

Harris Academy Wimbledon



Head of Design & Technology

MPS—UPS (Inner London) depending on experience + TLR 2.3 + Pension Scheme (TPS) + Harris Wellbeing Cash Plan + Additional Benefits

Start date: September 2026

For a confidential discussion about this post with the Principal, more information or to arrange a visit, please contact the school on

020 3962 4300 or info@harriswimbledon.org.uk

The Harris Federation and all our academies are committed to ensuring the highest levels of safeguarding and promoting the welfare of children and young people, and we expect all our staff and volunteers to share this commitment. All offers of employment are subject to an enhanced Disclosure and Barring Service (DBS) check, references, an online search, and where applicable, a prohibition from teaching check will be completed. Before applying, please review our Policy Statement on the Recruitment of Ex-Offenders.

Dear Applicant,

We are an 'Outstanding' (Ofsted 2023) secondary academy, established in 2018 to provide an excellent education for children in Wimbledon.

Two years after opening, we moved into our brand-new building which is modern, bright and equipped with state-of-the-art facilities in every area of the curriculum. We are oversubscribed and fortunate to have an amazing level of support from the community with waiting lists for entry into every year group of our academy.

Our academy is an exceptional place to learn, providing an ambitious but happy and inclusive environment. We have high expectations of our students of all starting points and abilities. We know that our students will leave us academically successful, but we also want them to be well-rounded individuals with a highly developed social conscience, ready to lead in their communities and beyond. Our motto is 'make a difference' and our students and staff give nothing except their very best in pursuit of making a difference to their lives and the lives of others around them.

Three words are crucial to how we guide students to be able to 'make a difference': independence, integrity and resilience.

Independence means we support students to develop their skills and attributes, so they have everything they need to succeed. We set challenging targets and raise aspirations so every single one of our students reaches their potential.

Integrity means staff and students must be fair and truthful and have the courage to take the right action in every situation, even when no-one is looking.

Resilience means we give students the tools to recover from difficulties. We show students how taking risks and making mistakes is all part of the learning journey. We also show students how hard work brings success, and support them to persevere with all challenges.

We are looking for a hardworking, ambitious and dynamic Head of Design & Technology with a product design specialism, to join Harris Academy Wimbledon at this exciting time. The Head of Design & Technology will be a well-qualified specialist, holding QTS (or equivalent) and a relevant undergraduate degree, you will have the ability to teach from KS3 to KS5.

There is a great deal of collaborative working and sharing of good ideas about what works within secondary academies at Harris. The successful candidate will be joining a friendly and outward looking group where professional development and progression opportunities are second to none.

I look forward to receiving your application.

Yours sincerely,

A handwritten signature in black ink that reads "Joanne Larizadeh".

Joanne Larizadeh
Principal





An exceptional place to learn and teach



- 'Outstanding' (Ofsted 2023) secondary academy
- Brand-new building with state-of-the-art facilities
- Oversubscribed with waiting lists for entry into every year group
- We value our exceptionally dedicated and talented staff whose hard work enables our students to leave us academically successful, and as well-rounded individuals
- Our motto is '**make a difference**' and our students and staff give nothing except their very best in pursuit of making a difference to their lives and the lives of others around them

A dynamic, inclusive and supportive team

Harris Academy Wimbledon is the perfect place to kickstart your teaching career or build on your expertise and progress into leadership. We offer a unique and dynamic teacher-centred approach to professional development comprised of five pathways:



1 Instructional Coaching

Weekly
Peer-to-peer coaching for all teachers



2 Professional Development

Bi-weekly
From 'expert coaches' and external providers



3 Beginner Teacher Training

Weekly
Instructional coaching & Federation CPD



4 Subject-specific CPD

Weekly
Responsive to department priorities



5 Formal Accreditation

Ongoing
NPQs, Diverse Leaders Programme, part-funded masters

At HAWI we really take care of our staff



Performance & loyalty bonus



£1.5K HAWI allowance



Competitive pension



Cycle to work scheme



Interest-free ICT loan



Gym & leisure discounts



Comprehensive induction



Free counselling & advice



Flexible working



Priority admissions for children of HAWI staff



Interest-free season ticket loan



Sports and social activities

Job Purpose

- To be accountable for leading, managing and developing the subject area.
- To raise standards of student attainment and achievement within the whole subject/ curriculum area and to monitor and support student progress.
- To ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying in the department, in accordance with the aims of the academy and the curricular policies determined by the Governing Body and Principal.
- To teach the relevant subject across the age and ability range.
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- To effectively manage and deploy staff, financial and physical resources within the department
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.

Job Description

Operational/Strategic Planning

- To formulate, in conjunction with the subject team, an annual subject improvement plan that supports the academy improvement plan and is based on rigorous review of subject performance data.
- To lead the development of appropriate syllabuses, resources, schemes of work, marking policies, assessment and teaching strategies in the subject area, within the designated area.
- To contribute to the formulation of and subsequently the monitoring, evaluation and review of the faculty improvement plan.
- To ensure that health and safety policies and practices, including risk assessments are in line with national, local and academy requirements.

Curriculum

- To ensure the delivery of an appropriate, comprehensive, high quality and cost effective curriculum that has high expectations of achievement for all students.
- To lead development of the subject and its delivery, reviewing it regularly in the light of academy and national policies, as well the impact on achievement.

People Management and Staff Development

- To build and recruit where required an effective team of motivated staff who share the

Job Description

academy vision of high achievement for all students.

- To induct, guide and support all staff in the subject area, ensuring training needs are met, in liaison with Senior Leader responsible for CPD.
- To be responsible for the day to day management of all teaching and support staff in the subject area, including performance management in line with the academy performance management policy.

Teaching and Learning

- To be an outstanding role model for teaching, showing evidence that lessons are both planned and prepared.
- Marking, assessing, recording and reporting on student achievement in lessons.
- Using resources to ensure the development of each student in all aspects of the subject.
- Teaching in a manner according to students' educational needs, appropriate to our core values and ensuring the safety of students and others.
- Taking responsibility for a teaching area and providing up-to-date displays of students' work.
- A commitment to continued professional development.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus.
- To maintain discipline in accordance with the Academy's procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To undertake assessment of students as requested by external examination bodies, subject area and Academy procedures.

Student Outcomes

- To ensure the effective operation of target setting, monitoring and evaluation systems.
- To ensure the input and maintenance of accurate student data, making use of analysis and evaluating performance data, taking appropriate action to secure improvement.

Pastoral

- To act as a Form Tutor and to carry out the duties associated with that role, including contribution to specific pastoral programmes of study, monitoring of attendance and punctuality, liaison with parents, internal and external agencies as appropriate.
- To ensure the behaviour management systems are implemented consistently in the subject area, so that effective learning can take place.

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Communications

- To ensure all members of staff are familiar with the aims, objectives and policies of the school and the subject area.
- Ensure effective communication/consultation as appropriate with the parents/carers of students.
- To attend meetings as appropriate
- To communicate with partner schools, higher education, industry, examination boards, awarding bodies and other relevant external agencies as appropriate.
- To organise subject area meetings and to ensure that the interests of the subject area are represented at appropriate meetings.
- To arrange details for internal and external examinations, ensuring clear communication to parents and students.

Marketing and Liaison

- To contribute to the academy liaison and marketing activities.
- To lead development of effective subject links with partner schools and the community, attending where necessary events in partner schools
- To ensure the effective promotion of the subject at open days/evenings and other events.

Management of Resources

- To manage the available resources of space, staff, delegated budget and equipment effectively within the policies and procedures laid down by the academy.
- To work with the Academy Leadership Group to ensure that the subject areas teaching commitments are effectively and efficiently time-tabled and roomed.
- To ensure the academy health and safety policies and practices, including risk assessments, throughout the department are in line with national requirements and are updated where necessary.

Management of Information

- To ensure the input and maintenance of accurate student data and information as requested and in line with the academy assessment policy.
- To make use of analysis and evaluate performance data provided in comparison with academy, local and national performance.
- To identify and take appropriate action on issues arising from evaluation of data, setting deadlines where necessary and reviewing progress on the action taken.
- To produce reports on student progress and attainment within the quality assurance cycle for the subject area, including for governors when requested.

Job Description

Other Specific Duties

- To contribute to the Academy's enrichment and extra-curricular programme.
- To undertake whole Academy duties as outlined in responsibilities agreed each year.
- To monitor and support the overall progress and development of students as a teacher.
- To engage actively in the performance review process, addressing appraisal targets set by the line manager each Autumn term.
- To promote equal opportunities and celebrate diversity in all aspects of the academy.
- To play a full part in the life of the Academy community, to support its distinctive aim and ethos and to encourage staff and students to follow this example.
- To promote actively the Academy's corporate policies.
- To comply with the Academy's Health and Safety policy and undertake risk assessments as appropriate.
- To show a record of excellent attendance and punctuality.
- To adhere to the Academy's Dress Code.
- To undertake any other duty as specified by School Teachers' Pay and Conditions Body (STPCB) not mentioned in the above.

Disclaimer

We will consider any reasonable adjustments under the terms of the Equality Act (2010) to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post. The job-holder will ensure that academy policies are reflected in all aspect of his/her work, in particular those relating to:

- Equal Opportunities
- Health and Safety
- General Data Protection Regulations (2018)
- Safeguarding children

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition (as defined in the Equality Act 2010).

Following consultation with you this job description may be changed by management to reflect or anticipate changes in the job which are commensurate with the salary and job title.

Person Specification

Area	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Teaching Qualification Degree or equivalent Product design specialism 	Evidence of on-going professional development Management training
Experience and Knowledge	<ul style="list-style-type: none"> Outstanding teaching practice Excellent behaviour management Experience of lesson observations and giving robust feedback Experience of improvement planning Experience of implementing a range of strategies to raise student achievement, with evidence of success Contribution to impact on the quality of learning and teaching and curriculum Proven track record of excellent results at KS3/4 Experience of high quality pupil tracking and feedback practices Knowledge of current curriculum developments in subject and their implications Good knowledge and understanding of current educational thinking 	Experience of working with governors Experience of working in more than one school Experience of KS5
Skills and Disposition	<ul style="list-style-type: none"> Passion for teaching and learning Totally professional at all times Personal organisation and time management skills Effective oral and written communication skills Ability to analyse and interpret data effectively and act upon the information Ability to analyse the strengths and weaknesses of lessons, lesson plans and resources so as to best help the teacher Ability to think strategically Ability to work within a team and hold staff to account Ability to motivate and lead students and staff Ability to analyse issues and identify solutions Vision and ability to manage change successfully 	

Person Specification

Area	Essential	Desirable
Personal Qualities	<ul style="list-style-type: none"> • Ambitious and hard-working • Commitment to the wider school community and a willingness to offer extra-curricular activities • Commitment to pursue agreed short/medium and long-term strategies to completion • Commitment to working with students of all abilities • A passion and commitment to an ethos of high expectations, personal fulfilment and academic success • Presence and approachability • Sense of humour and resilience 	
Academy Ethos	<ul style="list-style-type: none"> • Enthusiasm for and commitment to the achievement of the Academy's overall vision for success at all levels • Motivation to work with children and young people • Ability to build & sustain professional standards, relationships & personal boundaries with young people • Emotional maturity & resilience in dealing with challenging behaviours • Ability to contribute towards creating a safe & protective environment • Empathy with the aims and objectives of Harris Federation • Willingness to continue professional development • Commitment to maintaining high standards & expectations. • Commitment to contributing to academy life as a whole • Commitment to equality of opportunity, valuing diversity and the safeguarding and welfare of all students 	

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0203 962 4300 or info@harriswimbledon.org.uk

Thank you for your interest in our school. We look forward to
receiving your application.

If you think a career with us is right for you, discover more at:
www.harriscareers.org.uk

