



All Hallows Catholic School

Information Pack
for

Teacher of Design &
Technology

Welcome

Thank you for taking the time to visit us, we hope this pack provides you with the information you need, to join our **All Hallows Family**.

All Hallows is a Roman Catholic comprehensive school and Sixth Form College in the diocese of Portsmouth that serves the students and families of Surrey, Hampshire and Berkshire. We are a happy and high-achieving school, offering a wide range of activities outside the classroom to ensure each student experiences a wide range of opportunities to help them find their place in the world.

Staff at All Hallows share our Gospel values and we are committed to using our talents to serve our students, in both their academic and spiritual lives. We believe that working together we will ensure that our students will be happy and successful in all that they do.

We look forward to welcoming you to All Hallows in the future.

Yours sincerely



Mark Baines
Acting Headteacher



All Hallows Catholic School
RECRUITMENT
✉ recruitment@allhallows.net

A bit about us...

Our School Motto
Bear witness to the Truth
Perhibere Testimonium Veritati

At All Hallows, we are lucky to have over 1400 students on roll, of whom over 200 are in our purpose-built Sixth Form College.

We want our students to be happy and successful and we strive to:

- ensure that every child fulfils their academic potential;
- equip each student with the skills and knowledge that they will need to find their vocation in life and use their talents to the full; and
- ensure that they learn the Christian values and habits to help them live a good and happy life.

We value our relationships with parents extremely highly, as it is only through a strong partnership that we will get the best for our students. We keep parents informed of their children's academic and pastoral progress, and we expect them to support us in our educational goals.

All of this means nothing unless our students leave knowing that they are loved and have meaning in their lives.



Our Vision

Our vision at All Hallows is to form happy, successful students who reach their full potential and leave the school with integrity and moral purpose. We want a whole school experience that everyone would wish for their own children. We put our students at the heart of everything we do, guided by the truth and love of Christ.

Our Mission

To create our vision, we will treat everyone with Christian care and respect and we will educate the students to the highest standards. In order to achieve this, we will:

- Foster a happy, positive and safe community where students can flourish;
- Provide many opportunities for spirituality, sport, music, art, drama and leadership;
- Live and learn according to the truth of Christ and the principles of the Catholic Church;
- Recruit, develop and retain the very best staff;
- Pursue outstanding academic results;
- Forge excellent links with our parents, primary schools, parish and dioceses;
- Use the talents and support of our Governors, parents and other supporters;
- Build the best facilities for learning;
- Grow a fund that will enable the school to continue to provide the very best resources.

At All Hallows, the mission of our school community is to travel together on a journey of learning in the spirit of the gospel, aware of the spirit of the age in which we live.

All members of our community are created “in the image and likeness of God” and so deserve, and should receive, equal love, justice, respect and opportunities for growth and fulfilment.

Each individual is highly valued and all students are expected to achieve their full potential.



Our Core Values

At All Hallows, we develop our students' character education by teaching five Core Values. Our 5 Core Values are:

Respect

Respecting ourselves, others and our community

We expect our students to **respect** God, themselves, others and the All Hallows Community;

Courage

Never giving up and taking on new opportunities.

We expect them to be **courageous**, to never give up and take on new opportunities;

Responsibility

Taking ownership of our actions and who we are

We want them to take ownership of their actions and take **responsibility** for themselves;

Consideration

Being thoughtful and giving our time for others

We want them to be **considerate**, by being thoughtful and giving up time for others;

Intellectual Curiosity

Using new ideas and concepts, challenging our way of thinking

We expect them to have **intellectual curiosity** by using new ideas and concepts and challenging themselves in how they think.

High Expectations

OFSTED 'OUTSTANDING'

By way of external credentials, we are rated an 'Outstanding' school both by Ofsted and by the Diocese of Portsmouth.

RESULTS

Our academic performance is strong:

A Level: 63.4% of all grades are at A*-B.

GCSE: 83% of students attained 5 A*-C (incl. English and Maths).

38% of all exam results were at A*/A grade.
Our Progress 8 score is 0.63 (77th best in the country)

This data is collected from exams taken in 2019.



STUDENTS

At All Hallows, we aim to provide all of our students with the opportunities to reach their full potential.

We are a fully comprehensive school and have high expectations for all our learners.



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Delivering Excellence

Our Curriculum

Our Vision is to form **happy** and **successful** students, who reach their full potential and leave the school with **integrity** and **moral purpose**.

All Hallows aims to deliver a full, broad and balanced curriculum, providing a wealth of learning opportunities and experiences for our students. Our curriculum promotes lifelong learning as well as academic and personal achievement; in a supportive environment and guided by the truth and love of Christ, students of all abilities can develop the skills and attributes needed to find their vocation.

As part of the All Hallows Family our students will experience a spiritual education alongside their academic studies. Students will have opportunities to participate in extra-curricular activities and events to develop their interpersonal skills. At the centre of the whole school curriculum, the Core Values programme will encourage students to enhance their communication, cognitive and collaborative skills inside and beyond the classroom, to become more effective learners and more successful people.

KEY STAGE 3

At KS3 we offer a broad and balanced curriculum of:

- English
- Maths
- Science
- Religious Education
- Art
- Computing
- Design & Technology
- Drama
- French
- Geography
- History
- Music
- Physical Education

KEY STAGE 4

In addition to all KS3 subjects, our students can choose to study:

- 3D Design
- Business Studies
- Health & Social Care
- ICT
- Sport

KEY STAGE 5

Our KS5 course options include all KS3 and KS4 subjects, in addition to:

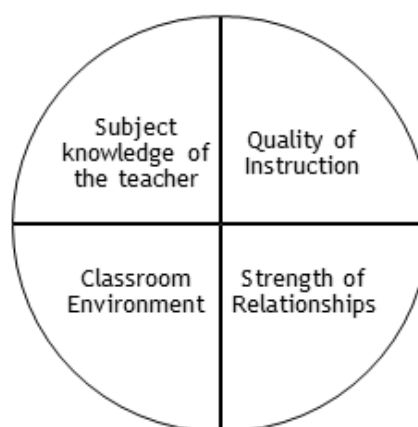
- Architecture
- Economics
- Further Mathematics
- German
- Graphic Design
- Philosophy
- Photography
- Psychology
- Sociology
- Spanish

Our Practice

At All Hallows we have developed over time a shared understanding of the fundamental features of great lessons. These expected fundamentals are listed here to reassure staff but also ensure students get a consistently great education regardless of which teacher they have. They are research based, and centre around the seminal piece of research conducted by Barak Rosenshine in 2012 on the habits of the most effective teachers .

Expectations of Lessons

There are 4 key factors that both experience and research confirm time and time again are the key 'levers' to great learning in our classrooms. Great teachers take time to adapt and refine each of these to maximise how well their students learn over time in their classrooms.



Strong subject knowledge

- The teacher has strong knowledge of the lesson content, the long term goals of learning and how it is assessed

Purposeful environment

- There are clear expectations of work and behaviour that everyone meets
- There are strong and established routines in place
- Time is used effectively
- All students are accountable - 'above all, include them all'
- Delivery is engaging

Positive relationships

- There is a positive rapport evident between students and staff

High quality instruction

- The big picture and focus for the lesson are shared with students
- Pre-requisite knowledge or skills are checked on before learning starts
- Explanations are clear and well thought through
- Students are given sufficient opportunity to practice and apply their learning
- Scaffolding supports students so all can make progress
- There are regular checks on learning
- Actionable feedback is given to students in a timely manner
- Students are given the opportunity to review their learning



Our Resources

Learning is maximised in the right environment; at All Hallows we are gifted with a wealth of resources and facilities to support our students in accessing the curriculum.

We have expert IT and Site teams, who ensure that our teachers are able to focus on delivering excellent lessons.



Our practical subjects are taught in high-specification rooms with subject-specific equipment, which include:

- architecture studio
- photography lab and dark room
- graphic & product design studios
- Adobe Creative Cloud
- media room
- food technology kitchens
- workshops
- computing suites
- auditorium with light & sound studio
- drama studio
- iMac music suite
- recording studios/practice rooms
- fitness suite
- gymnasium
- swimming pool



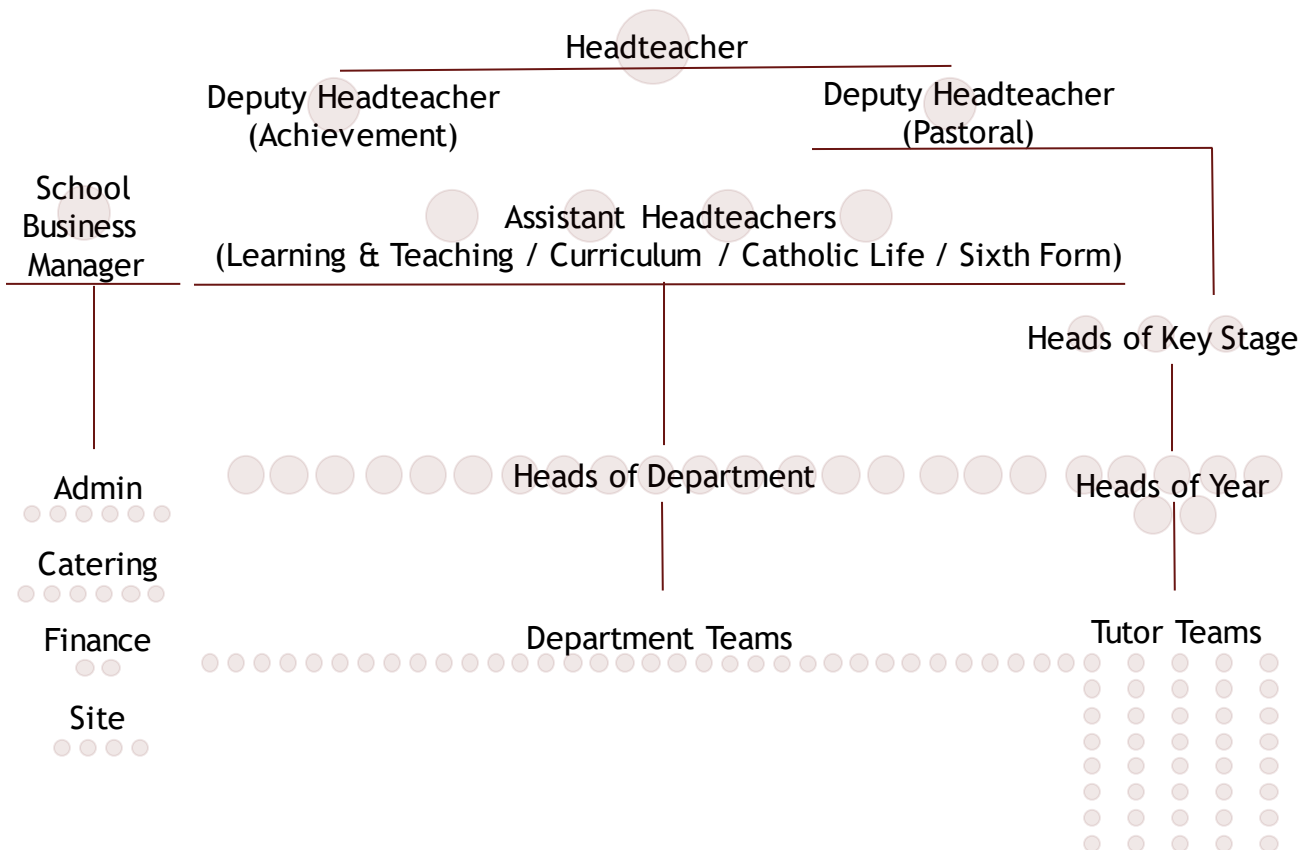
All teachers have access to:

- Office 365 applications
- school email and SharePoint access
- projector or IWB in classrooms
- school-wide printing facilities
- reprographics support
- staff library



A Team Effort

The All Hallows Family provides both practical and emotional support. Our staff work in teams across the school, not only to deliver an excellent learning journey for our students, but to recognise and celebrate the work of one another.





The Design & Technology Department

We are looking for a confident, capable and inspiring Teacher to join our very talented team. As a department, we teach all key stages and all specialisms of Design & Technology, including Food Preparation and Nutrition. We each play to our strengths and would expect the same from a new member of the team. The ability to teach more than one specialism at key stage four is desirable, and a willingness to teach multidiscipline at key stage three is essential. We work well together and full support is part of our team approach.



As a department, we strive to teach our students a broad and varied curriculum that engages and inspires. We want our students to develop the skills required to fulfil a variety of technological and creative career paths. Our students are encouraged to achieve their potential in well resourced, specialist and multipurpose rooms, suited to all key stages.



Key Stage 3

In Year 7 and 8 students have a single (50 minute) and double lesson each week. Students follow a rotation of Graphic Products, Food, Textiles and Resistant Materials modules each with an aspect of Systems & Control and SMSC included.

In Year 9, students specialise in one of the four areas, allowing them to become more confident and knowledgeable of the subject in preparation for their KS4 choices



GCSE

Within the department we offer a range of GCSE options to our students. We currently offer AQA GCSE D&T Product Design and Food Preparation & Nutrition, as well as the Art & Design Textiles GCSE. Due to the popularity of the subject at GCSE, we teach the Product Design course in specialist areas of Graphic Product and Resistant Materials.

We are a successful department, with our most recent cohort achieving 84% grades 9-4, and are always striving to improve.

A-Level

We continue to inspire our students at A level within the department and currently offer A level Graphic Design and 3D Design, both of which are the AQA Art & Design courses. We work hard to recruit students from our KS4 specialist groups and the group sizes continue to grow, year on year. Our results at key stage five are excellent, with the majority of students achieving a Grade B or above. We work to create a team environment with our Sixth Form students and encourage them to work with autonomy and freedom within the department. We take the responsibility to help our students 'find their vocation' very seriously within D&T, and approximately 75% of each cohort choose to continue their studies in the Creative Industries subjects at university or apprenticeships.



Extra-Curricular

We are a hard working team with a passion to support our students and engage them in Design & Technology beyond the classroom. We run an annual Christmas Craft Club alongside a spectrum of visits. Our key stage four and five students are invited on a range of trips, and the department contributes widely to the whole school summer enrichment offering.

We are an experienced team with a lot of expertise. Members of our department have additional responsibilities within the school so we are committed to good communication and clear direction. The department boasts fantastic facilities including three very talented technicians to support in lessons. We have two newly refurbished food rooms, specialist Graphic Design suite, multipurpose rooms and workshops. In addition to all standard departmental tools and equipment, there are two laser cutters, a 3D printer and two large format printers, as well as the Adobe Creative Cloud software within the department.

Our Facilities

We are located in a beautiful part of Surrey, bordering with Hampshire. We benefit from excellent links to London, as well as the Surrey Hills, for weekend walk and endless views. On site, we are incredibly fortunate to enjoy large fields and outdoor sports areas, as well as dedicated buildings for our Sixth Form students, Staff Training Suite and Chapel.

RECENT PROJECTS

Recently, we redeveloped our school canteen and built an outdoor food service, for staff and students to have varied dining options throughout the school day. We expanded and refitted our school gym, which is available to staff before and after the working day.



Our main canteen underwent a full remodel, and is now a far more efficient, user-friendly and stylish place for lunch.





Our purpose-built fitness suite is available for staff and students; whilst our pool is used by the community for swimming lessons. Our Sixth Form building provides a dedicated learning environment for our older students & The Ark is a nurturing and safe space for our learners with Special Educational Needs.



Working with us,

INVESTING IN YOU

At All Hallows we are committed to developing a confident and capable team. We believe that by investing in our staff, we will nurture happy people and outstanding educators. We have built a supportive and targeted programme for those who join us, at any stage in their professional journey.

You will be offered a range of

- In house and external training and INSET opportunities
- Coaching to provide cyclical support & development to enhance your practice

NQT

To support our Newly Qualified Teachers through the Early Career Framework, we have a dedicated team for Teacher Development. As a new teacher, you will be assigned a mentor for day-to-day support, in addition to an in-house assessor who will observe and evaluate your successes and areas of development. A weekly programme of training is designed to provide relevant information and guidance, and is delivered in a dedicated area of the school.

NPQML

Our new and aspiring leaders are invited to participate in a National Professional Qualification for Middle Leaders. The school would support you in identifying and completing an in-school project focusing on key aspects of the whole school strategy within your team. The course offers you the opportunity to consider wider issues within your team and beyond, whilst networking and building relationships with leaders from other departments and other schools.

SCITT

We participate in the i2i scheme. Information can be found on our website.

NPQSL

Our new and aspiring Senior leaders are invited to participate in a National Professional Qualification for Senior Leaders. The school supports you in identifying and completing an in-school project focusing on learning & teaching, alongside a key aspect of the whole school strategy. The course offers you the opportunity to consider wider issues across the school, preparing you with a better understanding for future opportunities in senior leadership roles. The course offer access to networking with other leaders from nearby schools.

MASTERS

We are proud to become a Hub for the MA Education (Leading Impact and Change) in collaboration with St Marys University, Twickenham. In addition to financial support, we offer you easy access to training sessions offered on the school site, studying alongside peers.



Staff Benefits

THE SMALL THINGS MATTER

It is important that our school is a safe and enjoyable place to be for staff, as well as students.

In addition to the training and induction we offer to all staff, we care about the conveniences of work:

- we have a large, secure, onsite **car park**
- our **staffroom** is open and sociable with spaces to work, eat or relax
- O365 access to the **Microsoft Suite** at home for free
- **tea and coffee** is available throughout the day
- we have a staff **library** to borrow books
- dedicated training spaces for new and experienced teachers
- we offer secure **lockers** for personal belongings
- we use **biometrics** to make lunchtimes cash-free and easy
- the **fitness suite** and **pool** are available before school for staff use
- our staff benefit from **London Fringe pay** on the MPS and UPS
- local businesses offer discounts for Surrey employees



Cycle Scheme PEDALLING INTO THE FUTURE

We are participants of the Cycle to Work scheme. Should you wish to participate then our School Business Manager will be happy to provide details of how to access the scheme.



On Fridays we celebrate our Family. Each week, we get together for Tea & Cake, socials, staff parties and BBQs throughout the year. We believe that staff who work hard, deserve to enjoy the weekend!



Job Description: Teacher of Design & Technology

Post title:	Classroom Teacher
Subject or Specialism:	Design & Technology
Salary and grade:	In line with the School's pay and conditions
Line manager/s:	The Headteacher, members of the senior leadership team (SLT), Head of Department and the Governing Body
Supervisory responsibility:	The postholder may be responsible for the deployment and supervision of the work of LSA's relevant to their responsibilities

Main purpose of the job:

- Be responsible for the learning and achievement of all pupils in the class/es ensuring equality of opportunity for all
- Be responsible and accountable for achieving the highest possible standards in work and conduct
- Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils
- Act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current School Teachers Pay and Conditions Document and Teacher Standards (2019).
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school
- Promote and support the Catholic Ethos of the School

Duties and responsibilities:

All teachers are required to carry out the duties of a schoolteacher as set out in the current School Teachers Pay and Conditions Document. Teachers should also have due regard to the Teacher Standards (2019). Teachers' performance will be assessed against the teacher standards as part of the appraisal process as relevant to their role in the school.

Teaching:

- Deliver the curriculum as relevant to the age and ability group/subject/s that you teach
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate



- Be accountable for the attainment, progress and outcomes of pupils' you teach
- Be aware of pupils' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these demonstrating knowledge and understanding of how pupils learn
- Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL; disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English (whatever your specialist subject)
- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment
- Make accurate and productive use of assessment to secure pupils' progress
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate
- Participate in arrangements for examinations and assessments within the remit of the School Teachers' Pay and Conditions Document

Behaviour and Safety:

- Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge pupils
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils
- Have high expectations of behaviour, promoting self-control and independence of all learners
- Carry out playground and other duties as directed and within the remit of the current School Teachers' Pay and Conditions Document
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures

**Team working and collaboration:**

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school
- Cover for absent colleagues within the remit of the current School Teachers' Pay and Conditions document.

Fulfil wider professional responsibilities:

- Work collaboratively with others to develop effective professional relationships
- Deploy support staff effectively as appropriate
- Communicate effectively with parents/carers with regard to pupils' achievements and well-being using school systems/processes as appropriate
- Communicate and co-operate with relevant external bodies
- Make a positive contribution to the wider life and ethos of the school Administration
- Register the attendance of and supervise learners, before, during or after school sessions as appropriate
- Participate in and carry out any administrative and organisational tasks within the remit of the current School Teachers' Pay and Conditions Document.

Professional development:

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and well-being, refining your approaches where necessary responding to advice and feedback from colleagues
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal
- Proactively participate with arrangements made in accordance with the Appraisal Regulations 2012

Other:

- To have professional regard for the ethos, policies and practices of the school, and maintain high standards in your own attendance and punctuality
- Perform any reasonable duties as requested by the Headteacher

Note:

This job description is not your contract of employment or any part of it. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed. Nothing will be changed without consultation.

In addition UPS3 and UPS2 teachers are expected to make a contribution to the school which is sustained and much more substantial than UPS1, while all three levels will be expected to continue to work at a level beyond Core Standards.

Person Specification: Teacher of Design & Technology



Essential	A good Honours degree in a relevant subject	
	Qualified Teacher Status	
	Experience teaching Design & Technology in a secondary school environment	
	Create a stimulating and safe learning environment	
	Establish and maintain a purposeful working atmosphere	
	Plan, prepare and deliver the curriculum as relevant to the age and ability group/subject that you teach, other relevant initiatives and the school's own policies	
	Assess and record the progress of pupils' learning to inform next steps and monitor progress	
	Demonstrate a commitment to equal opportunities and use a variety of strategies and practices to promote the diverse cultural and equality issues in the classroom	
	Teach using a wide variety of strategies to maximize achievement for all children, including those with special educational needs and high achievers, and to meet differing learning styles	
	Support the Catholic Ethos of the school	
	The ability to communicate well with parents, students and staff	
	The ability to work well in a team	
Desirable	Further qualifications in relevant subject	
	A good understanding of the National Curriculum	
	A-Level experience	
	Contribution to extra-curricular activities	
	The ability to teach other specialisms	

All Hallows School is committed to safeguarding and promoting the welfare of children and young people; and expects all staff and volunteers to share this commitment.