

**The Weston Road Academy**



## **SUBJECT LEADER FOR DESIGN & TECHNOLOGY**

### **Information Pack**

**Start Date: September 2022**

**Main scale/UPS +TLR (£4782)**



**The Weston Road Academy**

**Blackheath Lane, Stafford, ST18 0YG**

***Aspiring and Believing to Achieve the Extraordinary***

## Contents page

### Letter from Headteacher 3

### Vision and Values 4

### Information about The Weston Road Academy 5

Leadership Team 6

Governors 6

Wellbeing 7

Admissions/ Curriculum 8-9-10

### Recruitment Information

Advert 11

Job Description 12

Person Specification 14

Selection Procedure 15

## Letter from Headteacher

May 2022

Application for Subject Leader for Design and Technology

Dear Applicant,

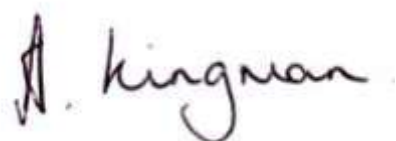
Thank you very much for requesting details for the position of Subject Leader for Design and Technology at The Weston Road Academy.

This is an exciting opportunity for a person wishing to develop their career in an environment that is supportive of its staff. The successful candidate will be joining the academy at an exciting time as it continues to grow. We are looking to recruit an enthusiastic and committed teacher who cares deeply about the prospects of the young people under our care, and someone who is passionate about education within a comprehensive system. The post is not suitable for ECTs.

This is an excellent opportunity for you if you are experienced in the profession. We seek somebody who will have a committed focus on raising attainment and achieving progress for all pupils within a caring and aspirational environment. You will benefit from working with a strong team of teachers and support staff in a purpose built learning environment. All staff at the school share the Academy's vision that every pupil will 'Aspire and Believe to Achieve the Extraordinary'. Pupils will leave The Weston Road Academy with excellent academic outcomes and a clear purpose for the next stage of their lives.

Our information pack gives details of the post and the recruitment process. I hope that you will be inspired to apply for this exciting opportunity and look forward to receiving your completed application. In the meantime, if you have any queries or would like to arrange a visit to The Weston Road Academy, please contact us on 01785 413600.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'A. Kingman'.

Ann Kingman  
Headteacher

# Vision and Values



**Vision:** *To be an outstanding academy, at the heart of the community, enabling our pupils to deliver the extraordinary across all areas of the curriculum and beyond.*

## Objectives

To collaborate with our community, making a difference to the life chances of every pupil, breaking down barriers to learning, building self-belief, and developing aspirations, therefore, enabling every child to achieve the extraordinary

To enable staff to achieve their best; passionate about teaching, rewarded for delivery of our priorities and supported by effective leaders

To offer a broad and balanced curriculum that inspires and encourages delivery of the extraordinary

To create a truly inclusive academy where adults build positive relationships with children and where every child feels safe, happy, confident, challenged and supported to achieve the remarkable

To develop partnerships with parents, businesses, and our local community in order that Weston Road continues to be a centre of excellence that is trusted and valued by its stakeholders and beyond

To enable all pupils to achieve the extraordinary through provision of a world class environment, underpinned by financial sustainability and inspired staff

To enable pupils to make the right choices by equipping them with the life skills, guidance and advice empowering them to be the creators of a rewarding and successful future within their local community, modern Britain and the wider world.

We will deliver our vision through our **Core Values** ensuring extraordinary outcomes for all:

Belief	Togetherness	Respect
Responsibility	Accuracy	Inclusion
Organisation	Excellence	Integrity

## Information about The Weston Road Academy

Welcome to The Weston Road Academy. We are extremely proud of our school and new pupils, staff and visitors are always struck by the friendly, positive and hard-working atmosphere. Our ethos is built on traditional values such as respect, hard work, community, pride in our appearance and high expectations. We work together to instil an enjoyment in learning and strive to support each child. We work hard to develop their confidence and skills to be the best they can be and to reach their full potential. It is our pleasure to invite you to be a part of the exciting future of our academy. We are not just a school recognised by Ofsted as Good, we are also welcoming and caring, with the staff, ideas and a drive to continually improve. Our pupils leave us well qualified and proud of their achievements. We guide them to be mature, highly skilled and successful learners equipped for the fast paced modern society they will eventually join.

Since opening in 1979, as Weston Road High School we have continued to deliver an excellent education to pupils of all backgrounds and abilities, valuing the well-being of each pupil. Serving the community of East Stafford and nearby villages, our academy is an ideal size – not so big that it is impersonal but large enough to offer a wide variety of courses and extra-curricular opportunities.

On 1st October 2011 we proudly became Stafford's first academy. As a converter academy, The Weston Road Academy is answerable directly to the Department for Education and has used its freedoms to develop an innovative curriculum and pastoral care system. Inevitably, this document cannot convey the inspiring atmosphere and vibrancy of the academy, and unfortunately at this time we cannot invite you to visit us to find out first hand, why so many parents choose The Weston Road Academy as the preferred choice for their child's secondary education. However, there is plenty of information on our website and please do get in touch if you have any further questions.

### Academy Facilities

The Weston Road Academy is an attractive building encompassing two courtyards and a wildlife area as well as extensive playing fields. Each department has its own suite of rooms. In addition to normal specialist classrooms, we have a 180-seat theatre, sports hall with weight training room, gymnasium, eight hard playing courts, drama/dance studio, and specialist rooms for music, science, design and technology, art and ceramics, computing and ICT access.

### The Academy Day

08:45 am	Warning Bell	13:25 pm	Period 5
08:50 am	Tutor Time	14:15 pm	Period 6
09:05 am	Period 1	15:05 pm	End of School Day
09:55 am	Period 2	15:15 pm	Period 7 (Sixth Form only)
10:45 am	Break	16:05 - 16:55 pm	Period 8 (Sixth Form only)
11:05 am	Period 3		
11:55 am	Period 4		
12:45 pm	Lunch		

## Leadership Team

**Mrs A Kingman – Headteacher**

**Mr M Smith - Deputy Headteacher - Pastoral Care**

**Mr D Bloor - Assistant Headteacher - Teaching and Learning**

**Mr N Everill - Assistant Headteacher - Assessment and Data**

**Mr J Hackett - Assistant Headteacher - Inclusion and Community**

**Mrs S Hancox - Director of Finance**

Extended Leadership Team

**Mr C Gibbard - Associate Headteacher - Sixth Form**

**Mrs Z Breeze - Associate Headteacher - Curriculum**

## Governors

Our Governing Board is made up of a group of individuals from both the academy parents and the wider community. The role of the Academy Governing Board is to provide strategic leadership, accountability and to act as a critical friend. The three Sub-Committees are the Finance and Premises Committee, Teaching and Learning Committee and Staff and Students' Committee. The Term of Office for Governors, with the exception of the Headteacher, is four years.

**Mr A Hind, Co-opted Governor, Chair of Governors**

**Mr J Heath, Governor appointed by The Academy Trust**

**Mr D Craig, Governor appointed by The Academy Trust**

**Mrs L Lewis, Co-opted Governor**

**Mrs J Brazier, Parent Governor**

**Mrs E Mather, Parent Governor**

**Mr M Goodwin, Parent Governor**

**Mrs L Green, Parent Governor**

**Mr G Russell, Staff Governor**

**Mr E Plant, Staff Governor**

**Mr A Piercy, Staff Governor**

## Workload and Wellbeing

We have reviewed the workload of staff and will continue to do so, this includes:

- Introducing new technology systems to be more efficient with appropriate and adequate training
- Focusing on our priorities
- Only sending emails during the working week, not at weekends or in holidays, unless it is an emergency
- Reviewing our meeting schedule giving staff more opportunity to talk with each other through our Teaching and Learning Coaching Network
- Introducing a comprehensive CPD programme with support for individuals
- Reviewing our marking policy, altering the frequency and quantity
- Simplifying our reports to parents
- Dedicating time to collaborative planning
- Reviewing the school calendar
- Reducing the number of data collection points from six to three per year

### **Our Director of Fun has:**

- Introduced various secret buddy schemes
- Gives staff weekly 'shoutouts'
- Organised staff socials
- Organised staff events, including yoga classes, mud runs and Leadership Team cook breakfast

### **We can offer through external agencies:**

- Nurse Support Services
- Physiotherapy
- Counselling
- Weight Management
- Menopause Support
- Private Medical Operations in some instances
- Cancer and Chronic illness Support
- GP helpline
- Speech Therapy

In our most recent staff survey, 90% of staff rated staff morale at the Academy as good or very good!



## Admissions

The Weston Road Academy is the admission authority and has responsibility for setting the admission arrangements and for making decisions regarding admissions applications.

Pupils in Years 7 to 13 can apply directly to The Weston Road Academy for a school place and we will liaise with Staffordshire County Council Admissions on your behalf.

Secondary School Admission applications for transition at the end of Year 6 are managed by the Staffordshire School Admissions Service.

### Admission number

The Year 7 PAN (Pupil Admission Number) for the entire academic year 2022—2023 is 182.

### Admissions over-subscription criteria:

- 1) Children in Care and children who ceased to be in care because they were adopted (or became subject to a residence order or special guardianship order)
- 2) Children who have an elder sibling in attendance at the academy who will still be attending at the proposed admission date
- 3) Staff children
- 4) Children living within the catchment area of the Academy
- 5) Children who satisfy both of the following tests: on medical grounds or by other exceptional circumstances and the child would suffer hardship if they were unable to attend the academy.

## Curriculum

The Weston Road Academy is committed to providing for all of its pupils a broad, balanced and personalised education. The emphasis, in all years, is upon providing pupils with a varied diet of studies across a wide range of subjects. Personalisation is achieved through high quality teaching. Further, corrective literacy and numeracy schemes and 1 to 1 tuition are used to support the literacy and numeracy of those pupils who need this. Small-group English and Maths intervention takes place in years 10 and 11, again for those in need.

In Year 9, pupils are given the opportunity to choose some of their courses to study, in order to pursue particular interests or strengths. At this “Options stage”, pupils are guided along a particular pathway according to their own individual strengths and weaknesses, but can ultimately make their own choices. This allows pupils to follow a curriculum which is balanced, stimulating and of interest to them.

Social, Moral, Spiritual and Cultural Education, Citizenship, Literacy, Numeracy, Economic Awareness, Health Education, Internationalism and Careers are delivered across the Curriculum, often in SHARE (Social, Health and Relationship Education).

In the Sixth Form we work in collaboration with four other schools in Stafford. This allows pupils to choose from a wide variety of academic and vocational courses.



## Curriculum

The timetable operates on a 30-period week with lessons being in either doubles or singles. PSHCE is delivered throughout the curriculum.

### Year 7, 8 and 9

The following table gives the breakdown of lessons in Years 7, 8 and 9.

<u>SUBJECT</u>	<u>YEAR 7</u>	<u>YEAR 8</u>	<u>YEAR 9</u>
ENGLISH	5	4	5
MATHEMATICS	4	5	4
PERFORMING ARTS	1	1	1
COMPUTING AND DIGITAL LITERACY	1	1	1
SCIENCE	4	4	4
TECHNOLOGY	2	2	2
ART	2	2	2
HISTORY	2	2	2
GEOGRAPHY	2	2	2
FRENCH	3	3	3
PHYSICAL EDUCATION	3	3	3
PSE (SHARE)	1	1	1

### Years 10 and 11

<u>SUBJECT</u>	<u>YEAR 10</u>	<u>YEAR 11</u>
ENGLISH	5	4
MATHEMATICS	4	5
SCIENCE	6	6
PHYSICAL EDUCATION	2	2
SHARE	1	1

## Curriculum

4 BLOCKS each of 3 periods	
and containing a mix of the following (one of which must be an EBacc subject)	
ART AND DESIGN	
PERFORMING ARTS	ICT
BUSINESS STUDIES	MUSIC
COMPUTER SCIENCE	PHOTOGRAPHY
FOOD TECHNOLOGY	PHYSICAL EDUCATION
FRENCH	PRODUCT DESIGN
GEOGRAPHY	ENGINEERING
HISTORY	

GCSE courses are offered in all of the above subjects, but where appropriate some pupils are following a more vocational pathway. These include Cambridge Nationals in ICT, Cambridge Nationals in Enterprise, BTEC Performing Arts and Technical Award in Performing Arts.

The Learning Support department assists pupils with learning difficulties or Special Educational Needs and this is organised by the Special Educational Needs Co-ordinator in close consultation with the Subject Leaders.

Sixth Form students benefit from Weston Road's relationship with the Stafford Partnership. The academy delivers English Literature, Maths, Physics, Chemistry, Biology, History, Geography, Art, Psychology, Business Studies and PE at A Level. Others are available through the other Stafford High Schools.

### Content: Years 12 and 13 (The Sixth Form)

Sixth Form students at The Weston Road Academy usually follow a curriculum of three courses of their choice. The intention is that the courses are pursued to full qualifications, although individual circumstances are considered. Further information about the Stafford Sixth Form Partnership can be found in the Prospectus.



**Blackheath Lane**  
**Stafford ST18 0YG**  
**Tel: 01785 413600**  
**e-mail: [office@westonroad.staffs.sch.uk](mailto:office@westonroad.staffs.sch.uk)**  
**11-18 co-educational; NOR 1015**



**The Weston Road Academy**

## **SUBJECT LEADER FOR DESIGN & TECHNOLOGY**

**Permanent Full time post - Required for September 2022**

**Main scale/UPS +TLR £4782**

**Are you an inspiring teacher with a real passion for  
Design & Technology looking for your next  
opportunity?**

### **We can offer you:**

- An employer placing staff welfare and wellbeing at the heart of our school
- A stimulating working environment with a platform to share your ideas
- Outstanding professional development
- Career development opportunities, with structured support as you embark on your new role
- A supportive and dedicated team of colleagues
- Enthusiastic and well behaved pupils.

We are seeking an inspiring teacher with excellent subject knowledge to teach inspirational lessons and to use their drive, passion and teaching dynamic to make a significant contribution to our successful Design and Technology department.

Weston Road is a friendly, harmonious, progressive, over-subscribed 11-18 academy, located on the edge of an attractive county town. The Academy has an outstanding reputation for pastoral care. In return for your overwhelming desire for excellence and career ambition, we offer an outstanding framework for improving learning and a stimulating, innovative environment.

*We are strongly committed to promoting and safeguarding pupil welfare and expect all staff to share this commitment. This post is exempt from the Rehabilitation of Offenders Act.*

**Closing date: Monday 23rd May 2022, 9am**

**Please see the academy website ([www.westonroad.staffs.sch.uk](http://www.westonroad.staffs.sch.uk)) for further details.**

**Completed applications should be returned to [ljames@westonroad.staffs.sch.uk](mailto:ljames@westonroad.staffs.sch.uk)**

*We are strongly committed to promoting and safeguarding pupil welfare and expect all staff to share his commitment. This post is exempt from the Rehabilitation of Offenders Act.*

## Job Description

### **SUBJECT LEADER FOR DESIGN & TECHNOLOGY**

**Full-Time Permanent Post (TLR £4728)**

**Required September 2022**

**Closing Date: Monday 23rd May, 9am**

#### **Purpose**

- To raise standards of pupil attainment and achievement within the subject area and to monitor and support pupil progress.
- To be accountable for pupil progress and development within the subject area.
- To develop and enhance the teaching practice of others.
- To ensure the provision of personalised learning (an appropriately balanced, relevant and differentiated learning experience for pupils, including effective assessment for learning) for pupils studying the subject area, in accordance with the aims of the academy and the curricular policies determined by the Governing Body and Headteacher of the academy
- To lead, manage and develop the subject area.
- To effectively manage and deploy teaching/support staff, and financial and physical resources within the department to ensure high standards of pupil progress.
- To take an active role in leading extra-curricular/enrichment activities.

#### **Reporting To:**

Assistant Headteacher, Headteacher.

#### **Responsible For:**

Staff whose posts are primarily within the department: teaching staff, support staff designated to work primarily in the subject area.

#### **Liaising with:**

Headteacher, Leadership Team members, other subject leaders, pastoral leaders and relevant staff with cross-academy responsibilities, relevant support staff, parents.

#### **Operational/Strategic Planning**

- To lead the development of personalised learning through the development of appropriately differentiated schemes of work, resources, and teaching strategies within the subject area.
- To ensure that assessment and marking within the department supports and promotes effective learning.
- The day-to-day management, control and operation of course provision within the department, including effective deployment of staff and physical resources.
- To monitor and follow up pupil progress, ensuring an effective department system for this.
- To implement academy policies and procedures, e.g. Equal Opportunities, Health and Safety, etc.
- To lead department colleagues in formulating aims, objectives and improvement plans for the department which have coherence and relevance to the needs of pupils and to the aims and objectives of the academy.
- To lead the financial management of the department and ensure that it reflects the needs of pupils within the subject area, and improvement plan objectives.
- To ensure that Health and Safety policies and practices, including risk assessments, throughout the department are in line with national requirements and are updated where necessary, therefore liaising with the Academy's Health and Safety Officer.

# Job Description

## Curriculum Provision

- To liaise with the Leadership Team to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme in line with academy aims and objectives.
- To be accountable for the development and delivery of the subject.

## Curriculum Development

- To lead curriculum development for the whole department.
- To keep up to date with national developments in the subject area and teaching practice and methodology.
- To actively monitor and respond to curriculum development and initiatives at national, regional and local levels.
- To liaise with the Leadership Team to maintain accreditation with the relevant examination and validating bodies.
- To ensure that the development of the subject area is in line with national developments.

## Staff Development, Recruitment and Deployment of Staff

- To work with the Assistant Headteacher (Teaching & Learning) to ensure that staff development needs are identified and that appropriate training is designed to meet such needs.
- To be responsible for the efficient and effective deployment of the department's support staff (e.g. Learning Support Assistants).
- To undertake Performance Management Review(s) and to act as reviewer for a group of staff within the department.
- To make appropriate arrangements for classes when staff are absent, liaising with the Cover Officer to secure appropriate cover within the department.
- To participate in the selection process for teaching posts when required and to ensure effective induction of new staff.
- To promote teamwork and to motivate staff to ensure effective working relations.
- To be responsible for the day-to-day management of staff within the department and act as a positive role model.

## Quality Assurance

- To ensure the provision of differentiated schemes of work for all courses to guide and support high quality teaching and learning.
- To ensure the effective operation of quality control systems (e.g. homework monitoring, pupil book checking, analysis of department assessment results and other quality assurance procedures).
- To establish common standards of practice within the department and develop the effectiveness of teaching and learning styles.
- To contribute to academy procedures for lesson observation.
- To implement academy quality procedures and to ensure adherence to those within the department.
- To monitor and evaluate the department in line with agreed academy procedures including evaluation against quality standards.
- To seek/implement modification and improvement where required.

## Management information

- To make use of analysis and evaluate performance data provided.
- To identify and take appropriate action on issues arising from data, systems and reports; setting deadlines where necessary and reviewing progress on the action taken.
- To report on progress with the department improvement plan.
- To manage the department's collection and use of pupil performance data.
- To provide the Governing Body with relevant information relating to the department's performance and development, as requested.

## Person Specification

CRITERIA	Essential	Desirable
<b>Relevant Experience:</b>		
Consistent outstanding teaching		
Experience of working in a number of schools or educational organisations		
Successful leadership of a course or curriculum initiative		
Experience of contributing to the shaping and implementation of whole school policy in the area of Teaching and Learning		
Experience of the professional development of colleagues		
<b>Education and Training:</b>		
Good subject understanding and QTS		
Higher degree or ability to teach GCSE Design and Technology		
Recent (last three years) relevant in-service training		
<b>Professional knowledge, skills, and attributes:</b>		
Ability to articulate a personal vision for the subject rooted in high standards and comprehensive principles		
Understanding of the methods of securing high value added in pupil attainment across the ability range		
Good understanding of the use of pupil performance data to raise attainment		
Good knowledge of national developments and subject pedagogy		
Ability to foster effective teamwork		
Good communication skills with the ability to motivate staff and students		
Good understanding of effective subject leadership		
Understanding of the principles and processes of managing change		
Understanding of the keeping children safe agenda and a personal commitment to all students' welfare		
Ability to work creatively and innovate		
Enthusiasm about teaching and working with young people		
Ability to set high standards and provide a role model for students and staff		
Energy, vigour and perseverance		

## Selection Procedure

Applicants are asked to send a fully completed application form to the academy, highlighting any gaps in employment. No other letter or CV is required.

The appointment decision will take account only of the application form, lesson observation, tasks and interview. References will be used to confirm the decision. No unofficial soundings will be asked for or considered in the selection process.

The Weston Road Academy is strongly committed to safeguarding and promoting pupil welfare and expects all employees to share this commitment. The successful candidate will therefore need to undertake a List 99 and criminal record check via the DBS and provide references to cover a full three year period.

# The Food/Design Technology Department

The Design and Technology Department is a forward-thinking department, with a committed team of teachers & technician. We aim to build on our strengths and broaden our capabilities by supporting each other and working collaboratively.

Design Technology is popular at GCSE level and students are engaged and enthusiastic about the subject, as a department, we have excellent relationships with our pupils and they work hard to make progress.

Pupils are positive about Design and Technology at The Weston Road Academy. As a department, we aim to deliver a curriculum accessible to all. One which provides the broadest possible range of opportunities for students and allows students to become self-motivated and confident learners. Students are encouraged to work independently and as part of a team, through the development of technical and practical competences.

The department has worked successfully with the local community; completing projects with MOD and the Rotary Club of Stafford Knot. Pupils have also entered into local competitions and have been very successful on numerous occasions. As a department we try to encourage and promote the use of key speakers and external activities to deliver diversity in lessons.

The school operates a 30 period week, with lessons of 50 minutes.

In KS3 students are taught in mixed ability groups for a double period each week and are taught on a rotation so that they work with all teachers within the department.

Pupils are timetabled for one double and one single lesson per week.

## **Resources and Accommodation**

The department consists of 7 rooms, one food technology room, one textile room, three design studios and two workshops. We also have a bookable computer room within the department and a CAD suite.





Thank you for your interest in The Weston Road Academy and for taking the time to read about our school. We look forward to receiving your application in due course.

**The Weston Road Academy**  
**Blackheath Lane, Stafford, ST18 0YG**

*Aspiring and Believing to Achieve the Extraordinary*