



Head of Department Design & Technology

Start date: September 2025
Contract: Permanent, Full Time
Salary: Attractive - MPR/UPR, fringe allowance + TLR2b

Overview

Glebelands School is seeking to appoint a Head of Department - Design & Technology, to join us for September 2025. We are looking for an exceptional practitioner who can deliver high-quality learning opportunities for our students and dynamically lead a real strength area in the school. You will be joining a department that was placed in the top 14% of schools for student progress in DT for 2024 and one that has consistently delivered a subject progress score of around +1. Due to flexibility within the current team, we are able to consider applications from all specialisms within DT. We currently deliver, Art Textiles, Timbers, Paper & Boards, Food & Nutrition, and Hospitality & Catering.

We have a strong team ethos and believe in working collaboratively, sharing ideas and supporting each other to achieve great things and see this as the key to further developing high quality education for our students.

Job Purpose:

- To lead the development and delivery of a high quality DT curriculum across KS4 and KS3 that supports students to make rapid and sustained progress

Accountable to:

- Deputy Headteacher

We can offer:

- A competitive salary and TLR, dependent on experience and potential
- A strong vision of excellence underpinned by pedagogy, innovation and best practice
- A commitment to Continuous Professional Development
- A supportive, collaborative Senior Leadership Team who welcome ideas and innovation
- A centralised, disruption free behaviour system
- A happy, busy and purposeful learning environment where students behave well and enjoy their learning
- An innovative approach to the use of IT where all classrooms are equipped with smart boards and visualisers
- A friendly, supportive, respectful school community where all staff and students are known to each other
- Weekly Department Masterclasses for collaborative planning during the timetabled day



Glebelands
Respect and Achieve



Head of Department Design & Technology

Vision Statement

Design and Technology is an inspiring, rigorous and practical subject. Using creativity and imagination, students design and make products that solve real and relevant problems within a variety of contexts, considering their own and others' needs, wants and values. They acquire a broad range of subject knowledge and draw upon disciplines such as Mathematics, Science, Engineering, Computing and Art. Students learn how to take risks, becoming resourceful, innovative, enterprising and capable citizens. Through the evaluation of past and present Design and Technology, they develop a critical understanding of its impact on daily life and a wider world. High - quality design and technology education makes an essential contribution to the creativity, culture, wealth and well-being of the nation. We are keen to let students enjoy the practical nature of Design and Technology whilst the knowledge based learning is key to helping students to become higher-level learners. We strive to equip students with the skills and qualifications to go on and become the next generation of creative practitioners in their chosen field. Our mission is to build confidence and encourage students to take ownership of their work and to develop their thinking into creative ideas. We are a cohesive department, linked between subjects, which offer students a holistic experience of the design process from sketch to final outcome.

We offer a broad curriculum at both Key Stage 3 and 4. Students are taught to problem solve and be independent learners through a range of projects which build on their skills learnt in previous years. Students should have opportunities to build their cultural capital outside of the classroom; therefore, we offer extra-curricular opportunities such as robotics competitions and Textiles club as well as various trips throughout the year. Students who leave Glebelands having studied Design and Technology at Key Stage 4 will be independent learners, with a drive to solve real world problems. They will have a broad experience of materials to work with as well as the theory knowledge to back it up. They will be students who rise to challenges and enjoy working as part of a team.

It is our purpose in teaching Design and Technology to ensure students leave Glebelands being able to:

- Develop an inquisitive nature through the desire to learn
- Work independently, they will not rely on others to tell them what to do next
- Explore different ways of solving real world design problems
- Develop design ideas with a sound knowledge of a broad range of materials and skills
- Confidently apply knowledge to a wide range of design scenarios
- Understand how Design and Technology fits in to the bigger picture of the curriculum, such as Maths, Science and Geography.

Key Accountabilities

- Impact on the progress of students in their subject beyond that of a subject teacher
- Lead, develop and enhance the teaching practice of teachers in their subject team
- Lead, manage and develop their subject area across the school
- Line manage the performance of members of their department
- Leading a high-quality curriculum so students make rapid and sustained progress
- To inspire a love of DT in our students
- To assess the performance of students and record their development, progress and attainment, using this to plan for future learning
- To implement school policies and practices
- To set tasks for whole class, individual and group work, (including homework) which set appropriate and challenging expectations for students' learning, motivation and presentation of work
- To provide clear structures for lessons, and for sequences of lessons, in the short, medium and longer term, which maintain pace, motivation and challenge
- To plan effectively to ensure that students have the opportunity to meet their potential, taking account of the needs from those who are underachieving to those who are very able, making use of relevant information and specialist help where available
- To assess, record and report on the development and progress and attainment of students
- To set high expectations of student behaviour; establishing and maintaining a good standard of discipline through well-focused teaching and positive, productive relationships
- To contribute to the rich and varied extra-curricular programme
- To establish a safe environment that supports learning and where students feel secure and confident
- To critically evaluate own teaching for ongoing effectiveness and improvement; keeping up-to-date with subject development and to take part in relevant professional development for this purpose, disseminating to other staff where appropriate
- To attend subject and information evenings
- To attend and support whole-school functions
- To promote and safeguard the welfare of children and young people
- To be a form tutor
- To share in the corporate responsibility of the pastoral care, well-being and discipline of all students
- To be ready and enthusiastically available to parents, displaying approachability and professionalism at all times
- To cover for absent colleagues
- To comply with, and adhere to, agreed whole school policies and the ethos of the school



Person Specification

Qualifications & Training	Essential	Desirable	How assessed
Qualified teacher status	✓		Application
Relevant specialist qualifications in your subject	✓		Application
Commitment to CPD and improving practice through reflection	✓		Application / Interview
Thorough knowledge and understanding of curriculum requirements and developments within your own subject specialism	✓		Application / Interview
Experience as a form tutor and / or pastoral work		✓	Application / Interview
Skills and abilities	Essential	Desirable	How assessed
To be able to teach lessons which consistently meet the Teacher Standards	✓		Application / Interview
To use a variety of strategies to engage students and promote a stimulating environment	✓		Application / Interview
To work well in a team, contributing ideas and supporting department procedures	✓		Application / Interview
To be a confident user of IT as a teaching tool	✓		Application / Interview
To contribute to the wider life of the department and whole-school, supporting extra-curricular and intervention initiatives	✓		Application / Interview
Personal Attributes	Essential	Desirable	How assessed
Excellent communication skills with the ability to relate well to students and adults	✓		Application / Interview
Ability to make effective use of data and develop timely and relevant intervention strategies to promote student progress	✓		Application / Interview
Energy, enthusiasm, determination and an insistence on high standards	✓		Application / Interview
Be able to work under pressure, prioritise and manage time effectively	✓		Application / Interview
Safeguarding			
The successful candidate will be subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS). Glebelands is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.			