HAILSHAM COMMUNITY COLLEGE
ACADEMY TRUST

'Be the very best you can be'

Teacher of Design & Technology

APPLICANT INFORMATION PACK

TEACHER OF Design and Technology

Please find enclosed:

- Letter from the Executive Principal

- Job Description

- Person Specification

- Department Information

Dear Applicant

Thank you very much for your enquiry for the post of Teacher of Design and Technology at our College. We hope that you will decide to apply for the opportunity to play a key role in the development of education in Hailsham and we hope that the information below will be helpful to you.

Hailsham is an historic market town close to the large and vibrant towns of Eastbourne and Brighton, with some of the most spectacular scenery in England on its doorstep.

Hailsham Community College has been on an incredible journey over the past few years. We made an application in early 2012 to the Department for Education to become a converter Academy and as a result of our successful application, we became Hailsham Community College (Academy Trust) with effect from 1 August 2012. We are now entering a new phase of development, with the college predicted to grow substantially over the coming years.

In the early part of 2018, we were very fortunate to have been approached by the Local Authority to provide a new Primary and Pre-school provision within the town. In September 2019 we opened a brand-new school approximately a mile from the Secondary site, thus extending the designation of the Trust to a 2-19 all-through school.

The college motto, 'Be the very best you can be!' is very simple but encapsulates everything we believe in for the entire college community, learners and staff alike.

You will find our values and principles put into practice in a busy, cheerful community based on friendly relationships; the atmosphere is positive and full of purpose and endeavour. Our focus is on learning; we take pride in nurturing and supporting the personal, social and academic development of each individual.

The college underwent inspection by Ofsted on 1 March 2017 and was judged to be 'good' throughout. Since then, our mission has been to progress from 'good' to 'outstanding'.

We hope that you will decide to apply. We have always actively encouraged candidates to visit the College prior to completing an application form. If you would like any further information or would like to arrange a visit, please telephone us to arrange an informal visit.

If you do apply and wish to know if your application has been unsuccessful, we regret it will be necessary to enclose a stamped addressed envelope.

I hope to have the pleasure of meeting you soon.

Yours faithfully

Phil Matthews
Executive Principal

Job Description	
Job Title:	Teacher of Design and Technology
Line Managed by:	Director of Learning
Date:	January 2021

Teaching and Learning

- To have a direct teaching input to all year groups and ability levels where appropriate within the whole-school timetable
- To assist in developing and implementing a whole-school policy for the teaching and learning of Design and Technology.
- To assist and work with the teacher responsible for this curriculum area (and other colleagues) in promoting high standards of teaching and learning
- To help maintain and develop the teaching resources within the curriculum area
- To assume an active pastoral role and to promote and encourage high standards of work and behaviour
- To assist with the identification of training needs of both self and others and to contribute to in-service training with particular regard to this curriculum area
- To participate in subject specific testing and assessment of students in all Key Stages and to carry out more detailed assessment as needed
- To assist with an efficient system for monitoring, recording and reviewing the progress within the curriculum area
- To assist in establishing strategies to deal with under-achievement or disciplinary problems within the curriculum area
- To assist with the integration of cross-curricular skills, themes and dimensions both within and outside the curriculum area.
- To co-operate with any support services which may be available both within the academy and from external sources paying regard to the role of other staff and their specific responsibilities
- To ensure that appropriate targets are set, monitored and fully reviewed with individual students on a termly basis.
- To uphold and develop the high standards of care, support and discipline which are crucial to the well-being of the individual students in Hailsham Community College
- To take a lead in their own CPD
- To actively engage in self review as part of Performance Management cycle
- Any other such duty as the Principal may determine within the remit of the National Pay and Conditions Document or within any other national or local agreement which it may supersede

Main Duties

- To teach Design and Technology throughout the Academy across the age and ability range
- To implement the staff responsibilities as laid out in the Design and Technology Handbook
- To assist in the ongoing review and development of schemes of work
- To work closely with the other members of the Design and Technology and, where required, with colleagues from other Departments
- To support the college ethos and Aims & Objectives.
- To take on the duties of Mentor
- To adhere to and fully implement whole college policies as laid down by the Principal and Governors

Communication

- To attend college briefings, full staff meetings, subject area and House meetings
- Ensure student information is transferred to appropriate staff

Whole College

- Take on role as mentor within a house group
- Ensure that college policies are fully implemented and followed
- To contribute to fostering a positive House ethos
- Actively support strategies for prioritising high achievement based on student prior attainment

Teachers are expected to undertake any other duty as the Executive Principal or Head of School may determine within the remit of the National Pay and Conditions document or within any other national or local agreement it may supersede.

This job description sets out the duties of the post at the time it was prepared. Such duties may vary from time to time without changing the general character of the duties or level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a regrading of the post.

	Person Specification	
Job Title:	Teacher of Design and Technology	
Line Managed by:	Director of Learning	

	Essential	**Desirable**
Qualifications	• Educated to degree level or equivalent • Qualified Teacher Status	• Evidence of continuing professional development
Experience and Skills	• Demonstrate experience of improving student outcomes • Understanding of innovative approaches to teaching and learning • Understanding of the National Curriculum and Ofsted Framework • Demonstrable experience of high-quality teaching and learning • Positive effective strategies for behaviour management • Experience of optimising the attainment and progress of students • Ability to use data and ICT effectively to assess performance and raise achievement • Experience of working with children with significant barriers to learning • Knowledge and understanding of schools' statutory responsibilities regarding safeguarding and the needs of students with SEN / D • Well-developed interpersonal and organisational skills and the ability to work collaboratively, leading to the achievement of department aims	• Experience of having made a significant contribution to the success of a setting through its student outcomes and ethos • Experience as a form tutor /mentor and/or pastoral work • Experience of organising subject-based activities and visits
Teaching and Learning	• Outstanding learning secured for students through outstanding teaching and a calm, orderly environment where students can demonstrate excellent engagement with their learning • The need for all students needs to be addressed and for teachers to be able to take risks which facilitate stretch and challenge • Effective, rigorous and sensitive relationships with students that secure positive emotional health and an excellent culture for learning	
Visons and values	• Vision and values aligned with the Academy's high aspirations and high expectations for children, staff and families • Willingness to engage with parents / carers in order to encourage their close involvement in the education of their children • Resilience and motivation to support the academy through day-to-day challenges while maintaining	• Clear understanding of the ethos and strategies to establish high standards of outcomes and attitudes and behaviour in an area of socioeconomic challenge and commitment to

	positivity and professionalism • Ability to lead and inspire all students with a sense of the intrinsic joy of learning and their own ability to succeed • Rigorous use of data to inform and shape teaching and learning in order to secure outstanding outcomes for all students • Strong organisational skills • A deep commitment to the safeguarding and wellbeing of all students	relentlessly securing those standards • Knowledge of the Academy Strategic Plan and KPIs and the role to be played by the English department
Relationships with Stakeholders	• Commitment to working with others to secure the best outcomes for children • Skilful management and understanding of how to secure strong relationships with other academy staff, families and other external relationships	
Work-related personal qualities	• Demonstrate personal enthusiasm and commitment aimed at making a positive difference to children and young people and raising standards • Demonstrate personal and professional integrity, including modelling values and vision • Commitment to support the aims of the HCC Academy Trust • Flexible and able to manage workload and competing deadlines, prioritising appropriately, using initiative and maintaining good humour • Evidence of commitment to and understanding of collective responsibility	

Design and Technology Department – January 2021

The Design & Technology team is a cohesive, friendly and supportive group of teachers and technicians, who really care about the students, and who strive to help them to reach their potential.

In Years 7, 8 and 9 our aim is for students to develop skills in making and designing, with an element of risk taking, using traditional and modern processes. Teaching is delivered over 3 periods a fortnight through a carousel of subjects that cover textiles, food, and design technology using some CAD/CAM. We also introduce sustainability and product analysis in order that students can develop the ability to make informed product choices. Students are asked to contribute to materials used in project work, which is then taken home at the end of the module.

Students can opt for a 2-year GCSE courses from Year 10, studying for 3 periods a week. Subjects offered include GCSE Design Technology, GCSE Food Preparation and Nutrition and GCSE Art Textiles.

Department Team:

Teachers:
Emily Hall– DOL DT
Emma Andrews – ADOL DT
Tara Hobson
Nick Howe

Technicians:
Catherine Arnarson
Helen Marsland