We are currently developing a Senior School STEM building complete with DT facilities which is due for completion in Autumn 2026.



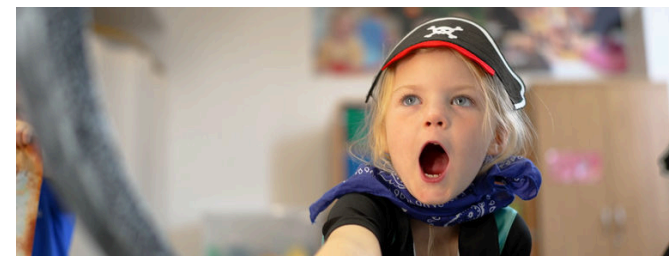
Teaching & Learning

Channing is a collaborative learning community. We provide an excellent and relevant Teaching & Learning CPD programme that inspires all staff and pupils to achieve their full potential. We support the ongoing development of outstanding teaching and learning which stimulates and challenges all pupils.

Our current whole-school Teaching and Learning focus is to develop a culture of ambitious and inspirational teaching, alongside a shared understanding of every pupil and how best to support them. Central to this is our use of the Learning Pit, which recognises that deep learning involves challenge and productive struggle, and that pupils make the greatest progress when they are supported to persevere through difficulty.

To promote consistently excellent teaching across the school, we have developed the Principles of Great Teaching at Channing and the accompanying Trusted Techniques. Together, these provide a shared understanding of what high-quality teaching looks like in practice, using a common professional language. They reflect both educational research and our collective expertise, and emphasise teaching that stretches pupils intellectually and supports them to move from challenge to secure understanding.

The TLC is our Teaching & Learning Community. It is open to all teaching staff. We meet about once a month. It leads on a number of initiatives which support the development of T&L across the school. These include a Journal Club, systems for teachers to share learning with each other, peer observation and the curation The Teaching and Learning Knowledge Interactive Toolkit.



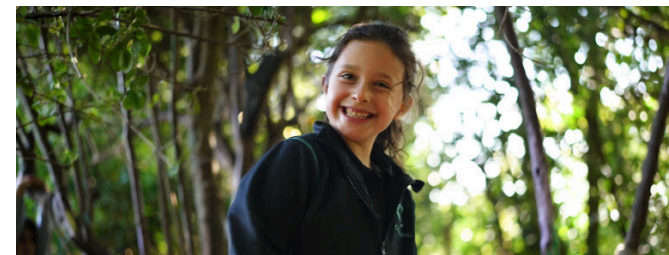
Channing Junior School

The Junior School, led by Miss Dina Hamalis (Head of the Junior School), provides a happy, stimulating and secure environment for around 350 girls aged 4 to 11. Entrance is at 4+ and is selective. The broad and balanced curriculum recognises the importance of the core subjects of English, Mathematics and Science, whilst also giving pupils ample opportunity to discover their talents across a broad range of subject areas. Delivery of the curriculum is through a mix of form teaching and subject specialism. Classroom learning is supported by local trips and outings, to take advantage of the opportunities offered by the capital.

There is a strong tradition in Drama, Music, Art and Sport and Computing and Forest School also form a key part of the curriculum. In Reception and KSI, girls are taught mainly by their form teachers supported by teaching assistants. We aim to provide small children with a strong sense of security during their formative years in the school and as a result, the school is a happy place to learn. From Reception, the girls receive specialist teaching in Spanish, Music, PE, Forest School and Drama. From Year 1, the girls also have a specialist teacher for Art and Design Technology. In Key Stage 2, French is also taught by a subject specialist. All of the girls benefit from weekly Reading for Pleasure sessions, with our Junior School Librarian.

The girls are encouraged to become independent learners and, through a variety of teaching strategies, to achieve an increased love of learning and knowledge of the wider world.

The school is very well-resourced and fortunate in its light and airy buildings and in its attractive situation on Highgate Hill. All full-time staff contribute in some way to our extensive and important extra-curricular programme and raising money for charity. The staff-room is friendly and mutually supportive, and cross-curricular involvement is welcomed and encouraged, particularly in activities outside the classroom. The girls are receptive and well-motivated, and conditions for staff are excellent; we pay London salaries and there is generous provision made for INSET and professional development.



Job Description & Person Specification

We are seeking a passionate and dedicated Teacher of Physical Education to join our dynamic team. As a key member of the PE team, you will be responsible for delivering engaging, high-quality PE lessons that promote physical development, encourage a lifelong love of sport and foster a healthy, active lifestyle among our pupils. All staff play a vital role in upholding our core values of courtesy, care and consideration within our school community. Additionally, we are committed to instilling and championing the eight Channing Characters: perseverance, resilience, empathy, independence, bravery, respectfulness, curiosity and responsibility. As a teacher, you will support and challenge every pupil, ensuring her educational journey is both fulfilling and rewarding.

Main Areas of Responsibility

- Support the Head of Junior School Sport in all aspects of the PE and Sport curriculum, including co-curricular and extracurricular provision from Reception to Year 6.
- Plan, deliver and evaluate engaging, appropriately challenging PE lessons in line with the school's curriculum maps, ensuring clear progression in pupils' knowledge, skills and physical development.
- Contribute actively to the ongoing development and review of the PE and Sport curriculum and co-curriculum, working with the Head of Sport and Deputy Head Academic to ensure consistently high-quality provision.
- Assess pupils' learning and progress effectively, providing timely and constructive feedback, both verbally and through appropriate written or digital platforms.
- Maintain accurate and up-to-date assessment and pupil records, completing and submitting assessment and tracking information in line with school guidelines.
- Write regular reports on pupil progress that clearly identify strengths, progress and appropriate next steps.
- Work closely with the Head of Sport, Deputy Head Academic and SENCO to ensure that teaching is appropriately adapted to support and challenge all pupils, including those with SEND, those identified as More Able and those for whom English is an additional language.
- Contribute, where appropriate, to Pupil Progress Meetings and wider discussions about individual pupils, identifying strategies to support their academic, physical, social and emotional development.
- Set and maintain high expectations for behaviour, conduct and sportsmanship, following the school's Discipline and Behaviour Policy and promoting the Channing Characters through PE and Sport.
- Support pupils in developing independence, responsibility and organisation, including taking appropriate care of their belongings, kit and equipment.
- Deploy the PE Assistant and any other supporting adults effectively to maximise pupils' learning, participation, support and challenge.
- Work collaboratively with the Head of Sport, PE Assistant, Head of EY & KSI, Head of KS2, Deputy Head, Deputy Head Academic, Assistant Head Co-Curricular, SENCO and Head of the Junior School to support pupils' learning, progress, behaviour and wellbeing.
- Liaise effectively with Form Teachers and other relevant colleagues, sharing information about pupils' progress, participation, behaviour and wellbeing where appropriate.
- Maintain close collaboration with the PE Department across the Junior and Senior School to support curriculum continuity, transition and whole-school sporting initiatives.
- Communicate clearly and professionally with parents, both in writing and verbally, including at Parents' Evenings and other meetings.
- Keep the Head of Sport and relevant members of the Junior School Senior Team informed of significant parental meetings, conversations or pupil concerns, ensuring these are recorded appropriately on CPOMS where required.
- Support and participate in the organisation of fixtures, tournaments and sporting events, including coordinating teams, transport, catering, equipment and other logistics as required.

Job Description & Person Specification

- Organise, lead and support extracurricular provision, including before and after-school clubs such as Swim Squad and Cross Country, ensuring a broad, inclusive and high-quality range of opportunities for pupils.
- Organise and attend educational visits, sporting events and residential trips that enhance and extend pupils' learning and development, supporting pupils appropriately in preparation for these experiences.
- Oversee the Junior Duke Award programme.
- Support the pupil admissions process where required, helping prospective and newly joining pupils and families to feel welcomed into the school.
- Supervise pupils before school and during break and lunchtimes in accordance with staff rotas.
- Participate fully in the wider life of the Junior School, including school events, assemblies, productions, sports events, residential trips and other activities as appropriate.
- Attend Staff Meetings, INSET training and relevant CPD, taking responsibility for continuing professional development and contributing to the school's collaborative professional learning culture.
- Carry out any other reasonable duties consistent with the role and responsibilities of a teaching post, as directed by the Head of the Junior School.



Person Specification

Experience & Knowledge	• A recognised teaching qualification (BA(Ed), BEd, PGCE) with QTS with appropriate training and classroom experience. • Up-to-date knowledge of current educational developments and best practice in EYFS, KS1 and KS2. • A clear understanding of how to support and challenge pupils of all abilities to help them fulfil their potential. • A commitment to co-curricular activities, fixtures and events before school, during the school day, evenings, weekends and holidays. • A demonstrable ability to inspire and sustain a love of learning among pupils. • Up-to-date understanding of inclusive practice, including effective support for pupils with special educational needs and supporting emotional regulation, to ensure positive outcomes for all pupils.
Skills and Abilities	• A track record of excellent teaching practice across a range of year groups and pupils. • Experience of successfully adaptive teaching to meet the needs of different learners and contributing to curriculum development. • Strong teamwork skills and the ability to build positive working relationships with colleagues. • Excellent communication, organisational and administrative skills. • Ability to meet deadlines and maintain a high level of attention to detail. • Effective behaviour management, demonstrating consistency, fairness and care. • Professional personal presentation and conduct. • An excellent record of attendance and punctuality. • Competence in using ICT to enhance teaching and learning. • A willingness to contribute to the wider life of the school through co-curricular and extra-curricular activities. • A willingness to complete a category D1 licence, to drive school minibus vehicles (funded by the school).
Personal Attributes	• Initiative and strong self-motivation. • A proactive, flexible and positive approach to work. • Enthusiastic and energetic, with a genuine commitment to education and the wellbeing of young people.

Why work at Channing?

At Channing, we are committed to supporting staff wellbeing and creating a positive, inclusive working environment where colleagues feel valued, supported and able to thrive both professionally and personally.

Financial Matters

- Competitive salary, commensurate with qualifications and experience
- Enrolment into the APTIS Pension Scheme, with generous employer contributions.
- Once probation has been successfully completed, permanent staff may be eligible for fee remission where their child/ren attend Channing School.
- To support commuting and other costs, the School offers interest-free loans.
- iPad to support your role.

Health and Fitness

- All colleagues enjoy a free, nutritious lunch and all day refreshments during term time.
- Staff are welcome to use the School's on-site fitness suite and take part in school-funded boxing and Pilates classes (subject to availability).
- Free eye tests, and a contribution towards prescription glasses.
- Channing provides all employees with access to a free and confidential Employee Assistance Programme through Education Support www.educationsupport.org.uk.
- Annual flu vaccination.

Professional Development

- Access to the on-site library for personal and professional use and development.
- Extensive Continuing Professional Development (CPD) and INSET opportunities.

- Opportunities for career development and professional progression within the School.
- A wide range of professional and leading newspaper subscriptions.

Staff Perks

- Cycle to Work Scheme: Save money on the cost of a new bicycle and cycling equipment through the School's salary sacrifice scheme, offering savings of up to 42% on bicycles and accessories, together with interest-free repayments over 12 months and potential tax and National Insurance savings.
- Further savings are available through BHN Extras, including:
 - Discounts of 2%–8% on technology and home appliances.
 - A prepaid cashback card offering up to 15% cashback at over 85 UK retailers.
 - Savings of up to 15% on gift cards for major retailers, supermarkets and restaurants.
- Channing staff receive discounts on goods and services at a number of Highgate businesses, including:
 - 10%-20% off food and drinks at various local pubs and restaurants.
 - Discounts at the local dry cleaner.
 - Discounts at local fitness classes, including boxing and F45.

Applications

Applications are to be made via TES.com in the first instance. A CV will not be accepted in place of the completed application form.

Incomplete application forms will be returned to the applicant where the deadline for completed application forms has not passed. If you are unable to submit your application via TES please contact the HR department at recruitment@channing.co.uk.

Please note that once you submit an application via TES the system will automatically retain your details for a period of six months.

Deadline for applications: Friday 16 October (12pm)

Interviews: Tuesday 3 November (please allow all day)

Channing School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. To assist in this, the school follows a formal recruitment procedure for the employment of all staff which adheres to the recommendations of the Department for Education (DfE) in "Safeguarding Children and Safer Recruitment in Education" and the school's Child Protection Policy. A copy of this procedure is available on request.

Subject to statutory provisions, no applicant will be treated less favourably than another on the grounds of a protected characteristic. Ability to perform the job will be the primary consideration.

In line with our Safer Recruitment Policy, all shortlisted candidates will be subject to online searches including social media and third party Safehire.

Registered Charity No: 312766





CHANNING

INDEPENDENT DAY SCHOOL FOR GIRLS AGED 4-18

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The Bank, Highgate
London N6 5HF

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1 Highgate High Street, Highgate
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www.channing.co.uk

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