

# Lead Subject Teacher of Technology

TLR + Recruitment and Retention Allowance

## Rhyddings

January 2025



**LET**  
**EDUCATION**  
**TRUST**

AMBITIOUS | INCLUSIVE | RESILIENT



# Welcome to **LET** Education Trust

Dear Colleague,

Thank you for showing an interest in a post at one of our schools. The LET Education Trust is a cross-phase multi-academy trust based in Lancashire with primary and secondary schools as members.



We believe that every child deserves the best education and we create opportunities and experiences for all of them to reach their potential. Building 'cultural capital' is vital for our pupils and this occurs from reception up to year 11 through trips, activities, projects, events and residential, both at home and abroad. We are ambitious for our pupils, meaning we are always striving for excellence and supporting career aspirations through a culture of constant improvement.

Each of our schools is different and this is something we value and celebrate. The uniqueness of each school is emphasized and supported by strong central services and a school-centred and approachable central team. Most colleagues work in one school but some work across a range of schools where their skills and abilities are needed.

Collaboration is key for LET schools and at the forefront of this is staff development. Joint INSET days with keynote speakers, middle and senior leader training and subject links occur across and between schools and phases. To ensure consistency of approach and sharing of good practice we also have termly meetings for our Safeguarding Leads and our SENCOs, sharing this information is proving invaluable. School to school liaison around transition is also vitally important in ensuring our pupils arrive at secondary school with the necessary skills and helps ensure a smooth start to year 7.

One of the strengths of the LET Education Trust is school improvement, with a range of high-quality SLEs able to provide support where it is needed, both within and beyond the Trust. We also play a part Initial Teacher Training as part of our remit through Pennine Lancashire SCITT and the newly formed Embrace SCITT. We have successfully trained primary and secondary teachers over the last 10 years with a large number employed locally and within the LET Education Trust.

If you have the highest standards of professional endeavour, integrity and ethics and would like to be part of our MAT, I look forward to receiving your application.

You can find out more about our Trust at [www.let-edu.org](http://www.let-edu.org)

Best wishes  
Steve Campbell  
Chief Executive



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## The Rhyddings Way

**Respect**   **Yours**   **Determination**   **Neighbourly**   **Supportive**  
**Honesty**   **Democracy**   **Inspire**   **Generous**

We would like to extend a warm welcome from all pupils, staff, governors and trustees of Rhyddings. Rhyddings serves the East Lancashire old mill town of Oswaldtwistle and surrounding area of Hyndburn. It has been at the heart of the community for over 90 years and although a smaller than average high school, but expanding, we cater for pupils from a diverse range of backgrounds. The school enjoys good transport links via the M65 corridor and adjoining networks of M6 and M66.

We continue to work hard to prepare the young people we serve and help them realise and reach their potential, providing them with the very best educational experiences. We are also part of a group of founding schools in Hyndburn to form the LET multi- academy trust (MAT), within Hyndburn, with a neighbouring high school and two primary schools.

Pupils are well supported through our Pastoral Year and House Continent system, with year group tutoring further supporting the child. This provides the care and guidance pupils need to perform well across the curriculum as well as healthy competition throughout the year.

We have an active extra-curricular programme and run a number of annual residential trips both here and abroad. Close links with local businesses and Rotary Club provides access to bespoke programmes, community work, work experience and charitable activities. Pupils also have the opportunity to participate and complete their Duke of Edinburgh Bronze Award and some participate in The Prince's Trust programme.

We are an expanding school and this is a newly created post for our increased pupil numbers and ambitious curriculum.

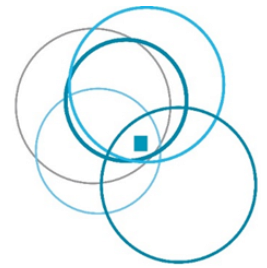
Should you wish to arrange a visit to the school, which we encourage, please contact Mrs Worthington, PA to the Headteacher, on 01254 231051.

I hope you find the information useful and welcome your application.

Yours faithfully,  
Mr Andrew Williams  
Headteacher



# JOB ADVERT



|                 |  |
|-----------------|--|
| Job Title:      | <b>Lead Subject Teacher of Technology</b>  |
| Location:       | <b>Rhyddings, Haworth Street, Oswaldtwistle, Accrington, BB5 3EA</b>   |
| Scale:          | <b>Main Pay Scale MPS1 to UPS3, plus TLR 2 .1</b>  |
| Salary:         | <b>£30,000 to £46,525 plus (TLR 2.1 £3,214)<br/>Recruitment &amp; retention allowance Year 1 £3000, Years 2/&amp;3 £1500 per annum</b> |
| Contract Type:  | <b>Full Time / Permanent<br/>(All permanent contracts are subject to a 6 month probation period)</b>                                   |
| Start Date:     | <b>1st January 2025</b>  |
| Closing Date:   | <b>12 noon on Thursday 10th October 2024</b>   |
| Interview Date: | <b>Week Commencing Monday 14th October 2024</b>  |

This is an exciting opportunity for a suitably experienced teacher and leader of Technology, with a specialism in Product Design/Resistant Materials.

Rhyddings, part of the LET Education Trust, are seeking an enthusiastic, committed, qualified Head of Technology to join our successful and expanding team and school.

We are looking for an excellent practitioner who is both creative and challenging in their teaching. They will be passionate and committed to ensuring pupils maximise their potential and achievement. The successful candidate will have the opportunity to teach across our whole 11-16 age and ability range and as a middle leader will be well supported by our strong team of likeminded colleagues who are mutually supportive.

As a middle leader you will be expected to have experience in teaching across both KS3 & KS4. You will have autonomy on curriculum intent and GCSE specifications and will also work closely with a member of SLT and other Technology specialists from the Trust. We want a teacher who strives for excellence, builds fantastic relationships and maximises pupil progress. A commitment to extra curricular provision is essential. The Trust operates full salary portability on the Main Professional Scales (MPS1- UPS3).

For the right candidate there is an attractive enhancement with an additional recruitment and retention allowance.

Each school in our Trust has a Child Safeguarding Policy and procedures in place and is committed to safeguarding and promoting the welfare of all its pupils. Each pupil's welfare is of paramount importance to us and you are expected to share this commitment. All staff will fully comply with the school's policies and procedures, attend appropriate training, inform the designated person of any concerns and record any potential safeguarding incidents appropriately. Any offer of employment will be made conditional upon a satisfactory enhanced DBS check and barred list check (where applicable to the role in question).

If you are shortlisted for the position you are applying for, you will be required to complete a self-declaration giving details of any relevant criminal offences and other relevant information relating to our safeguarding duty. Further information will be provided on that form and the recruiting officer will undertake an online search in accordance with KCSiE 2024.

Please be aware that references will be requested immediately after the shortlisted candidates have been selected to ensure they have been received prior to the interview. **Personal email addresses will not be accepted for any referees and the recruiting officer will contact your employer to confirm your reference.**

# ABOUT OUR Technology Dept.



The department currently has a food and nutrition specialist and we have excellent resources and facilities including a suited technology area comprising 4 classrooms; specialists rooms are, a computer suite for CAD/CAM with Laser Cutter, a traditional workshop, which is well resourced, food room a and general teaching space with traditional tables and chairs. There is a full time Technology Support Assistant.

We currently teach 2 hours per fortnight at KS3, at KS4 there is 5 hours per fortnight for the GCSE option groups who currently follow the Eduqas specifications in Design & Technology - Product Design or Food Preparation and Nutrition. The popularity of these subjects has grown and there are healthy group sizes in both years 10 & 11. Group size at KS4 is approx. 20 pupils.

The department has been involved in STEM activities and also bake off and design competitions. Local engineering firms are keen to extend their involvement with school.

We have excellent training, support and professional development for all staff from Main Scale to UPS.

As a subject leader you will have the scope to develop the curriculum further and shape the offer at Rhyddings to meet the challenges of preparing pupils progressing onto post 16 opportunities, within the technology related sector and disciplines. We have strong links with local businesses and Post 16 providers.

All members of our community have access and use Office 365 including collaborative learning tools such as MS Teams and OneNote.

Our values are at the heart of what we do, underpinning our culture, ethos and rewards.



## THE RHYDDINGS WAY

Our Values

**Respect**

**Honesty**

**Yours**

**Determination**

**Democracy**

**Neighbourly**

**Inspire**

**Supportive**

**Generous**

# SUPPORT FOR OUR STAFF

We have a comprehensive offer of professional development. This includes regular CPD opportunities across the year for whole staff, teams and individuals.



Our curriculum planning meetings are developmental and this is further supported by our dedicated weekly hour of Personal Professional Development.

We subscribe and use StepLab Coaching and Walkthroughs to support our CPD offer. A number of staff have successfully completed NPQs.

This underpins our research approach to our appraisal system, which is based on a Personal Inquiry Question. School also has a CPD library, uses collaborative learning tools, as well as accessing external courses and training, including NPQ's. Work across the Trust is also a feature of our commitment to developing our staff and providing the very best opportunities.

All members of our community have access and use Office 365 including collaborative learning tools such as MS Teams and OneNote through wireless and portable technologies.

We have access to regular CPD both in school, external courses and through our local collaboration as a trust school, a partner of the Pendle Lancashire SCITT and nationally through wider organisations. At the heart of the LET Education Trust is the intention to provide the best career support, development and opportunity to all staff.

The LET Education Trust's Wellbeing Charter can be found here [LET Wellbeing Charter](#).

## HOW TO APPLY

Please note that CVs will not be accepted.

Applications should be submitted using the forms available from our website with a supporting letter of no more than two pages of A4. The supporting letter should be clear, concise, accurately written and presented in an organised way, it should show how your experience to date has prepared you for this role.

Your cover letter and completed application form should be returned no later than the specified closing date to Mrs Worthington, Headteacher's PA, to [worthingtong@rhyddings.co.uk](mailto:worthingtong@rhyddings.co.uk).

Your cover letter should be addressed to the Headteacher of the school, Mr A Williams.

Please note that, in the interests of economy, we will not acknowledge receipt of your application. If you have not been contacted within 28 days of the closing date, you should assume your application has not been successful. Click here to view our [Candidate Privacy Notice](#).

Good luck!

# JOB DESCRIPTION

|              |   |                     |
|--------------|---|---------------------|
| Scale        | Main Pay Scale (M1 - UPS3), plus TLR 2.1                      | Permanent/Full Time |
| Reporting to | Designated Senior Leader                                      |                     |
| Location     | Rhyddings, Howarth Street, Oswaldtwistle, Accrington, BB5 3EA |                     |

## **JOB PURPOSE:**

The appointment requires you to carry out the duties of a subject leader and teacher in accordance with the academy's stated policies and practices and under the current conditions of employment outlined in the School Teachers' Pay and Conditions document. This job description will form part of the basis for teacher appraisal.

## **Main Duties/Responsibilities to include aspects of the following**

### **DUTIES & RESPONSIBILITIES:**

All leaders and teachers will meet or surpass the Teacher Standards and/or Post Threshold Standards and will be required to :-

### **ROLES AND RESPONSIBILITIES**

#### **1. Ethos**

- To create an exciting learning environment
- To be inclusive to all pupils
- To create relationships based on mutual respect
- To be an effective part of the team
- To manage own professional development.

#### **2. Curriculum and Planning**

- To design and work with others to plan highly effective lessons, schemes of work and curriculum maps for Technology
- To review their own lessons and effectiveness of own planning
- To contribute to development of curriculum and home learning (including Office 365 tools)
- To plan with Teaching Assistants to meet individual pupils needs on Additional Needs Register.

#### **3. Teaching and Learning**

- To fully implement all school policies and procedures
- To make effective use of resources, including ICT
- To take part in buddying with skill exchanges, observations, coaching and mentoring
- To ensure all pupils can engage and achieve in lessons
- Use teaching methods with whole classes, groups and individuals that ensure that pupils are engaged and stimulated; that teaching objectives are met; that momentum and challenge are maintained and best use made of teaching time
- Set high expectations for pupils' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships.

#### **4. Standards and Achievement**

- To ensure pupils make good or better progress
- To implement all actions following reviews of pupil progress.

#### **5. Assessment**

- To fully implement the school policy and procedures to a high standard
- To plan for assessment for learning in every lesson
- To ensure assessment is accurate.

#### **6. Liaison**

- To work closely with all support colleagues
- To work collaboratively with staff in sharing ideas and best practice
- To form effective relationships with parents and other parties.

# JOB DESCRIPTION

## 7. Self-Evaluation

- To contribute to the department and school's self-evaluation systems.

## 8. Community

- To contribute to the school's community ethos – The Rhyddings Way
- Act as form tutor within the Year System.
- Contribute towards our Continent House System

## 9. School

- To carry out the duties in accordance with school-based policies and health and safety procedures/policies.
- To contribute to the provision of an effective environment for learning.
- To support the promotion of positive relationships with parents and outside agencies.
- To participate in the school's appraisal scheme.
- To take care for their own and other people's health and safety.
- To be aware of the confidential nature of issues.

### RESPONSIBILITIES SPECIFIC FOR THIS POST:

- Strategically Lead the Technology Department and quality assure its work. Development of the curriculum and courses in the subject area.
- To develop and line manage team members
- To work closely with other curriculum, middle and senior leaders
- Prepare, plan and deliver training and development of others
- Supporting and holding others to account for performance
- Teach Technology to all ages and abilities throughout the school, including GCSE level (assist in the development of courses in the subject area
- Plan and prepare courses of study and lessons.
- Mark/feedback on pupils work in accordance with school and subject procedures, meeting regularly with the subject staff to monitor/evaluate its effectiveness.
- Assess, record and report on the development, progress and attainment of pupils associated with this subject and in line with the school assessment policies.
- Take responsibility within the faculty for coordinating the work on a particular area, e.g. Information Technology, teaching and learning, special educational needs.
- Be subject to the school appraisal procedures linked to salary progression.
- Teach additional subjects as required, e.g. PSHE.
- Attend and chair meetings relating to subject or whole school matters.
- Discuss with Senior Leaders your individual CPD needs.
- Attend all INSET meetings, and whole school CPD as required.
- Undertake any other reasonable duties as may be required by the Headteacher in the light of developing circumstances.

The appointment requires you to carry out the duties of a school teacher :-

- (a) in accordance with the school's stated policies and practices;
- (b) under the current Conditions of Employment contained in the School Teachers' Pay and Conditions document and the range of duties set out in that document;

### Note

1. This job description is not necessarily a comprehensive definition of the post.
2. The particular duties and responsibilities listed above may be subject to reasonable change from time to time following consultation between the Headteacher and the postholder.



All staff at Rhyddings have responsibility for promoting the wellbeing and safeguarding the welfare of children and young people they have responsibility for or come into contact with in keeping with the *Keeping Children Safe in Education*' and safeguarding and child protection policies. All staff must be prepared to undertake any necessary training.

### **Equal Opportunities**

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

### **Health and Safety**

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

### **Safeguarding Commitment**

This academy is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment.

# PERSON SPECIFICATION

|                               | Essential  | Desirable  |
|-------------------------------|--|--|
| Qualifications and Experience | <ul style="list-style-type: none"> <li>• A Teaching Qualification / Qualified Teacher status.</li> <li>• A relevant honours degree or equivalent QTS.</li> </ul>   | <ul style="list-style-type: none"> <li>• A good honours degree or equivalent PGCE/ Teach First/GTP.</li> <li>• Evidence of further subject-based professional development.</li> <li>• Evidence of some experience of leading aspects of curriculum/teaching and learning.</li> </ul> |
| Teaching                      | <ul style="list-style-type: none"> <li>• Evidence of good classroom practice.</li> <li>• Good understanding of effective and engaging teaching methods.</li> <li>• The ability to engage, enthuse and motivate pupils.</li> <li>• Experience of teaching up to KS3 and KS4.</li> <li>• The ability to plan lessons and sequences of lessons with clear objectives to ensure progression for all pupils.</li> <li>• Ability to teach a second subject.</li> </ul>   | <ul style="list-style-type: none"> <li>• Experience of the use of ICT to enhance the teaching and learning process.</li> <li>• Willingness to teach another subject (if required).</li> </ul>  |
| Assessment                    | <ul style="list-style-type: none"> <li>• An understanding of the use of assessment to inform planning.</li> </ul>  | <ul style="list-style-type: none"> <li>• Evidence of improved pupil outcomes.</li> <li>• The ability to monitor pupil progress through the use of ICT.</li> </ul>  |
| Planning                      | <ul style="list-style-type: none"> <li>• Curriculum knowledge of planning for progression.</li> <li>• The ability to plan lessons and sequences of lessons with clear objectives to ensure progression for all pupils.</li> <li>• The ability to set consistently high expectations for all pupils through class work and homework.</li> </ul>   | <ul style="list-style-type: none"> <li>• A willingness to be involved in extended curriculum opportunities in the subject area.</li> <li>• The ability to manage time effectively and prioritise work.</li> </ul>  |
| Professional Attributes       | <ul style="list-style-type: none"> <li>• A genuine belief in the value of every child.</li> <li>• To be aspirational for every child.</li> <li>• High level of personal motivation and the ability to inspire and motivate others.</li> <li>• Respond well to a challenge.</li> <li>• High level of professional standards and expectations of self and others.</li> <li>• Strong communication, interpersonal skills and independent initiative.</li> <li>• A sense of humour.</li> <li>• Commitment to own professional development, willing to learn and update skills, knowledge and training.</li> <li>• Highly organised and dedicated.</li> </ul> |  |
| Other                         | <ul style="list-style-type: none"> <li>• Commitment to safeguarding and protecting the welfare of children and young people.</li> <li>• Commitment to regular attendance at work.</li> <li>• Commitment to health and safety.</li> <li>• Commitment to equality, diversity and inclusion.</li> </ul>   | <ul style="list-style-type: none"> <li>• Willingness to become a first aider</li> </ul>  |