



Head of DT – Brymore Academy
Curriculum Development Lead for DT across BTC Trust
Grade: Qualified Teachers' Pay Scale
Allowances: TLR 2B

The success of the Bridgwater and Taunton College Trust will be underpinned by two fundamental beliefs:

Students come first: First and foremost, the purpose of the Trust is to enable students to achieve their potential, and it is this principle that drives how we make decisions and how we act. It is expected that anyone who joins or forms part of the Trust shares this philosophy.

We are team players: Whilst every colleague has a specific role to fulfil, we expect all staff to communicate with compassion, treat others with positive regard, collaborate and behave with professionalism. In our colleagues we seek energy, passion, initiative and cooperation, as well as acting in a way that promotes a positive image of the Trust in the wider community.

Our values

We are ambitious, collaborative and inclusive.

We believe that every role contributes to our students achieving. We are a values driven organisation and strongly feel a shared sense of purpose. We behave in a way that puts our students at the forefront of our actions and decisions making, we champion equality of opportunity and respect our colleagues, our students and our community. We believe passionately that all individuals are entitled to learn and should be encouraged to do so.



Core Purpose

The aim of this role is to provide strategic leadership in the development and delivery of an innovative, high-quality DT curriculum to raise standards of attainment. The role works closely with the leadership team to ensure the sharing of good practice and high-quality intervention processes. The role also involves leading on curriculum development across the Trust, promoting best practices in DT education and supporting staff development to enhance student outcomes.

Main Responsibilities

The responsibilities of this role could vary as a result of new legislation, changes in technology or policy changes. This job description is not an exhaustive list of tasks of the role.

- To raise standards of attainment and progress in DT.
- Execute exemplary leadership and management skills at all times to establish a highly effective Academy and to be a role model to staff and students.
- Motivate and work with others to promote a positive culture that promotes personal excellence, equality and high expectations of all members of the Academy.
- Line manages department teachers.
- Be responsible for managing stock within the department including oversight of the equipment.
- To lead the development of appropriate syllabuses, resources, schemes of work, marking policies, assessment and teaching and learning strategies within the area.
- To lead on the development of a knowledge-based curriculum.
- To actively evaluate the teams' strengths and areas for development on an annual basis and devise an agreed action plan of development.
- To ensure the agreed school policy for Assessment is fully adhered to and implemented.
- To ensure that all lessons within the department embed our outstanding learning guide.
- To actively implement and follow all school policies and procedures.
- To lead and manage the planning function of the department.
- To ensure that Health and Safety policies and practices including risk assessments, throughout the area are in line with national requirements and are updated as necessary.
- To keep up to date with national developments, teaching practice and methodology.
- To be responsible for the efficient and effective deployment of the department's technicians/support staff.
- To undertake and oversee our Growing Great Teachers programme within the department.
- To participate in the interview process for teaching posts when required and to ensure effective induction of new staff in line with school procedures.
- To produce reports on examination performance for senior leaders and Governors.
- To provide the Governing Body with relevant information relating to the area's performance and development.
- To communicate effectively with parents and students as appropriate.

- To promote the school effectively at key events such as Open Evening.
- To monitor the budget and ensure appropriate allocation of departmental capitation.
- To produce an annual budget plan at the start of each financial year.
- To take responsibility for the application of behaviour management systems within the area and to ensure that effective learning can take place as a result of good behaviour.
- To ensure that the needs of students with Additional Educational Needs are met through effective adaptations of teaching and curriculum as required.
- To lead team meetings and record outcomes.
- To be accountable for exam entries ensuring all students in the area are entered for appropriate and agreed qualifications.
- To engage pro-actively in the recruitment of staff for the area as required.

Key Accountabilities

- To identify key student groups in requiring intervention and to advise key subject teachers of those groups and of their specific needs to achieve the required progress and attainment.
- Rigorously monitor student progress and attainment data and provide an appropriate format of this data for subject teachers and pastoral leaders to effectively use with teaching staff to inform their teaching, in conjunction with the SLT lead for Assessment and Data.
- To provide appropriate staff training to enable staff to use data effectively to improve their intervention strategies and their ability to monitor the impact those interventions are having.
- To hold subject teachers accountable for the progress and attainment of the students they are teaching.
- To provide clear, specific and rigorous action plans to target the key targeted student groups to provide intervention strategies and actions to improve student outcomes.
- Provide detailed analysis of attainment of the target group students to a variety of audiences, including SLT, Governors and other groups.
- To line manage staff to achieve the highest possible levels of attainment and progress.
- Inform parents of intervention programmes and student progress as necessary to support and improve student progress.
- Support staff in ensuring that professional predictions are accurate, and all staff are using fine level grading.
- To consider potential curriculum and course changes to improve student outcomes and raise standards of attainment within the current performance measures.

Other Duties

- Attend mandatory training courses, e.g. Child Protection, Equal Opportunities and Health and Safety related courses.
- Promote and celebrate an approach of equality, diversity and inclusion for all colleagues, students and external stakeholders.
- Responsible for the health and safety of themselves and others.
- Responsible for the safeguarding of and promotion of wellbeing for both children and colleagues.
- Be a team player and contribute towards the vision, culture and ethos of the Trust
- From time to time, you may be required to carry out other duties commensurate with the role.



Person Specification

Area to be assessed	Essential criteria	Desirable criteria
Safeguarding	Must be able to demonstrate a commitment to the safeguarding and well-being of children and young people.	
Qualifications/Experience	<p>A degree in relevant subject.</p> <p>PGCE (or equivalent teaching qualification).</p> <p>Evidence of recent and relevant continuing professional development.</p> <p>Recent experience of Secondary school at senior/middle leadership level.</p> <p>Evidence of implementing and managing change at whole school or middle management level.</p> <p>Evidence of significantly improving results.</p> <p>Evidence of leading a significant change at senior/middle leadership level and securing improvement.</p> <p>Experience of leading on a curriculum development initiative.</p> <p>Experience of undertaking school self- evaluation processes.</p> <p>Evidence of identifying priorities and constructing an improvement plan.</p> <p>Experience of managing a school budget or cost centre.</p> <p>Successfully leading and managing a team</p>	<p>Further completed professional study.</p> <p>Experience of a successful OFSTED inspection.</p> <p>Experience of data management to demonstrate progress.</p> <p>Experience of delivering training and development programmes to staff.</p> <p>Evidence of leading significant aspects of whole school development and securing improvement.</p> <p>Experience of undertaking whole school self-evaluation processes.</p> <p>Working in partnership with other educational institutions or agencies.</p> <p>Experience of managing a school budget or cost centre.</p> <p>Evidence of highly successful experience teaching across the ability ranges</p>



Knowledge/Skills

Be fully committed to the vision of the Trust and promote its aims positively.

To be fully committed to achieving the highest of standards and best practice across all aspects of the Academy.

To be fully committed to change and able to adopt and promote a forward thinking and innovative approach to development.

Evidence of leading on an initiative which has led to raising standards.

Evidence of successful experience at middle leadership level.

An excellent knowledge of up-to-date classroom pedagogy.

An understanding of the collection and use of data to inform targets and priorities, leading to improved outcomes.

High level ICT skills.

High level of communication and interpersonal skills.

Evidence of high-level teaching skills

Be a good role model to staff: Flexible, enthusiastic, reliable and committed.

Able to prioritise and manage own time effectively.



	<p>Adopts a collegiate and collaborative approach to leadership.</p> <p>Good emotional intelligence.</p> <p>A personal commitment to on-going professional development</p>	
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