



Nobel

Teacher of Design & Technology

Salary: MPS

Required: September 2018

Suitable for NQTs and experienced teachers



Dear Applicant

Thank you for your interest in this vacancy. The Nobel School is a very exciting and vibrant secondary school with 1488 on roll, covering the full age and ability range, the majority of whom continue their education into our flourishing sixth form. Our recent rebuilding programme means that we have a 'state of the art' £38 million 21st century school. Furthermore, our most recent Ofsted report confirmed that the school is now good in all categories; this is an exciting time to join our school as we push to be outstanding.

This is a fantastic opportunity for an enthusiastic and motivated individual to join the art, design and technology faculty. You must possess the skills and determination to make a significant difference to the lives of our students. The most recent school league tables place us as one of the top schools nationally for student value added. NQTs are welcome to apply.

The art, design and technology faculty has thirteen dedicated teaching rooms with state-of-the-art equipment and facilities where students can analyse and resolve real problems leading to the production of high quality outcomes and products. The ADT area has a MAC room, two kitchens, two laser cutters, a 3D printer and CNC lathe and router to support the teaching of subjects, providing students with countless opportunities to progress rapidly in their learning.

We seek a highly qualified, enthusiastic, committed and successful teacher to join a highly successful and supportive team. The ADT Faculty is committed to providing high quality teaching and learning for all students and the post represents an ideal opportunity to work in a happy, friendly, positive environment. The successful candidate must be committed to providing high quality teaching and learning for all students. NQTs are welcome to apply.

Our lovely school has made tremendous progress in recent years. Student progress has a rising three year trend with students attaining better than national average for Level 4+ in English and in Maths in 2017. KS5 results show a 3-year rising trend for all figures. A Level grades, A*, A*-A, and A*-B are all above national averages and the Average Grade has this year risen to a B-. KS5 students also make excellent progress and the VA for A level (0.13) and BTEC (0.42) has been graded as significantly above average in 2015 and 2016.

If you would like to visit Nobel or have any queries about this post please contact Mrs Liz Maden (HR@nobel.herts.sch.uk), otherwise, I look forward to receiving your application on the enclosed application form, together with your covering letter.

Yours sincerely

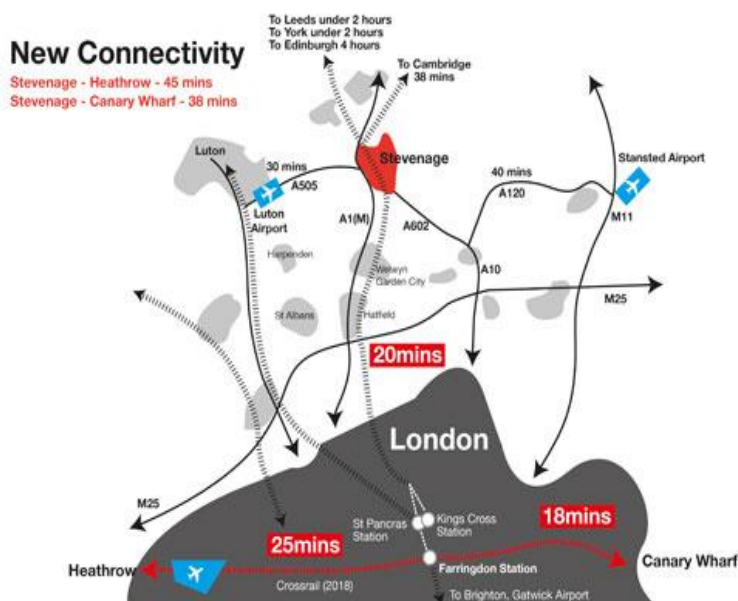


Martyn Henson
Headteacher



Why you should choose Nobel

The Nobel School is located in Stevenage, a town and borough in Hertfordshire, England, situated on the A1 between Letchworth Garden City to the north and Welwyn Garden City to the south. Just 20 minutes from London via train, a 40 minute drive from Cambridge with nearby airports just 20 minutes away (Luton) and 40 minutes away (Stansted), Stevenage has excellent transport links to London and the rest of the country. Stevenage Old Town has a village feel with historic buildings, cafes, coffee shops, restaurants and coaching inns and is lively in the evenings and weekends (for more information, see <http://www.stevenage.gov.uk/regeneration/131675/>).



Staff CPD

- We provide a comprehensive induction programme for all colleagues joining our school and all our new teaching staff are paired with a buddy to support them.
- On-going in-house professional development is an expectation for all via our core CPD days; after school Pit Stops; open classroom weeks; our teaching and learning journal; Lead Practitioners; middle leader training; and open door policy practiced by both our Senior Leadership Team and our Directors of Faculty, all of which support the aims of our school improvement plan and encourage colleagues to develop their careers with opportunities provided for staff to advance within school, as well as offering support for those who may wish to find promotion elsewhere.
- We are active members of the Stevenage Educational Trust (<http://www.educationtrust.org.uk/>) and the North Herts Teaching Alliance (<http://www.northhertsteachingalliance.org/>) so we have excellent links with other schools in the area, plus robust networking and CPD opportunities.
- All NQTs are given a mentor and 10% release time to enable them to see examples of excellent practice across our school. They are also supported through the Stevenage Educational Trust (<http://www.educationtrust.org.uk/>) and receive specific training through Herts for Learning (<http://www.hertsforlearning.co.uk/team/nqt-induction-service>).
- Competitive salaries and pay progression - all our staff are entitled to an annual professional appraisal review, with strong performance evaluation systems and linked pay progression.

Staff well-being

- Our recent rebuilding programme means that we have a 'state of the art' £38 million 21st century school with outstanding facilities (<http://thenobelschool.org/venues/school-facilities/>).
- Our Governing Body comprises professional people from business, finance and education (<http://thenobelschool.org/about-the-school/governors/>). Our Governors have both general and specialist roles in supporting the school and are very active backers of the leadership, staff and students. Additionally, the school has well-established and very close community links, with strong parental support.
- Occupational Health with Carewell – a free and confidential 24-hour employee assistance programme which provides advice and support, including a counselling service.
- Free, onsite parking for all staff.

- We have superb sports facilities that include a large sports hall, a gymnasium, a dance studio, AstroTurf, a climbing wall, a multi-use games areas and the trim trail. In addition to these facilities, we have a fitness centre available for use by staff for free until 6pm (<http://thenobelschool.org/venues/fitness-suite/>).
- Staff well-being survey (annual).
- Christmas and summer all-staff parties plus regular faculty-wide socials.
- VDU and eye tests as appropriate.

Financial benefits

- Teaching Pension Scheme with generous employer contributions and the option to make additional contributions.
- Child Care Voucher Salary Sacrifice Scheme, with access to tax free childcare vouchers.
- Reduced rates for facilities hire (<http://thenobelschool.org/venues/>).
- Lunches are provided free on weekdays during term time for those that undertake school duties. The meals are prepared daily from fresh ingredients by the school's caterers and hot and cold food choices are available.
- Local and national retail discounts - our school is a member of Herts Rewards, an online 'one-stop' portal (<http://www.countyofopportunity.co.uk/about-us/rewards-benefits/>).

Our 2014 Ofsted inspection accurately reflects where we are as a school:

- Behaviour in and around the school is exemplary.
- The school has successfully promoted a happy atmosphere.
- The staff and the governing body are united and determined in making the school better.
- The progress of students across the school, in English, mathematics and a range of other subjects, is now improving rapidly. This is mainly because of consistently good or better teaching.
- Under the strong and decisive leadership of the headteacher, students' achievements are sharply rising.

Our prospectus is available on our website (<http://thenobelschool.org/>) and you can find out still more about our lovely school at the following links: <https://www.facebook.com/nobelschooluk> and <https://twitter.com/nobelschooluk>

Why you should apply for this post

This is a fantastic opportunity for an enthusiastic and motivated individual to join the ADT Faculty team. You must possess the skills and determination to make a significant difference to the lives of our students. The most recent school league tables place us as one of the top schools nationally for student value added. The successful candidate will be a well-qualified and experienced teacher with a passion for science and the ability to work in a collaborative style to maximise the best outcomes for our students; above all we are looking for a colleague who can inspire Nobelians to great things. If you enjoy using educational research you will find a faculty that is engaged in this already and using it as a lever to improve outcomes for students.

As a school, we have the very highest expectations of our students. Our core principle will always be that we endeavour to improve the teaching and learning in the school. We are therefore committed to recruiting only the very best teachers and have the highest expectations in terms of lesson planning, classroom delivery and student assessment. In return, we provide excellent working conditions, first rate CPD and a real sense of community.

Next steps

Please complete our application form together with a letter of application that should be no longer than two sides of A4 (Arial, font 11). In your letter you should address: Your vision and values relating to the post and why you want to join the Nobel community. All applications should be made through the relevant recruitment website, or may be sent electronically to HR@nobel.herts.sch.uk. The closing date for applications is 11:59pm, Sunday 25 March 2018, although **prospective candidates are encouraged to submit their applications as soon as possible as the school reserves the right to close the advert should we feel able to appoint an appropriate candidate**, otherwise the proposed interview date is Friday 13 April 2018.

The Nobel School is committed to safeguarding the welfare of all of its students and staff. The successful candidate will have to meet the requirements of the person specification in order to be offered the post and will be subject to satisfactory recruitment checks, including an enhanced DBS check and satisfactory references. We welcome applications from all suitably qualified individuals regardless of age, gender, ethnicity or religion.

ADT

Facilities

We have moved into the purpose built new school and the ADT faculty now has thirteen dedicated teaching rooms with state-of-the-art equipment and facilities where students can analyse and resolve real problems leading to the production of high quality outcomes and products. The ADT area has a MAC room, two kitchens, two laser cutters, a 3D printer and CNC lathe and router to support the teaching of subjects, providing students with countless opportunities to progress rapidly in their learning and enable us to deliver high level practical lessons across all key stages.

Staffing Structure

The ADT faculty has a Head of Faculty, Mr Lovelock, with Directors of Learning for Art and Design and Food Technology. There are 15 staff in total across the Faculty.

ADT Curriculum

The ADT faculty teaches the AQA 9-1 Design Technology GCSE and the AQA GCE Product Design course. It is committed to teaching design technology in a way that inspires our students to become the designers of the future.

The faculty staff continually review and refine the key stage 3 curriculum to ensure that the skills and knowledge taught match the requirements of the GCSE syllabus. We value subject knowledge and believe that students learn effectively by experimentation and being able to build on previous learning.

Each fortnight, our KS3 students have 4 hours of design technology teaching, our KS4 students have 5 hours and our KS5 students benefit from 9 hours of teaching from specialist teachers.

Extra-Curricular

The ADT faculty offers a range of trips across the year with visits to museums, galleries, food outlets and factories, as well as many public venues for research activities. We offer extra-curricular clubs in art and design technology, and take part in a range of technical challenge workshops with local employers and the rotary club. We have had particular success over the years with our Robot Rumble teams, recently winning the competition for a record-breaking three years in succession.

Support

The school and the faculty have an excellent reputation for supporting teaching and learning. We train teachers from many different organisations including the University of Hertfordshire, Hibernia and Teach First. We work closely with the North Herts Teaching Alliance and are committed to supporting all teachers to improve their professional development.

Being an NQT at Nobel School

As you embark on your teaching career as an NQT, you will have a comprehensive induction programme of monitoring and support personalised to meet your professional development needs and to help you meet the requirements for satisfactory completion of the induction period.

All NQTs can expect:

- Support and guidance from a subject mentor.
- Weekly timetabled mentor meetings.
- Regular observation and prompt and constructive feedback.
- Half termly professional reviews of progress with the professional mentor (member of Senior Team).
- Observations of experienced teachers.
- Student shadowing opportunities.
- Opportunities to participate in the Local Authority subject days; including a residential experience. This will allow you to meet and network with other NQTs in your subject area.
- A full range of CPD activities including a programme of NQT twilights.
- Termly assessments in line with County guidance.

At the start of the induction, all NQTs are issued with an induction booklet which outlines the Teachers' Standards and contains templates to record all mentor meetings, professional tutor meetings, evaluations of CPD and a Standards tracker. This enables a central record to be used as a source of evidence against the Teachers' Standards.

Nobel has a strong history of successful NQT induction. You can be assured that you will receive the very best experience on offer.



PERSON SPECIFICATION: Design and Technology Teacher

Essential	Desirable
SKILLS AND EXPERIENCE	
Education to degree level in a design technology specialist subject	Experience of teaching design technology
Evidence of successful initial experience or teaching practice	Teaching practice or experience in a comprehensive/wide ability school
Potential expertise in the teaching of design technology at all levels	Evidence of involvement in team working to improve practice
Willingness and ability to participate in cross-curricular activity	Experience of cross curricular involvement
Good knowledge and understanding of the National Curriculum in design technology subjects	Experience of the formal assessment of pupils' work
Excellent oral and written communication skills	Good/excellent IT skills
PERSONAL QUALITIES	
Commitment	Good time management
Ability to establish good relationships with pupils, parents and staff	Perseverance
Dependability and sound organisational skills	
Enthusiasm and good sense of humour	
Flexibility	

Job Description



Job title	Teacher
Publication date	January 2017
Postholder's signature	
Authorising officer's signature	
Reviewer	
Review date	January 2017
Status	Generic
Salary	MPS

Purpose

To carry out the professional duties of a teacher as circumstances may require and in accordance with the school's policies and the national teaching standards 2013.

Job Context

The primary responsibility of all teachers is to ensure that all students within their teaching and form groups attain to their maximum potential. The objectives are to ensure:

- consistently high standards of learning and teaching
- continual progress in educational achievement
- positive attitudes to learning and school
- personal and social development

Working Time: 195 days / 1265 hours per year - Full time (or Part-time equivalent).

Area	Responsibilities
Line Management	<ul style="list-style-type: none">• Responsible to: Headteacher; Director of Faculty; Director of Learning; Assistant Director of Learning; as appropriate.
Teaching & Learning	<ul style="list-style-type: none">• Plan and prepare lessons in line with subject schemes of work, using appropriate teaching methods and resources.• Contribute to the development of Schemes of Work and Subject/Faculty/PSHE policies.• Undertake rigorous form tutoring/PSHE lessons, making planned and effective use of all teaching and tutoring time.• Ensure the effective and efficient deployment of classroom support.• Ensure students are fully prepared for external examinations.
Pastoral	<ul style="list-style-type: none">• Set high expectations for students' behaviour, establishing and maintaining a good standard of discipline• Undertake student supervisory duties and cover for absent colleagues in line with school procedures• Maintain discipline in accordance with the school Behaviour for Learning Policy.• Encourage good practice with regard to punctuality, behaviour, health & safety, standards of work and homework.• Make every reasonable effort to ensure the Home School Agreement is

	<p>adhered to.</p> <ul style="list-style-type: none"> • Provide guidance and advice to students on educational and social matters, especially in the role as form tutor, if applicable.
Assessment	<ul style="list-style-type: none"> • Assess and record each student's progress through observation, questioning, testing and marking. • Make effective use of national, local and school data to set clear targets for students' achievement and to monitor progress. • Meet tracking and reporting deadlines. • Contribute to subject/faculty monitoring of student assessment and keep DOLs, HOYs & Form tutors informed about student progress. • Ensure effective assessment of students for external examinations, as required.
Reporting/ Communication	<ul style="list-style-type: none"> • Ensure familiarity with reporting requirements and prepare and present informative reports for parents. • Communicate as appropriate with parents of students and external bodies concerned with student welfare. • Take part in activities such as Parents' evenings, Review Days, Open Evenings, Faculty meetings, staff meetings and other meetings/events as required.
Form Tutorship (if applicable)	<ul style="list-style-type: none"> • Promote high aspirations by monitoring the academic progress of form members and their attitudes to learning. • Provide pastoral care of the form group, which supports the aims and values of the school, encouraging positive attitudes towards the Year and Hours systems. • Establish and maintain high standards of behaviour and discipline in accordance with the schools Behaviour for Learning policy; • Monitor and support academic progress, attitude to learning and the behaviour of form members, intervening when needed and communicating with parents/carers when required. • Participate in family focused events, e.g. Form Tutor Evening and New Intake Evening.
Performance Appraisal	<ul style="list-style-type: none"> • Participate fully in the school's Performance Appraisal arrangements. • Review own professional development and identify training needs. • Take part in lesson observations to share good practice and as part of the school's self-evaluation. • Act on advice and feedback given and be open to support to improve own performance.
Other	<ul style="list-style-type: none"> • Attend assemblies • Take registers for classes. • Provide suitable cover work in good time for planned absences. • Establish effective working relationships and set a good example through personal and professional conduct. • Any other duties requested by line manager, HOF or Headteacher/SLT link. • To play a full part in the life of the school community, to support its distinctive aims and ethos and to encourage staff and students to follow this example. • To promote actively the school's corporate policies and to comply with the school's Health and safety policy and undertake risk assessments as appropriate.
MPS	<ul style="list-style-type: none"> • Main Pay Scale teachers in Band 1 (Teacher) are expected to meet the criteria laid down in the school's Pay Policy.

Hertfordshire County Council

Job Application Form

(Teachers in Schools)

Post Applied for:

at: The Nobel School

PLEASE COMPLETE IN BLACK TO FACILITATE PHOTOCOPYING

You are requested to complete this form (using supplementary sheets if there is insufficient space for any entry).

For guidance on completing this form, please look at the Guidance Notes – Teachers document
All sections must be completed

PERSONAL DETAILS

Surname/Family Name:	Preferred Title:
First Name(s):	Previous Surname:
Home Address:	Present Address (if different):
Post Code:	Post Code:
Telephone (Home):	Telephone (Work):
Telephone (Mobile):	Email:

CURRENT EMPLOYMENT (If you are not currently employed as a teacher please give details as appropriate)

Name of Establishment:	Employer:
Type of School:	Key Stage:
Post Held:	Date Appointed:
Pay Scale:	Total Annual Salary:

If your salary includes additional payments, what are they and what is the value? (e.g. TLR of £4,000)

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PREVIOUS EMPLOYMENT DETAILS

Please list in chronological order, with precise dates if possible, as this information may be used to assess salary.

a) In Education (Supply teaching appointments need not be listed individually)

Employer and Establishment	Post and Grade	Type of School / Key Stage	From	To	Reason for Leaving

b) Outside Education

Employer	Post	From	To	Reason for Leaving

HIGHER EDUCATION

TEACHER EDUCATION							
Establishment(s)	From	To	Full/ Part-time	Qualification Awarded			
Degree				Degree	Class	Division	Date of award
or Cert.Ed							
PGCE				Key Stage			
Other				Subject			
What other subject(s) can you teach?							

SECONDARY SCHOOL EDUCATION

Establishment(s)	From	To

Examinations (for **first teaching appointment** in a Local Authority –maintained School in England or Wales please give details of ‘A’ Levels and GCSEs, or equivalent: i.e. Subject, Date, Results/Grade).

Subject	Date	Results/Grade

OTHER QUALIFICATIONS OBTAINED

Course and Organising Body	Date	Qualification

PERIODS NOT ACCOUNTED FOR IN PREVIOUS SECTIONS SINCE AGE 18 (Please give details)

	From		To	
	Month	Year	Month	Year

LEISURE INTERESTS

Please state briefly what your main leisure interests are, particularly where these are relevant to the work for which you are applying.

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REFERENCES

Please give the names, addresses and status of two referees who may be approached now. **References from friends or relatives are not acceptable.**

(If you are currently employed as a teacher, one referee **must** be your present Headteacher).

1) Name:	Status:
Address:	
Telephone: email:	
2) Name:	Status:
Address:	
Telephone: email:	

If you are known to the referees by another name (e.g. previous name) please inform them of your present name and advise that we may be in contact.

From what source did you learn of this vacancy?	
Are you a relative or partner of any employee or governor of the School?	Yes/No
If yes, please give details:	
Has someone else completed this form on your behalf?	Yes/No
If yes, please provide the person's name and an explanation:	

If you are not currently employed in a maintained school in this authority you must supply additional information below:

ADDITIONAL INFORMATION (for salary and pension purposes)	
National Insurance No:	Teacher Reference no(DfES) --/-----
Date of Recognition*	Date of registration with the GTC:.
*If this would be your first teaching appointment in a Local Authority – Maintained School in England or Wales, please attach a copy of your letter from the DFES granting you Qualified Teacher Status.	
PENSIONS	
Are you currently in receipt of a pension from Teachers' Pensions?	Yes/No
Have you elected to OPT-OUT of the Teachers' Superannuation Scheme?:	Yes/No If Yes, please provide date
Have you elected to participate in the Part-Time Teachers' Superannuation Scheme?	Yes/No If Yes, please provide date
Have you elected to pay additional Superannuation Contributions through the Teachers' Scheme?:	Yes/No If Yes, please provide date
If yes, please indicate whether these are:	
i) Widower's Contributions	Yes/No %
ii) Purchase of Past added Years	Yes/No %
iii) Additional voluntary contributions via Prudential Assurance Co.	Yes/No %

Please attach a copy of the Teachers' Pensions notification as appropriate.

<p>CRIMINAL RECORDS CHECK - DISCLOSURE & BARRING SERVICE (DBS)</p> <p>From 1st December 2012, the Criminal Records Bureau (CRB) will merge with the Independent Safeguarding Authority (ISA) to form the Disclosure & Barring Service (DBS) and new disclosure certificates received by the Council will be branded DBS. If you are appointed, you will be required to complete a disclosure application that will be sent to the DBS. The DBS will provide a report to you and to the local authority on whether you have any history of criminal convictions, including cautions and bind-overs. All posts in Schools are exempt from the Rehabilitation of Offenders Act 1974; this means that you must declare all convictions, including those that would generally be regarded as 'spent'. The existence of a criminal background does not automatically mean that you cannot be appointed but it may do so.</p> <p>THE IMMIGRATION, ASYLUM AND NATIONALITY ACT 2006</p> <p>In accordance with the Immigration, Asylum and Nationality Act 2006, the Governing Body will require new members of staff to provide documentary evidence that they are entitled to undertake the position applied for/have an ongoing entitlement to live and work in the United Kingdom. Therefore, on offer of and before commencing a position, candidates should provide documentary evidence of their right to live and work in the UK.</p> <p>DECLARATION</p> <p>I certify that the information given above and overleaf is correct to the best of my knowledge. I understand that an offer of appointment will be subject to satisfactory references, DBS clearance, proof of identity and right to live and work in UK, medical checks and relevant qualifications. I give consent for personal information provided as part of this application to be held in accordance with the Data Protection Act 1988. I accept that if any of the enclosed information is found to be untrue or misleading after my appointment, I may be liable for dismissal without notice.</p> <p>Signature:</p>	Date:
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In the interests of economy, receipt of this application may not be acknowledged unless specifically requested (in which case please enclose S.A.E)

YOU NOW NEED TO COMPLETE THE PERSON SPECIFICATION FORM

**Hertfordshire County Council
Person Specification Form**

Name:	
Job Title:	
School:	

PLEASE COMPLETE IN BLACK TO FACILITATE PHOTOCOPYING

You are requested to complete this form (using supplementary sheets if there is insufficient space for any entry)

- It is essential that you complete and return this form
- This form is your chance to show us how well you can do this job
- Remember just saying you can do it is not enough; we need an example.
- You can use examples from work, school, college, hobbies, voluntary work or daily life.

Example: Ability to prioritise workload
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In my current job I plan my work on a daily basis but adjust it when an urgent query or problem arises, e.g. when another team member unexpectedly calls in sick. I always raise any urgent issues with my manager.

SKILLS AND ABILITIES

EXPERIENCE

KNOWLEDGE

Please note that if you are invited to interview, you will be asked about the boundaries between adults and children in a school.

Signed:

Date: