

## Resilience ~ Aspiration ~ Success

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March 2021

Ref: RSI/DBE

### Teacher of Design Technology – Resistant Materials

Dear Colleague

Thank you for taking the first step in applying for this exciting role at York High School. We are a mixed 11-16 school serving a genuinely comprehensive intake; we take pride in our commitment to making a difference to the life chances of all of our students through our values of resilience, aspiration and success.

Three years ago our school was judged as a special measures school and three years ago, the Ofsted report was an accurate reflection of the school. Today you will see a school that is unrecognisable from that judgment.

- Behaviour has been through our positive behaviour system which has allowed our students to learn and our teachers to teach.
- Teaching is now good across the school due to a commitment to high quality CPD for all colleagues from NQT to Head of School
- Change has been driven by a commitment to staff voice, not just surveys but meaningful discussion about areas to develop
- Outcomes have improved from a whole school progress 8 score of -0.93 to +0.04

The school prides itself on its honesty and openness and we would strongly encourage any prospective candidate to visit the school where you will see the following:

- A dynamic Leadership team who are leading change through a commitment to high quality teaching and professional development.
- A staff body that is committed to improvement and change through supporting each other.
- An excellent Pastoral Team supporting both students and staff.
- Classes that are well ordered and behaved.
- Students that are happy, cared for and confident.

I would be delighted to discuss the post with you or to arrange for you to see for yourself what York High School is really like. Please contact our recruitment partner Paula Read at Hays Education on 07966 403947 or email [paula.read@hays.com](mailto:paula.read@hays.com) to arrange a visit to the school.

Please note: Application by CV will not be accepted.

The closing date and time for applications will be **Friday 9<sup>th</sup> April at 9am.**

I look forward to receiving your application.

Yours sincerely



Rod Sims  
Head of School

**Inspiring People – Achieving Excellence**

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### York High School Values and Ethos

#### Students

We are a school that is determined to provide the very best teaching and learning for all of our students. We support and inspire our students to overcome adversity and achieve their very best. We empower our pupils to rise to and overcome challenge through supporting and recognising their needs as individuals. York High School students are individuals in thought and actions and are encouraged to be personally responsible for their decisions. At York High School we proactively seek to identify and remove barriers to learning so that all our students can maximise their potential. We expect the highest standards of our students through our curriculum aims of resilience, aspiration and success.

#### Staff

Staff work tirelessly to improve the outcomes for all of our students proactively removing barriers where they exist and challenging pupils to be highly successful. York High School staff will go above and beyond both for each other and to ensure the success of their students. We are committed to developing all of our staff to enhance their talents and to retain a well trained workforce. We expect the highest standards of our staff in representing our curriculum aims of resilience aspiration and success. It is not good enough at York High School to be average in effort and thought; we are better than that.

#### Parents

We have forged strong relationships through clear, transparent and honest communication. We are a school that listens and acts, working together with all of our school community to improve standards for everyone. Our parents are treated at all times with respect, compassion and fairness. We are committed to achieving the best for all of our students through strong relations.

At York High School we are tireless in our efforts to achieve the best for our students



## York High - Resilience Aspiration Success



**Resilience**



**Aspiration**



**Success**

Independence  
Toughness to overcome  
Setbacks  
Welcome feedback  
Respect help from others  
Determination

Aim high  
Personal pride  
Enquiring minds  
Self aware  
Positive role models

Confidence  
Communicate well  
Read critically  
Be responsive  
Be positive



### YHS STUDENTS ARE

Respectful  
Confident  
Empowered



### SAFEGUARDING YOUNG PEOPLE

Safeguarding and promoting the welfare of young people is a key priority at York High School.

We have robust Child Protection and Safeguarding Policies and all staff receive training relevant to their role in line with the policy at induction, and throughout their employment at the school.

### Declaration of Criminal Records, Convictions and Cautions

The post you are applying for involves regular care for, training, supervision or contact with those under the age of 18 years and is, therefore, exempt from the Rehabilitation of Offenders Act. **This means you must disclose information about any spent or unspent convictions when completing the Declaration of Criminal Records, convictions and Cautions attached to the Job Application included in the pack.**

You must also provide information about cautions, no matter how long ago they occurred and regardless of whether the offences were committed as an adult or juvenile.

Failure to complete and sign the Declaration of Criminal Records, Convictions and Cautions declaration attached to the enclosed City of York application, will invalidate your application for this post.

### References

In relation to this appointment process you should be aware your referees will be asked, “Are you aware of any Child Protection allegations or issues of a similar nature in relation to this person? If so please provide details.”

### Personal Identification

If you are shortlisted for interview, you will be asked to present original documentation which confirms your identity, address and any relevant qualifications for this post, when you attend for interview. The authenticity of these documents will be verified by our HR Manager and photocopied as evidential confirmation of your identity.

### DBS Enhanced Clearance

All appointments to York High School are subject to Enhanced Disclosure and Barring Service Clearance (On 1 December 2012, the Criminal Records Bureau merged with the Independent Safeguarding Authority (ISA) to become the Disclosure and Barring Service)

You will be asked to complete a DBS Disclosure Application Form if you are successful in your application; Enhanced clearance is a prerequisite for employment.

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**Post:** Teacher of Design Technology

**Responsible to:** Subject Leader

**In addition to the professional duties of all classroom teachers as set out in the current Teachers Pay and Conditions Document and the National Standards for Teaching (published May 2012, revised June 2013)**

Teachers make the education of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up to date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

**All Classroom Teachers are expected to:**

- 1) Set high expectations which inspire, motivate and challenge pupils:
- 2) Promote good progress and outcomes for all pupils.
- 3) Demonstrate good subject and curriculum knowledge.
- 4) Plan and teach well-structured lessons.
- 5) Adapt teaching to respond to the strengths and needs of all pupils.
- 6) Make accurate and productive use of assessment.
- 7) Manage behaviour effectively to ensure a good and safe learning environment.
- 8) Fulfil wider professional responsibilities.
- 9) Demonstrate consistently high standards of personal and professional conduct.

**Full documentation is available to view at:**

School Teachers Pay and Conditions Document 2015 – The professional duties of all teachers are set out in the current Pay and Conditions document.

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/341951/School\\_teachers\\_pay\\_and\\_conditions\\_2015.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/341951/School_teachers_pay_and_conditions_2015.pdf)

The National Standards for Teaching (published May 2012, revised June 2013)

<https://www.education.gov.uk/publications/eOrderingDownload/teachers%20standards.pdf>

### Person Specification

**Post:**                **Teacher of Design Technology**

#### **Essential Qualities for All Posts at York High School:**

- ◆ Integrity
- ◆ Honesty
- ◆ A capacity for hard work
- ◆ Commitment to high standards
- ◆ Flexibility
- ◆ Sense of humour
- ◆ Determination
- ◆ Optimism
- ◆ Creativity

#### **Qualities Specific to this Post**

##### **Essential:**

- ◆ An 'outstanding' classroom teacher or the potential to become one.
- ◆ A good degree in the relevant subject area.
- ◆ Strong subject knowledge of the curricular area.
- ◆ The ability to inspire, motivate and challenge young people.
- ◆ A concern for young people and their families.
- ◆ The ability to self-evaluate and reflect on your own practice in order to improve and develop.
- ◆ A clear understanding of how adults, other than teachers, contribute to the raising of standards.
- ◆ Committed to fulfilling wider professional responsibilities.
- ◆ Committed to working in full accordance with the National Standards for Teachers (published May 2012, revised June 2013).

### YHS TECHNOLOGY DEPARTMENT

The Technology Department at York High School is composed of 5 motivated and enthusiastic team members. The team is supported by 2 non-teaching staff members.

#### Team Vision

We work together towards our shared faculty goals and are committed to:

- 1) Delivering outstanding teaching and learning.
- 2) Promoting high standards of behaviour and rewarding pupils for their positive efforts.
- 3) Communicating in an effective way with young people, team members, other colleagues and parents/carers.
- 4) Contributing to the personal development of all the young people we teach.
- 5) Delivering teaching and learning which is inclusive of all learners.
- 6) Working as a team and supporting one another.
- 7) Ensuring the success of our school.

#### Building and Resources

The team is housed on 2 floors with classrooms and shared areas clustered together. DT, Resistant Materials and Art are on the ground floor with Food above on the 1<sup>st</sup> floor. Being clustered together in this way ensures all members are fully supported in their roles by the Learning Leader and Subject Leader.

The department is well resourced with a good range of tools and equipment and access to modern ICT and CAD/CAM facilities. There is a substantial range of specialist software on the school network to assist in the delivery of subject areas and development of coursework projects.

#### Curriculum Vision

During KS3 all pupils are taught in mixed ability groups, which are reviewed on a regular basis to ensure a good balance is maintained. At the end of KS3, pupils are placed in teaching groups according to option choices, staff availability and KS3 results. At KS4, the majority of pupils are entered for the AQA suite of GCSE specifications. All groups follow a plan to ensure course coverage, including time allocated to coursework and exam preparation throughout the Key Stage.

#### CPD Opportunities

The Team is committed to CPD and all efforts will be made to support the successful candidate in his/her personal professional development. Team members will be encouraged to discuss personal CPD needs as part of the Teacher Appraisal Process.