



Application Pack and Job Description
Head of Faculty – Technology and Art
Teignmouth Community School



Head of Faculty – Technology and Art Teignmouth Community School

Required from September 2025

MPS / UPS + TLR 1a (£9,782)

Permanent

We are seeking an outstanding individual with drive, passion, enthusiasm and ambition to lead our Technology and Art Department. This is an opportunity for an excellent classroom practitioner with strong subject knowledge and experience at teaching across KS3 to KS5 to take our Technology and Art department and outcomes to the next level. Ability to teach engineering to KS5 is essential.

This is an exciting opportunity to:

- **Shape an Inclusive Curriculum:** Lead the design and delivery of a forward-thinking curriculum that promotes equity, fosters social justice, and ensures all students receive a meaningful and enriching experience.
- **Drive Continuous Improvement:** Identify areas for growth, supporting the team to have mastery of their subject.
- **Empower a Dynamic Team:** Mentor and inspire staff, fostering a culture of collaboration, creativity, and continuous improvement in the classroom.

As a leader you are inspirational, forward thinking and put students at the heart of everything you do. You are creative, dynamic, empathetic and have a natural ability to lead and empower both students and staff. You hold the highest expectations of yourself, your staff and your students and recognise the importance of the curriculum both inside and outside the classroom, and are innovative in your commitment to both, ensuring that Technology and Art always has a high profile within the school.

You will have excellent organisational, planning and communication skills and have high expectations of all students to secure the best outcomes. You believe that all students are capable of success and recognise that success comes in different forms. You will be strategic in your approach to curriculum and assessment, ensuring that one is shaped by the other to improve outcomes for our young people.

Everything that we do here at Teignmouth Community School is driven by our belief that we are all capable of being a slightly better version of ourselves tomorrow than we are today. This is underpinned by the values that, we believe, will ensure that we are all always working to be **the best version** of ourselves.

By **working hard and never giving up** we remain open to limitless opportunities for progress. We firmly believe that you have not failed until you stop trying.

As a community we have a responsibility to **be kind and care for each other**. We don't need to agree with everyone, we don't even need to understand everyone but there is absolutely nothing, other than our own fear, that stops us from accepting everyone.

And only by **joining in** can we **develop and grow**. Our characters are like muscles: if we don't exercise them, if we never push ourselves beyond that which is comfortable then we will never grow.

Our unwavering commitment at Teignmouth Community School is to challenge and support every member of our community to be the **best version** of themselves.

If this sounds like the kind of community you would like to belong to and you are confident you can lead our Technology and Art team, then please apply.

The Ivy Education Trust works closely with all schools within the Trust and beyond. The Ivy Education Trust celebrates the diversity of each of its schools and is founded upon the alignment of vision and values that we all commonly hold to secure the best outcomes for our pupils.

The Ivy Education Trust is committed to providing a broad, balanced and ambitious curriculum in all its schools so all children and young people develop the character and qualifications needed to open doors to their future success. A strong focus on developing and providing inspirational teaching and leadership in all schools, through school-to-school improvement, ensures outstanding progress and educational enjoyment for all members of the partnership's community.

The unique character of each school is celebrated and nurtured to ensure choice and variety in educational provision. The Trust is determined that all children should be able to attend a good or better school regardless of where they live.

Our mission is to improve life chances for every child and young person we serve, through broadening their opportunities and enabling them to reach their full potential. We support and all members of our learning community to dream big, aim high, and achieve more than they ever thought was possible. If you share these visions and aspirations, then we very much welcome your application for this post.

If you have any questions about the role, then please email Rebecca Flint at Rebecca.flint@teignmouthschool.co.uk

Further information is available from our website, www.ivyeducationtrust.co.uk or via email to recruitment@ivyeducationtrust.co.uk. Please visit <https://ivyeducationtrust.co.uk/testimonials> to listen to some of our Trust staff about their experience of being part of our community of schools.

Completed application forms should be submitted before the closing date stated below.

Closing date for applications is Monday 28th April at 9am. Interviews will be arranged once applications have been shortlisted.

Suitable candidates may be interviewed before the closing date and the trust reserves the rights to withdraw the position if an early appointment is made. Applicants are therefore encouraged to apply early.



Dear applicant,

First, I would like to say a huge thank you for your interest in working at Teignmouth Community School.

When I started as Headteacher in September 2022 the school was in a very different place than it is now. In fact, I would go so far as to say that it is unrecognisable. The groundwork has very definitely been laid and we are well on track to being the school that the community of Teignmouth deserve. This transformation has only been possible through the power of 'team'. I am now looking for a new member of that team to continue to drive improvement in both the quality of curriculum and delivery alongside the love of learning of languages.

As a staff, our mission is to provide *all* our students with the best possible educational experience that we can; an experience that supports, challenges and inspires them to achieve their potential and develop into well rounded, kind, resilient and responsible young people, who have a deep love of learning and a curiosity about the world in which they live. We have the highest expectations and standards in all that we do; nowhere more so than in the classroom, where lessons are consistently high-quality, inspiring and engaging because all our teaching staff deliver lessons within Teignmouth Community School Teaching Sequence that is based on the work of Lemov, Sherrington and Rosenshine.

Our curriculum is now academically aspirational but also provides the right balance of challenge, support and personalisation to ensure every child succeeds. We ensure, both inside and outside the classroom that we maximise the opportunities we provide our students, so that they in turn can achieve beyond what they thought was possible. We do this by offering a broad range of extra-curricular clubs, trips and visiting speakers. A holistic approach to education is one of our key drivers.

We treat everyone in the Teignmouth Community School community with care and compassion, providing a supportive and collaborative environment so together we create a strong culture and community that everyone plays a role in. It is a community that is built on our values of Work Hard – never give up; Be Kind – care for each other and Join In – develop and grow, values that we expect everybody to embrace and embody.

We offer our staff disruption free classrooms built on a whole school framework of behaviour for learning expectations; centralised behaviour systems; a fortnightly coaching programme for all staff (because, in the words of Dylan Williams, 'every teacher needs to improve, not because they are not good enough, but because they can be even better'); opportunities for in-house career progression, access to our Trust leadership development programme and a leadership team who always prioritise staff wellbeing. We have very strong pastoral and Business Support teams, who together play a vital part in helping us provide our students with the best possible educational experience we can.

If you share our passion and commitment to developing the best version of yourself and our students then I welcome your application.

A handwritten signature in black ink that reads 'R Wickham'. The signature is written in a cursive, flowing style.

Rachel Wickham
Headteacher
Teignmouth Community School

Job Description

Post Title:	Head of Faculty – Technology and Art
School:	Teignmouth Community School 11-19
Salary Grade:	MPS/UPS + TLR 1a
Contract Type:	Permanent – Required from 1 st September 2025
Responsible to:	Deputy Headteacher

Key purpose of job:

To provide professional and effective leadership and management for the Technology and Art teachers within the department, in order to secure maximum student achievement and outcomes within the context of the school's overall aims and priorities.

As defined in the School Teachers Conditions of Service Document and school policy documents. The post holder will lead and manage a team of Technology and Art staff and will be supported by a member of the Senior Leadership Team through line management.

Objectives:

- To promote and provide a clear direction for the Technology and Art team, within the context of the school vision in order to contribute to whole school improvement.
- To promote high standards in Technology and Art teaching in order to ensure all students achieve their potential and at least national outcomes in Technology and Art.
- To promote positive attitudes to learning in Technology and Art lessons and activities so that elect to pursue the study of Technology and Art beyond KS3.
- To ensure there is a consistency of practice within the Technology and Art team with regards to school policies and procedures, maintaining high expectations of all students in terms of academic success and behaviour.
- To develop (in partnership with other Trust Schools) an ambitious, challenging and high-quality curriculum, assessment plan and pedagogical approaches so that Technology and Art teaching continues to develop and improve, maximising student outcomes year on year.

Main duties:

- Improving the quality of teaching and learning
- Leading and enhancing the teaching practice of others
- Leading, developing and enhancing a subject or curriculum area
- Monitoring the standards of teaching and learning and student outcomes across all Technology and Art lessons, and plan for improvement as required
- Undertake regular self-evaluation of the work of the department and the impact on student outcomes, in line with the school self-evaluation policy.
- Setting a clear direction for Technology and Art within the context of the school vision and goals, creating and implementing a subject development plan which involves all subject teachers
- Supporting and developing the Technology and Art staff, providing regular constructive feedback in a way which recognises good practice and supports progress against appraisal objectives.

- Acting as a positive role model for the Technology and Art team so that staff have a clear understanding of good professional conduct.
- Maintaining an ethos of high achievement and positive attitudes towards Technology and Art amongst staff and students, to maximise achievement.
- Actively engaging the Technology and Art team in effective planning, development and delivery of the Technology and Art curriculum.
- Organisation and provision of resources and allocation of staff to groups, so that resources are used efficiently and effectively.
- Overseeing and evaluating subject budget allocations to ensure spending is in line with learning priorities and best value principles.
- Effective communication within the school and to key stakeholders with regards to Technology and Art, to ensure confidence in the school and the subject area.
- Ensuring high standards of health and safety within the department demonstrating an understanding and a commitment to safeguarding students.
- Promote equality of opportunity and aspiration so that all students achieve their potential.

Key Tasks:

- Technology and Art teaching across all years.
- Ensure the curriculum is well structured, challenging and ambitious, to ensure progression and to maximise the achievement of all students.
- Ensure the quality of teaching across the team meets the needs of all students and encompasses strategies to engage students with a range of learning needs.
- Monitor the quality and impact of teaching and learning within Technology and Art through regular quality assurance activities. Plan and implement improvements as appropriate.
- Monitor student progress in Technology and Art against internal, local and national targets, planning support as appropriate for both students and staff.
- Plan and implement the developments required in Technology and Art within the context of the overall school improvement plan.
- Ensure effective and timely scheduled meetings with the Technology and Art staff, both as a group and on a 1:1 basis as required.
- Attend and contribute to Middle Leadership Team meetings as well as the Senior Leadership Team Strategic Meetings on invitation.
- Order and allocate Technology and Art resources and manage the Technology and Art budget.
- Oversee the deployment of staff in Technology and Art and advise on the recruitment of Technology and Art staff when required.
- Support the professional development of Technology and Art staff through the school appraisal processes, and other support strategies.
- Ensure school policies are consistently adhered to by the Technology and Art team.
- Other general professional duties under the reasonable direction of the Headteacher.

School Ethos and Culture

- To conduct oneself in a manner befitting a teacher at all times, ensuring behaviours that display positivity to others
- To make maximum use of opportunities to generate a culture of celebration and praise amongst the staff and students of the school.

Other Duties

- All staff must commit to Equal Opportunities and Anti-Discriminatory Practice.
- The Trust operates a Smoke-Free Policy, and the post-holder is prohibited from smoking in any of the Trust buildings, enclosed spaces within the curtilage of buildings, and Trust vehicles.
- To support the achievement of the school's objectives by working proactively with colleagues on projects or activities outside direct area of responsibility as required.
- To conduct oneself in a manner befitting a member of staff at all times, ensuring behaviours that display positivity to others.
- To make maximum use of opportunities to generate a culture of celebration and praise amongst the staff and students at the school.
- To follow the school's ICT policy for safe use of ICT.
- To be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children and to report any concerns in accordance with the school's safeguarding policies. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS.
- To place the safeguarding of all children in the school as the highest priority.
- To comply with legislation, policies and procedures relating to confidentiality and data protection, reporting any concerns to the appropriate person.
- To work in compliance with the codes of conduct, regulations and policies of the school and its commitment to equal opportunities.
- To comply with the school's Health & Safety policy and statutory requirements as detailed in the Health & Safety at Work manual.
- To undertake any other additional duties not detailed above as required and as specified in the school Teachers' Pay and Conditions document, as long as they are commensurate with the level of the job.

This is not an exhaustive list of duties; they may be varied from time to time without changing the general character of the job or the level of responsibility. A high degree of flexibility and adaptability is an important element of this role.

This is a description of the role as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.

Person Specification

Criteria	Essential	Desirable
Qualifications		
Teaching Qualification	✓	
Technology and Art - based Degree	✓	
Class of Degree 2:2 or higher	✓	
Class of Degree 2:1 or higher		✓
Professional experience and knowledge		
Ability to teach Technology and Art to KS4	✓	
Ability to teach Technology and Art to KS5	✓	
A commitment to continued professional development and recent further recognised Middle Leadership training (NPML or equivalent – Excellence in Education etc)		✓
Personal aptitudes, qualities and skills		
High expectations of self	✓	
Belief in students' ability to succeed	✓	
Ability to act on advice and be open to coaching	✓	
Dedication and commitment	✓	
Openness to innovation and improving own practice	✓	
Ability to collaborate and work co-operatively	✓	
Commitment to extracurricular activities	✓	
Understanding of diverse teaching and learning styles	✓	
Ability to teach engaging, motivating lessons	✓	
Understanding of assessment for learning	✓	
Ability to set high levels of challenge for students	✓	
Ability to relate well with students, staff and parents	✓	
Understanding of behaviour management techniques and of the relationship between teaching and behaviour	✓	
Understanding of safeguarding issues and promoting the welfare of children and young people	✓	
Suitability to work with children	✓	

Ivy Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All employees are expected to undergo Disclosure and Barring and employment checks.