



SOUTHLANDS
HIGH SCHOOL

Endeavour for Excellence

Teacher of Technology Recruitment Pack



Closing Date: Monday 23 May 2022 10am
Interview date: w/c 23 May 2022 (date to be confirmed)



MULTI ACADEMY TRUST

Standing Together, Learning Together



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Chief Executive Officer: Andy Pollard

Who we are:

The Mosaic Multi Academy Trust was established in 2017. The schools in the Trust are Standish Community High School, Southlands High School and Golborne Community Primary School. The work for all in the Trust is to serve the educational interests of students in becoming successful learners, confident individuals and responsible citizens, irrespective of background or ability. We have set our Trust on achieving:

- Ambitious expectations with successful outcomes so that no child is left behind in achieving all they can
- Academies committed to excellent teaching and learning with highly performing personnel
- Well led academies across all levels working within well-established staffing structures
- Self-evaluation built around accountability, development and improvement. Each academy will have data astute and responsive management systems
- Academies that offer engaging, relevant and well-considered curricula
- Excellent Trust governance that will ensure we are a Trust that is financially viable and forward thinking
- Academies that provide safe and positive learning environments by dedicated members of support.



Standish Community High School

At Standish Community High School, we are committed to the highest levels of academic achievement, personal growth and lifelong fulfilment. Our motto 'Be Outstanding' captures our determination and belief that all of our students deserve the very best education and opportunities that enable them to flourish and grow in confidence and develop the skills and expertise, to become happy and well-rounded, successful individuals.



SOUTHLANDS
HIGH SCHOOL
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Southlands High School believes in being a strong and loyal community in which every student and every member of staff is supported to achieve their very best and reach their fullest potential. Through high quality teaching, strong pastoral systems and a focus on personal development, we seek to prepare each and every student for the bright and optimistic future ahead of them.



At Golborne Community Primary School, our constant aim is to facilitate children's learning in a warm, encouraging and respectful community existing in a quality and stimulating environment. Our ethos relies heavily on the concept of independent learning and self-discipline. We hope to develop in all children the desire to learn and the ability to apply their full knowledge. At the same time, we want to help each child find the self-esteem and confidence that are so necessary to live a full and happy life.

April 2022

Dear Applicant,

Teacher of Technology - Full time 1.0 FTE, Permanent Contract

Many thanks for your interest in the above position. Please find enclosed the following documents:

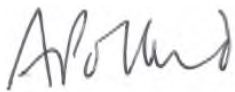
- Information about Southlands High School
- Information about the Technology Department
- Job Description
- Person Specification
- Arranging a Visit/Application Process
- (Further Trust Information) Mosaic MAT Strategy 2021 – 2025

Southlands High School is advertising for a permanent full time Teacher of Technology to commence employment September 2022. This full time role will be based at Southlands School, however as we are part of Mosaic Academy Trust, there may be occasions when you will be required to work at other schools within the trust.

Please use the MOSAIC Application form to apply. Late applications will not be considered.

Applications will be considered as soon as they are received and the closing date will be Monday 23 May 2022 at 10am. Interviews are scheduled to take place w/c 23 May 2022. Any offer of employment is subject to a satisfactory enhanced criminal record check with barred list through the Disclosure and Barring Service (DBS), medical clearance, references and verification of qualifications satisfactory to the Trust.

Yours faithfully,



Mr A Pollard
Executive Headteacher



Southlands High School,
Clover Road, Chorley, PR7 2NJ
Telephone: (01257) 414455
<https://www.southlands.lancs.sch.uk/>
email: mail@southlands.lancs.sch.uk



Headteacher Mr P Bousfield

Teacher of Technology

Permanent Contract

Southlands High School, a school in the Mosaic Academy Trust with Standish High School and Golborne Community Primary School, is seeking to appoint an outstanding Teacher of Technology Key Stages 3 and 4. The successful candidate will join our Technology Department.

Candidates should be enthusiastic, passionate about their subject and have an excellent knowledge of Design and Food Technology and how to effectively deliver it to instill a love of learning in young people. The ability to develop very positive working relationships with students and staff and to be a team-player is essential. They must possess honesty, integrity and a dedication to work. Good character is essential.

Salary is on the Main Pay Spine/Upper pay scale point dependent upon experience.

The post will be available on a permanent contract.

All candidates should complete the application form.

Closing Date: Monday 23 May 2022, 10am

Interview date: w/c 23 May, date to be confirmed.

Completed Application Forms should be returned by email to recruitment@southlands.lancs.sch.uk.

Southlands is an Equal Opportunities Employer welcoming applications from all sections of the community. This post is covered by the Rehabilitation of Offenders Act 1975.

If successful, you will be required to apply to the Disclosure and Barring Service (DBS).

Southlands High School Headteacher Welcome

Southlands High School is an improving school. Our motto 'Endeavour for Excellence' demonstrates that we expect all stakeholders, staff and students to drive for the highest standards in everything they do. Southlands High School is striving to be 'Better' than ever before as a successful and inclusive school that works in close partnership with families and the community to achieve the best for our young people.

In December 2017, we were designated as a converter academy within the Mosaic Academy Trust with Standish High School and Golborne Primary School and look forward to going from strength to strength in our partnership. The Mosaic Academy Trust as an organisation seeks to value each and every member of the community and to become a family of schools that will welcome other schools and be a Trust whose chief aim is to become stronger as a whole than by the sum of its parts. We seek for our students to be Successful Learners, Confident Individuals and Responsible Citizens. The Trust has a Trade Union Recognition Agreement in place.

We strive to meet the needs of the individual child so that they feel safe, secure and happy and enjoy their time at Southlands. We also aim to provide the highest standards of teaching and learning so that students are able to progress and fulfil their potential. We believe that every child should be given opportunities to develop their leadership skills as part of their growth and development in order to prepare them for adult life. Many of our students go on to be very successful in all aspects of life with a number attending some of the leading universities in the country. We are committed in our drive for academic excellence whilst offering a wide range of extra-curricular activities and opportunities so that our students can achieve educational success and develop fully as individuals.

We recognise that all students have the right to the highest quality education that will equip them with the qualifications they need to progress to college, university or their chosen career. Every decision we take to create our successful school comes from a firmly held staff belief that we can always strive to be 'better' than before.

The school was inspected in December 2021 and was judged as requiring improvement. This judgement was in line with the school's own evaluation. The report highlight many of the positive changes that are taking place in the school and has given us a firm platform from which to achieve our aims. Our school priorities for 2021-22 clearly focus on our culture for improvement: improving student outcomes, the development of teaching, learning and assessment, strong personal development, behaviour and welfare and effective leadership at all levels.

There are 926 young people on roll with the likelihood of growing close to 1000 in the coming years. The intake profile in both socio-economic and academic terms is that of a fairly typical comprehensive school.

At Southlands we are very proud of our caring school community and place great emphasis on high standards of behaviour and respect for all through our Southlands Standard.

Hopefully, this has inspired you to take a serious look at Southlands.

I look forward to receiving your application form.



Paul Bousfield
Headteacher

Technology Department Information

Thank you for considering Southlands High School Design Technology Faculty.

We are a professional and supportive department which consists of a Curriculum Leader for Technology and a Curriculum Leader for Food and Health/Social Care with two additional teachers. We are looking for an outstanding classroom practitioner with high expectations and a passion for developing each and every student's potential. The successful candidate will demonstrate the ability to think innovatively, be adaptable and show that they can really push our well-behaved, bright and capable students.

The successful candidate will:

- Commit to and maintain the very highest standards in the classroom
- Contribute to the team ethos in the department
- Strive to develop our learners' love of all aspects of Design Technology including Health and Social Care
- Have strong skills to support the development and success of both Design Technology and Food within the department
- Possess both strong discipline and the ability to enable our students to make rapid progress.

Candidates who are able to innovate, engage students with their passion for the subject and take part in the rich overall life of the school are strongly encouraged to apply.

We will offer:

- A well established and comprehensive mentor programme
- Strong links with other local schools for partnership working and support.
- A well-resourced department with 2 full equipped design technology classrooms, 2 recently refurbished specialist classrooms for Food and an ICT suite.
- A strong community spirit
- An opportunity to work with a staffing body that is very supportive towards each other, with a great reputation for camaraderie in the department and in the school.

We would be delighted to support the appointment of a teacher who can engage and inspire pupils through innovative teaching and a love for their subject(s). We are extremely proud of our department and if you would like to get in touch to speak more about the post or even come in to visit, we would love to hear from you.

Jonathan Howorth
Curriculum Leader Technology

Andrea Price
Curriculum Leader Food/Health & Social Care

Job Description

Post Title:	Teacher of Technology (Design Technology and/or Food dependent on candidate)
Status:	Permanent Contract
Job Overview:	<ul style="list-style-type: none"> To teach Design Technology, Product Design and Food Technology in key stages 3 and 4. To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.
Reporting to	Curriculum Leader Design Technology
Liaising with:	Headteacher, Deputy Headteachers, Design Technology Department, students and parents/carers
Working time:	1.0 FTE
Salary /Grade:	Classroom Teachers' Pay scale
Disclosure Level	Enhanced
Conditions of Employment	No holidays are permitted during the 190-day teaching year.
Main Duties / Job Outline	<p><u>Purpose</u></p> <ul style="list-style-type: none"> To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate. To teach Design Technology, Product Design and Food Technology in key stages 3 and 4. To monitor and support the overall progress and development of students as a teacher/Personal Tutor. To facilitate and encourage a learning experience which provides students with the opportunity to aspire to excellence. To contribute to raising standards of student achievement and attainment. To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth. <p><u>Operational/ Strategic Planning</u></p> <ul style="list-style-type: none"> To assist in the development of appropriate specifications (syllabuses), resources, schemes of work, marking policies and teaching strategies in the Curriculum Area and Department. To contribute to the Curriculum area taught in, and the department's development plan and its implementation. To plan and prepare courses and lessons. To contribute to the whole school's planning activities. <p><u>Curriculum Provision</u></p> <p>To assist the Curriculum Leader/Assistant Curriculum Leader and SLT to ensure that the curriculum area provides a range of teaching which complements the school's aims.</p> <p><u>Staffing / Staff Development</u></p> <ul style="list-style-type: none"> To take part in the school's staff development programme by participating in arrangements for further training and professional development. To continue professional development, including subject knowledge and teaching methods. To engage in the Performance Management Review process. To ensure the effective/efficient use of classroom support

	<ul style="list-style-type: none"> • To work as a member of a designated team and to contribute positively to effective working relations within the school. <p>Quality Assurance</p> <ul style="list-style-type: none"> • To help to implement school quality procedures and to adhere to those. • To contribute to the process of monitoring and evaluation of the curriculum area/department. To seek/implement modification and improvement where required. • To regularly reflect and evaluate methods of teaching and programmes of study. • To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school. <p>Management Information</p> <ul style="list-style-type: none"> • To maintain appropriate records and to provide relevant accurate and up-to-date information for management information systems, registers, etc. • To complete the relevant documentation to assist in the tracking of students. To track student progress and use information to inform teaching and learning. <p>Communications and Liaison</p> <ul style="list-style-type: none"> • Represent the department's views and interests. • Contribute to the planning and delivery of school liaison activities. • Work with the curriculum leader in the development of effective subject links with partner schools and the community, promoting subjects effectively at liaison events in school, partner schools and the wider community. <p>Pastoral System</p> <ul style="list-style-type: none"> • Monitor and support the overall progress and development of students within the department. • Monitor student attendance together with students' progress and performance in relation to targets set for each individual, ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary. • Act as a Form Tutor if required and to carry out the duties associated with that role as outlined in the generic job description/staff handbook. • Contribute to Personal Development including Life Skills. • Ensure the behaviour management system is implemented in the department so that effective learning can take place. <p>Management of Resources</p> <ul style="list-style-type: none"> • To contribute to the process of the ordering and allocation of equipment and materials. • To assist the Curriculum Leader to identify resource needs and to contribute to the efficient/effective use of physical resources. • To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the School, department and the students <p>Marketing and Liaison</p> <ul style="list-style-type: none"> • To take part in marketing and liaison activities such as Open Evenings Parents Evenings, Review days and liaison events with partner schools. • To contribute to the development of effective subject links with external agencies.
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Health and Safety Training	<ul style="list-style-type: none"> • To undertake Health and Safety Training on areas within the designated work area • During fire evacuations follow procedures explained in the Fire Safety and Evacuation Procedures Policy
Other Specific Duties	<ul style="list-style-type: none"> • To carry out the duties in the most effective, efficient and economic manner available • To continue personal development in the relevant area • To support the development and promotion of an image that is consistent with the aims of the school • Be aware of and comply with policies and procedures relating to child protection, security, confidentiality and data protection, reporting all concerns to an appropriate person • Commitment and support to ensure equal opportunities for all • Contribute to the overall ethos / work / aims of the school • Appreciate and support the role of other professionals • Attend and participate in relevant meetings as may be reasonably directed
School Ethos	<ul style="list-style-type: none"> • Play a full part in the life of the school community, supporting its distinctive mission and ethos and encouraging staff and students to follow this example • Promote actively the school's corporate policies • Comply with the school's health and safety policy and undertake risk assessments as appropriate

Signatures

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date below but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements, which are commensurate with the job title and grade.

Signed
Teacher of Technology

Signed
(Headteacher)

Dated
Teacher of Technology

Dated
(Headteacher)

Safeguarding of Children and Young People

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Whilst every effort has been made to explain the duties and responsibilities of the post each individual task undertaken may not be identified. Employees are expected to comply with any reasonable request from the Headteacher / SLT link to undertake work of a similar level that is not specified in this job description.

This job description is current at the date shown, but in consultation with you it is liable to variation by Management to reflect or anticipate change in, or to, the job commensurate with the grade and job title.

Date: May 2022

Person Specification

Requirements	Essential / Desirable
Experience	
Recent experience of successfully teaching your subject though the 11-16 age range.	E
Proven skills in working with a wide range of student abilities	E
High expectations of your colleagues and all students	E
Training & Qualifications	
Graduate level qualification in an appropriate discipline	E
Qualified Teacher Status	E
Secure knowledge of safeguarding policies and procedures	E
High standard of numeracy and literacy	E
Recent participation in relevant professional development	E
Knowledge & Understanding	
Applicants should be able to demonstrate knowledge and understanding of the following areas relevant to the post	
Secure knowledge of safeguarding policies and procedures and it's promotion as a responsibility of every staff member.	E
Knowledge of appropriate Key Stage National Curriculum	E
Understanding the key current developments and issues in relation to curriculum area.	E
Personal Skills, Abilities and Competencies	
Applicants should be able to provide evidence that they have the necessary skills and abilities required	
Ability to deliver polite, courteous and efficient service	E
Excellent communication skills to deal with staff, students and visitors regularly	E
Ability to use initiative to respond to and resolve problems	E
Ability to work effectively as part of a team and individually	E
Ability to respond to and resolve routine problems	E
Ability to work in accordance with the schools health and safety policies	E
Maintain confidentiality where appropriate	E
Adaptable, flexible, diplomatic, tactful and committed to success	E
Willingness to work occasional unsocial hours	E
Be aware of Best Practice with regard to working with young people	E
Ability to keep calm and focused in pressurised situations	E
Ability to work efficiently, organised and pays attention to detail	E

Professional appearance and manner, with the ability to promote a positive ethos in school	E
Personal Qualities	
Tact and a sense of humour	E
A personal and friendly nature	E
Honesty and Integrity	E
Application	
Accurate completion of school application form	E
Letter which addresses person specification, evidence in letter and application	E
High standards in spelling and writing	E
Legal Issues	
Legally entitled to work in the UK	E
Enhanced DBS Clearance	E
Valid UK Driving Licence, access to a vehicle with business insurance	D

Arranging a visit:

Candidates wishing to visit the school or arrange a telephone discussion can contact Casandra Taylor, taylorc@southlands.lancs.sch.uk, who will arrange a suitable time.

Application process:

To apply, please fully complete the MOSAIC Application Form and email recruitment@southlands.lancs.sch.uk.

Closing date: 23.05.2022

Interview date: w/c 23.05.2022 (date to be confirmed)

In line with Safer Recruitment guidelines, we will be taking up references in advance of the interviews and taking them into account throughout the interview process.

Southlands High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and adhere to the school's child protection policies and procedures. Enhanced checks through the Disclosure and Barring Service (DBS) will be required for this post.

The post is likely to come under the requirements of the Childcare (Disqualification) 2009 Regulation and the successful applicant will be required to complete a declaration form to establish whether they are disqualified under these regulations and is also subject to medical clearance.

More information about the school can be found on the website www.southlands.lancs.sch.uk.

When completing your application, please ensure that all sections are completed, gaps in employment history are accounted for and details of awarding bodies included. You should refer to the job description and person specification to guide your supporting statement. Your supporting information should be no more than 2000 words. Please note that late applications and CV's will not be considered.



MOSAIC MULTI ACADEMY TRUST STRATEGY 2021 – 2025

Vision

“The Mosaic Multi-Academy Trust exists to help all Headteachers, school leaders and their schools flourish”

Mosaic MAT partner schools will treat each student as a unique individual, tailoring the curriculum to academic, vocational and extra-curricular, to ensure each achieves their optimum potential. Our chief aim is that the curriculum ensures that students become successful lifelong learners, confident inspired individuals and responsible aspiring citizens.



Values

Care: *We are considerate of others and execute our responsibilities with attention to detail.*

Hope: *Our decisions are made on a positive expectation of success.*

Openness: *We conduct all conversations with transparency and frankness.*

Integrity: *Our work is characterised by honesty and a strong moral purpose.*

Collegiality: *Our aim is to work in collaboration, cooperation and companionship with all colleagues.*

Endeavour: *We aim to be the best we can be in all that we do.*

Service: *Our work is primarily for others; our success is measured by the success achieved by others.*

STRATEGY 1

Excellent quality of education with ambitious curriculum design and delivery. Implementation by professionally developed and expert senior and middle leaders.

- 1. Curriculum development** - We will ensure that each school's curriculum meets the needs of all students
- 2. Teaching development** - We will ensure that curriculum design and excellent teaching are complementary strengths led by subject leaders
- 3. Appraisal** - We will ensure that appraisal processes maximise the potential in our teachers and create a culture of development and innovation in our schools
- 4. Inclusivity** - We will make sure our learning intentions and experiences are provided for all students irrespective of background or ability. We will ensure that personal development intentions ensure that barriers to learning are removed and extra-curricular pursuits are open to all.

STRATEGY 2

Partnership and accountability. All of our students will benefit from being a part of a wider family of schools

1. **Ofsted** - We will ensure that all schools provide excellent overall effectiveness
2. **School Improvement** - We will have strategic approach to school improvement where all of our schools will be both supported and challenged
3. **ESFA and ICFP – Integrated Curriculum Financial Planning** - We will ensure that key performance indicators that relate to the curriculum inform sound financial planning
4. **Governance** - The Trust will have established a governance structure with active participation from all trustees and governors. All skills needed to fully address the scope of governance will have been achieved
5. **Growth** - We aim to grow in proportion to our success. The first phase is to achieve between 5000 and 8000 students in the MAT.



STRATEGY 3

Sustainable, efficient and effective and cost-efficient planning and management to ensure the best learning opportunities for our students.

1. **Virtuous Circle** - We will ensure the Trust establishes principles of organisational sustainability – economic, effective and efficient
2. **Central Services** - We will develop a highly capable central function that will provide efficient and effective services trust-wide
3. **Estate Management** - We will ensure that the fundamentals of good estate management are in place so that we will make the most of our resources
4. **Risk** - We seek to ensure that trustees and senior leaders work effectively through the context of risk: risk assessment and risk management
5. **Workload** - We will reduce the burden of unnecessary work on the workforce
6. **Safeguarding** - We will ensure the safety and well-being of all associated with Mosaic MAT.