SEARCH
Education Trust
Strong, Sustainable, Successful Schools

Job Pack

Teacher of Design Technology

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November 2023

Dear Applicant,

I am delighted that you have chosen to apply for a post with SEARCH Education Trust. We are a family of schools focused on positively transforming the lives of our students! We believe passionately in the power of 'stronger together'.

The SEARCH Education Trust is founded upon the following principles:

- **Subsidiarity** - the Central Trust performs only those functions which are better undertaken together to improve quality, efficiency and sustainability;
- **Empowerment** – of schools and young people to overcome the disadvantages resulting from background, personal circumstances or characteristics; helping them to become leaders and courageous advocates of justice, fairness and equity;
- **Autonomy** – which is aligned and accountable within a framework of shared understanding and which balances freedom and independence, with unity of purpose;
- **Resilience** – the ability to adapt and recover quickly from challenging situations and see problems as opportunities to build something better;
- **Community** – a focus on people working together for the good of each other, celebrating difference and diversity and seeing the humanity which unites us all;
- **Honesty** - the quality of being open and transparent which enables good listening, fosters mutual trust and supports good decision making.

This form part of our SEARCH vision which is at the heart of our community, provides a space within the wider education system where schools can come to work together, to grow and flourish.

I have been a proud member of the trust for 14 years and am excited to now have the privilege of leading our group of strengthening and growing schools.

Choosing the SEARCH Education Trust means making the choice to be part of an evolving, ambitious and supportive Trust where you are valued, encouraged and can develop your talents whatever they may be and be looked after in your journey. We look forward to receiving your application.



Yours Faithfully

Mrs Elen Roberts
Executive Headteacher
For and on behalf of SEARCH Education Trust

Job description

Post	Teacher of Design Technology
Grade	MPS/UPS Inner london rate
Contract	Permanent
Hours	100%
Post Tenable	January 2024
Location	Haringey

Purpose

To work as a teacher of Design Technology within the Design Technology Faculty. We need an enthusiastic and talented teacher who is ready to make a whole-school contribution. The Design Technology department is a large and experienced team looking to develop outstanding outcomes for our young people. We offer GCSE Design Technology, GCSE Food Preparation & Nutrition & VCert Engineering and are looking to expand our GCSE offer for our students. At KS3 we offer Design Technology, Food, Graphics, Textiles and Systems and Controls. We also provide a fantastic variety of enrichment opportunities.

Principal Accountabilities
The successful candidate will be required to:

- teach within his/her learning area, ensuring that learning is inspiring, engaging and inclusive
- work with the Head of Faculty and in collaboration with other staff to develop schemes of work and the Design Technology department
- teach across the subject areas and support Design technology subject growth
- advise and assist in designing at least two SEARCH days and other enrichment opportunities each year group as the school develops
- work within and contribute to the larger faculty
- develop opportunities for participation for all students, in and out of school
- contribute to whole school issues around healthy living
- play an active role as a form tutor
- ensure the behaviour management system is implemented in the subject area so that effective learning can take place
- immerse themselves into the Design Technology enrichment programme to give opportunities to pupils across a range of subjects

Main Activities and Responsibilities

- The specific nature and balance of these responsibilities will vary according to the needs of the school and may be shared.

Class Teacher Responsibilities

- To carry out duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document
- To be an excellent teacher who is able to motivate students and ensure that they progress
- To be responsible for teaching across both key stages

Form Tutor Responsibilities

- To carry out the responsibilities of a form tutor as outlined in the school's Role of a Tutor document

The internal organisation, management and control of the school

To contribute to:

- maintaining and developing the ethos, values and overall purposes of the school
- implementing the Academy policies on equal opportunity issues for all staff and pupils, safeguarding and Health and Safety
- the efficient organisation, management and supervision of school routines

Subject Development

To contribute to:

- developing creative and inclusive schemes of work and pathways and qualifications for PE, including after school provision
- interventions within the subject area which ensure that all students reach their potential
- the development of policies and practices in the subject areas to reflect and build upon the ethos of the school
- promoting whole school health and fitness
- the strategic use of information on pupil progress to improve teaching and learning, to inform and motivate pupils and to inform parents
- the effective deployment of resources to ensure that the school provides excellent value for money
- the development of local links to enhance the quality of what students are able to access
- the planning and delivery of SEARCH days within the school
- the development of effective subject links with partner schools and the community, attendance where necessary at liaison events in partner schools and the effective promotion of subjects at Open Days/Evenings and other event
- the use of the DPR and the production of reports within the quality assurance cycle for the department
- the setting of targets within the department and to work towards their achievement
- establishing common standards of practice within the subject and to develop the effectiveness of teaching and learning styles
- the monitoring and evaluation of the subject area and all vocational courses in line with agreed School procedures including evaluation against quality standards and performance criteria

Relationships

- To contribute to positive relationships across the school community
- To build positive links with the Governing Body as required
- To help in maintain and developing effective communications and links with parents and to provide positive responses to concerns and problems regarding their children's educations and wellbeing
- To assist liaison with other educational establishments in order to promote the continuity of learning, progression and subject developments
- To develop and maintain positive links and relationships with the community, local organisations and employers.

Please note that there is flexibility in the approach to achieving our shared vision for this school and that the above specification is not definitive or exhaustive.

All staff may be expected to carry out other duties at the request of the Head Teacher.

Candidates should have a proven record of:

- success in their teaching within the context of secondary education

The successful candidate should have:

- a passion for providing opportunities for all students to reach their potential within a genuine community environment
- an inclusive approach to education including those on the autistic spectrum
- a commitment to developing both of the school's specialisms, recognising that Heartlands is situated within a community with strong links to Sport.

Applicable Contract Terms and Duties

This job description is to be performed in accordance with the provisions of the School Teachers' Pay and Conditions Document and within the range of duties set out in that document relevant to a Class Teacher. The post is otherwise subject to the Conditions of Service for School Teachers in England and Wales (the 'Burgundy Book') and to locally agreed conditions of employment to the extent that they are incorporated in the post holder's individual contract of employment. Copies of the relevant documents are available for inspection at the school.

The Governors seek to appoint strong, dynamic and talented teachers who will work hard to take the school forward in these early stages. As such, a commitment to high standards of achievement and responsible behaviour is paramount.

Key Organisational Objectives
The postholder will contribute to the SET objectives in service delivery by:

- Enactment of Health and Safety requirements and initiatives as directed.
- Ensuring compliance with Data Protection legislation.
- At all times operating within the Trust's Equalities policies, demonstrating commitment and contribution to improving standards of attainment.
- Adopting Customer Care and Quality initiatives.
- The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment. The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.
- The person undertaking this role is expected to work within the policies, ethos and aims of the Trust and to carry out such other duties as may reasonably be assigned.

Safeguarding Children
SET is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks.

Conditions of Service
Governed by the National Agreement on Pay and Conditions of Service, supplemented by local conditions as agreed by the Trust.

Special Conditions of Service
Because of the nature of the post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended. Candidates are required to give details of any convictions and are expected to disclose such information at the appointment interview.

Because this post allows substantial access to children, candidates are required to comply with departmental procedures in relation to Police checks. If candidates are successful in their application, prior to taking up post they will be required to give written permission to the Department to ascertain details from the Metropolitan Police regarding any convictions against them and, as appropriate, the nature of such convictions.

This role is covered under part 7 of the Immigration Act 2016 and therefore the ability to speak fluent spoken English is an essential requirement for this role.

Equal Opportunities
The postholder will be expected to carry out all duties in the context of and in compliance with the Trust Equalities policies.

Date signed: ……..

Signature of postholder: ……

Name of postholder: ……

Person specification

	Essential	Desirable
Qualifications		
To have achieved, or have evidence of being on track to achieve, Qualified Teacher Status/GTC Registered, including the English and Maths elements	✔	
Recognised good honors degree or equivalent in a relevant discipline	✔	
Experience		
Have a secure knowledge and understanding of the curriculum areas and related pedagogy	✔	
An awareness of the contribution that the subject can make to cross curricular learning	✔	
Have high expectations for all young people including a commitment to ensuring that they can achieve their full potential	✔	
Hold positive values and attitudes and adopt high standards of behaviour in a professional role	✔	
Understanding of strategies for raising achievement and achieving excellence for students	✔	
Evidence of excellent classroom practice	✔	
Excellent understanding of effective and engaging teaching methods	✔	
Commitment to active and enjoyable learning for students	✔	
Successful experience of working within a department or faculty	✔	
Evidence of at least two successful teaching placements	✔	
The successful candidate will be a good team player, with a distinct sense of purpose as a teacher who can communicate a love of the subject and bring strong intellectual commitment to their role	✔	
have a good understanding of the use of assessment for learning	✔	
Skills		
Personal		

inspire, challenge and motivate students as they learn	✔	
Professional Knowledge and Understanding Candidates should be able to demonstrate some knowledge and understanding of: ● Current educational issues, including national policies related to the subject area ● The challenges and possibilities associated with inclusion within an urban environment ● inspire, challenge and motivate students as they learn	✔	
build and maintain effective relationships	✔	
develop as an active member of the learning area and school team	✔	
contribute to creating, maintaining and sharing a coherent school vision	✔	
set and achieve ambitious, challenging goals and targets	✔	
prioritise and plan effectively	✔	
listen to and reflect on feedback from others, including colleagues and governors	✔	
think creatively to anticipate and solve problems	✔	
show excellent communication skills	✔	
The ability to plan lessons and sequences with clear objectives to ensure progression for all students	✔	
The ability to set consistently high expectations for all students through classwork and homework	✔	
A commitment to developing out of school hours' activities to enhance the teaching and learning process and increase opportunities for students.	✔	
IT Skills		
maximise the benefits that new technologies provide and have the ICT skills required to be effective in role	✔	
Other		
Commitment to safeguarding and promoting the welfare of children and young people	✔	

Heartlands High School, part of the SEARCH Education Trust, is committed to safeguarding and promoting the welfare of our students and young people. The successful applicant will therefore be required to complete checks in line with the requirements of Keeping Children Safe in Education with regard to DBS and other pre-employment checks.

We encourage applications from all sectors of the community to reflect our diverse student population.

Teacher of Design Technology

Closing Date: 9am Friday 10th November 2023

Salary: MPS 1 - 6 (UPS Applications Welcome) - Inner london rate

Hours: 100%

Location: Haringey

Post Tenable: January 2024

Heartlands High School has the opportunity to invite a colleague interested in joining our Design and Technology Faculty.

An ambitious and inspiring professional, you believe that teaching is about transforming lives and futures. It's about ensuring that every pupil, whatever their background or level of ability, enjoys the support they need to achieve exceptional results. So, join our team – and enjoy the support you need to make that difference. Bring your talents to Heartlands High School

We can offer you

- A very positive working environment
- The support of a highly committed and professional staff team
- Exceptional professional development opportunities
- A well-equipped department that teaches all aspects of the design and technology curriculum
- collaborative colleagues, where design and technology sit within the DT and Computing Faculty

We are driven by ambition: a clear desire to deliver results as we combine our strong ethos and culture. We're also committed to providing first-rate training and development to all our teaching staff and support staff, plus excellent career advancement opportunities within this evolving Trust. You'll find high expectations here too. We expect the kind of exemplary behaviour that allows our teachers to do their jobs as effectively as they can.

With state-of-the-art facilities, Heartlands High School is oversubscribed and a first-choice school for parents and students in the local community. Our intake is diverse and is a real reflection of the community that we serve. Our ethos is captured in the acronym SEARCH; School Matters, Effort, Achievement, Character and High Aspirations. These values drive all we do and are core to our success. Our aspirations for this community are high and we want our students to have access to the very best education.

For further information, please contact the PA to SLT and HR Admin
Sophia.butler@heartlands.haringey.sch.uk or during school closure, please email
hr@searcheducationtrust.com

If this role is of interest to you and you can contribute to our future success, then we would like to hear from you.

Completed application forms should be submitted on TES by 9am Friday 10th November 2023. Interview date to be confirmed.

NB: Please note that in line with the new Keeping Children Safe in Education updates, an online search will be conducted as part of our due diligence checks on all shortlisted candidates. CV's or incomplete application forms will not be considered. Only those that are shortlisted will be contacted by the school. Applications may be considered whilst the posts are being advertised. Search Education Trust reserves the right to close adverts earlier than the stated deadline. We advise early applications are submitted.