Twickenham School

Design Technology Teacher

Application Pack

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WELCOME FROM THE HEADTEACHER

Dear Applicant

Thank you for your interest in Twickenham School and I hope this recruitment pack gives you an opportunity to see what our school is all about.

We are a student centred school driven by core school values of perseverance, dedication, integrity, empathy and responsibility. Our staff and students work together to aspire, achieve and enjoy the opportunities our school gives us and the strength of being part of the community. We were recently judged as 'Good' by Ofsted.

The curriculum provision at Twickenham School is broad, balanced and fully inclusive. There is an emphasis on promoting strength and success in traditional academic subjects, but this is balanced with a desire to foster variety and personalisation in our provision. The curriculum is constantly reviewed and developed to not only meet the needs and strengths of our students, but to provide rich opportunities for them to develop a range of skills and enjoy memorable experiences.

We pride ourselves in developing our staff and there is a focus on wellbeing with a range of activities run throughout each term.Continuing professional development is also a strong focus of the school and is led by both internal and external specialists.

Twickenham School joined the Bourne Education Trust in September 2021. As part of a high achieving, inspiring and creative school, we can ensure our students are equal partners in a community of high-achieving inspiring, and creative schools.

Please take time to look at our website and prospectus and we hope you decide to apply to join our school.

If you require any further information or would like to visit the school please contact us via **jobs@twickenhamschool.org.uk**

We look forward to receiving your application.

Assal Ruse
Headteacher

ABOUT BOURNE EDUCATION TRUST

Bourne Education Trust ('BET') was established in 2011 and has grown steadily since then. It is largely Surrey based, with 20 of its 25 schools in the county, but has recently expanded into Hampshire and Richmond. It is made up of 19 academies and 6 associate schools. Of its 25 schools, 13 are primaries, 9 are secondaries, 1 is a special school and 2 are alternative provision. It is responsible for the education of approximately 12,000 pupils and employs just over 1,300 staff. The Trust is organised into both phases and clusters to support specialist and cross-phase collaboration.

The size of its schools range from a one-form entry primary to an 8-form entry secondary school with a sixth form. All schools are equally important and carry the same influence in terms of decision-making within the Trust. Each school has its own Head and Local Governing Committee ('LGC').

Since 2012 it has taken 9 schools from special measures or requiring improvement to good or outstanding. The rest have maintained their good status whilst in the Trust. BET has transformed the finances in 12 of its schools so that no school in the Trust is in deficit.

BET's values are summarised by our strapline: **'Transforming schools; changing lives'**. We absolutely believe that all children regardless of context or background deserve a great education, hence our involvement in schools and communities that have not experienced this. Whilst we want our schools to retain their own identity, all BET schools share environments that are extremely warm and welcoming, professional, relentlessly positive, highly aspirational and characterised by happy and safe pupils with excellent relationships between them and the staff. In all classrooms and beyond pupils enjoy creative and effective teaching and learning that fosters belief and confidence.

Our philosophy is to have schools working as effectively as possible and serving their community. We err towards independence on the independence/standardisation continuum but never forget we are one organisation working together. Our schools welcome the support of the Trust and its collective ethos but relish their remit as local schools and the responsibility that brings. We do not have one shared curriculum and strongly believe in a localised approach to curriculum design. Where we have centralised, it has been by consensus or driven by the legal framework in which we operate and the requirements of the Academy Trust Handbook.

For more information about BET, please visit our website **www.bourne.education.**

ABOUT TWICKENHAM SCHOOL

Twickenham School is a high performing mixed secondary school for students aged 11-16, situated in the heart of the community of Twickenham in south west London.

Our facilities are second to none in the borough. Our buildings were completely rebuilt in 2015 and upgraded in 2018, with further high value capital investment planned over the next three years which began with the opening of our new Aspire centre in September 2022.

At Twickenham School we are incredibly proud of both our students and staff alike. We believe that everyone is capable of excellence and as a school strive to ensure that every student thrives during their time with us; achieving more than they ever thought possible.

We have very high expectations and provide a broad and balanced curriculum that is designed to stretch and challenge every student and focus on teaching our students the skills to be effective learners; encouraging them with a love of learning that they will keep throughout their life.

Providing the best quality of education is our priority, but it is of equal importance to offer a caring and supportive environment with a strong pastoral structure. Our aim is for our students to experience the best curriculum and school experience in order to develop into happy, confident, resilient individuals.

For further information about Twickenham School please visit **www.twickenhamschool.org.uk.**



WORKING WITHIN A BOURNE EDUCATION TRUST SCHOOL

Bourne Education Trust is a fast moving and exciting place to work with every school free to shape their individual character. BET's brilliant teachers, support staff and leaders share a commitment to providing a first-class education to the children within their schools; enabling every child to fulfil their potential.

The Trust recognises that people are the key to its success and for this reason believes in creating great places to work where people feel supported and encouraged to be the best they can possibly be.

Staff within all BET schools can expect to be challenged and motivated to achieve their ambitions, and such is the scale and scope of the Trust's school-to-school support work, successful candidates will:

- Work in a high performing and supportive environment with dedicated high-quality induction, coaching and mentoring programmes
- Experience a culture of collaboration and sharing of best practice
- Receive career planning and professional development advice, which for high performing individuals can result in rapid promotion either through direct placement or via secondments
- Work within an organisation that prioritises staff wellbeing and operates a shorter academic year (37 weeks).



VACANCY OVERVIEW

An exciting opportunity has arisen for a dynamic and innovative subject teacher to join our high performing DT Department.

The successful candidate will be able to demonstrate:

- A passion for DT and delivering an inspirational curriculum to our students
- An understanding of, and commitment to, an inclusive school ethos, ensuring the wellbeing of each child
- A successful track record of raising DT attainment and progress for students of all abilities
- A commitment to providing a highly effective learning environment and a willingness to positively embrace change, challenge and opportunities.

It is essential that the post-holder shares our belief that everyone is capable of excellence and will join us in ensuring that every student thrives during their time with us; achieving more than they ever thought possible.

If you are looking to join a growing and creative staff team and you have a genuine desire to make a positive difference to our children, we hope to hear from you soon.



JOB DESCRIPTION

Location: Twickenham School
Contract: Permanent; 32.5 hours per week
Salary: Main Pay Scale
Benefits: Workplace pension through TPS; occupational sick pay; recognition policies for exceptional performance and long service; ongoing training, learning and development opportunities; HR and well-being support; family friendly policies

DT TEACHER: OVERALL PURPOSE

The role of Maths teacher at Twickenham School is to support the Curriculum Lead in establishing and developing a distinct vision for the subject which:

- Challenges, motivates and inspires students
- Provides Quality First Teaching to ensure all students make exceptional progress

SPECIFIC PROFESSIONAL DUTIES

All staff at Bourne Education Trust act with honesty and integrity; have strong knowledge, keep their knowledge and skills up-to-date and are self-critical; forge positive professional relationships; and work with families in the best interests of their children.

Staff at Bourne Education Trust must have professional regard for the Trust's ethos, policies and practices and maintain high standards in their own attendance and punctuality. They will be good team players who are supportive of colleagues, accessible, keen to share ideas and be a role model in all aspects of their practice. They will show flexibility and be keen and willing to take on change and challenge but may need the guidance of a coach or mentor. They will be open and receptive to improvement, show a commitment to their continuing professional development and may be growing in their independence.

GENERAL DUTIES: TEACHING, LEARNING AND PROGRESS

- To ensure a high-quality learning experience for students according to their needs, meeting internal and external quality standards. Lessons to be planned to use a variety of delivery methods which will stimulate learning and ensure progress is appropriate to both students' needs and demands of the syllabus.
- To set and mark work carried out by the students in school and elsewhere, supporting the school's expectations.
- To use data and assessment to inform planning and intervention.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required adhering to reporting deadlines.
- To be responsible for the care of the teaching rooms and equipment during lesson or tutor group time.

- To maintain discipline in accordance with the school's procedures and to encourage good practice with regards to punctuality, behaviour, standards of work and homework.
- To contribute to the preparation and resourcing of Department Schemes of Work and policy development, working with other colleagues to develop and teach these.
- To attend Parents' Evenings, meetings and events as specified in the school's annual calendar.
- To contribute to Department enrichment activities.
- To ensure that the learning environment is stimulating through the display of students' work and other appropriate materials.

FORM TUTOR

- To be a Form Tutor to an assigned group of students. To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
- To provide 'first line' support and guidance to students to meet their personal development and achievement needs, to promote the general progress and wellbeing of individual students and of the Form Tutor Group as a whole.
- Evaluate, monitor and report on the progress and achievement of each student in terms of his or her curricular achievements and extra-curricular activities.
- To monitor behaviour, promote school rules and encourage improvement.
- To alert the appropriate staff to problems experienced by students and to take suitable actions to help resolve them.
- To communicate, where necessary and after consultation with the appropriate staff, with parents and with persons or bodies outside the school concerned with the welfare of individual students.
- To monitor attendance and punctuality

PROFESSIONAL DEVELOPMENT

- To attend regularly and punctually
- To update subject knowledge through external and school based training
- To contribute to own professional development through performance review / observation
- To attend school meetings as required.

HEALTH & SAFETY

- To comply with the school's Health, Safety, Welfare and Safeguarding policies and undertake risk assessments as appropriate and designated supervisory duties.

The above responsibilities are subject to the general duties and responsibilities contained in the latest School Teachers' Pay and Conditions Document.

This job description is not necessarily a comprehensive definition of the post. It will be reviewed from time to time as required and it may be subject to modification or amendment at any time after consultation with the holder of the post. It is understood that the need to consider any major change in the manner and scope of responsibilities mentioned above will be through negotiation between the post holder and the Head teacher.

PERSON SPECIFICATION

QUALIFICATIONS & TRAINING	▪ Qualified Teacher Status (QTS) with appropriate degree (E) ▪ Good academic background experience (E) ▪ Secondary trained (E) ▪ Evidence of commitment to further professional development (D) ▪ Experience of delivering English at examination level (D)
KNOWLEDGE	▪ Excellent subject knowledge (E) Experience of teaching Graphics, Resistant materials and Product Design ▪ An understanding of current developments in teaching, particularly the National Curriculum at KS3 & KS4 (E) ▪ An awareness of changes to the National Curriculum for DT (D) ▪ Compent in workship using handheld tools and machinery.
PHILOSOPHY	A commitment to: ▪ The principal of comprehensive education (E) ▪ Staff participation in decision-making and consultation (E) ▪ The pursuit of high standards, both academic and behavioural (E) ▪ Quality provision for all students including SEN/G&T (E) ▪ Innovation in the teaching of Science (E) ▪ The development of high-quality programmes of study (E) ▪ Sharing good practice (E) ▪ Coaching and mentoring (E) ▪ Equality of opportunity (E) ▪ Maximising contributions from parents, governors and the community (E) ▪ A belief that all children can be successful in Science (D) ▪ A desire to promote and develop DT across the curriculum (D)
SKILLS	▪ Excellent communication (E) ▪ Efficient organisation (E) ▪ The ability to initiate change (E) ▪ A high degree of creativity (E) ▪ Effective teaching and learning skills (E) ▪ The willingness and capacity to function creatively and generously in a mutually supportive team (E) ▪ Ability to carry out administrative tasks effectively (E) ▪ Confident use of ICT (E)
PERSONAL CHARACTERISTICS	▪ Ability to work collaboratively with peers across the Trust ▪ Ability to work both autonomously and as a member of a team ▪ Awareness of and commitment to equal opportunities and valuing diversity ▪ Ability to forge effective professional relationships with colleagues and parents/guardians ▪ Capacity to embrace and implement change ▪ Vison, warmth, energy, enthusiasm, caring and resilience ▪ ·Good sense of humour

E = Essential / D = Desirable

APPLICATION PROCESS

Thank you for your interest in this role. We look forward to receiving your application. Interested candidates should be aware that the closing date for applications is **midday on 31st May 2023**, however we encourage applicants to apply promptly as we reserve the right to close the advert early if we make an appointment.

To apply for this position, you must complete a Twickenham School application form and email it to **jobs@twickenhamschool.org.uk** (CVs without a fully completed application form will not be considered). Candidates using TES may use the 'Apply' function.

Shortlisting will take place as applications are received and you will be contacted by email if we would like to see you for an interview.

SAFEGUARDING

Bourne Education Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The appointment will be made subject to an Enhanced Disclosure and Barring Service approval ('DBS') as part of our rigorous approach to safeguarding our children.

EQUALITY, DIVERSITY AND INCLUSION

Bourne Education Trust is committed to equality of opportunity for all colleagues, pupils and other stakeholders. Applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.



Twickenham School
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