



**HIGHAM LANE
NORTH ACADEMY**

School Technician (Science and Design Technology)

31.25 hours per week, Term-time plus weeks (39 weeks)

£18,505 to £19,217 (dependent on service and experience)

September 2026



Welcome to Higham Lane North Academy

Higham Lane North Academy is a school where 'everyone belongs and everyone is included.' Our students know that they are part of 'Team North', and as North Stars we ensure that they benefit from our exceptionally high expectations alongside our high levels of care, nurture and support. Our highly effective and well-designed pastoral system places the wellbeing of students at the centre of our school, where through our House System and the role of House Champions, we ensure that students feel safe and happy with the confidence to thrive.

Our students live by our motto that we are 'proud because we always do what is right' and they exhibit our school values that 'we are conscientious, we are compassionate and we are confident' both within lessons and beyond. Due to our strong and robust processes and systems, students learn the highly ambitious curriculum exceptionally well. They are highly motivated and commit to the comprehensive range of ambitious and enriching opportunities that are available to them beyond the classroom.

We opened our school in September 2026 to 150 students. As we embark upon our second year at HLNA, as a highly popular and over-subscribed school again, you will be joining at a unique time where you will support our continuing growth as an exceptional school. Committed to the highest standards for education, as a team of dynamic and committed professionals, we look forward to your ideas and contributions as we seek to embed our very strong practice in this pastoral role.



Kirstie Robinson
Headteacher

**We are proud because we
always do what is right.**

School Technician (Science & Technology)

We are seeking a highly motivated School Technician who will ensure that our Science and Art & Technology departments run smoothly to enable high quality teaching and learning to take place. Flexible, proactive, enthus

Working well as part of small team will be essential to the role, as well as managing different tasks under pressure and being highly organised to ensure that teachers can deliver high quality lessons. Being flexible and proactive, enthusiastic and positive will be key attributes that will need to be embodied by the successful candidate at all times.

Above all, you will act as an inspirational role model, encouraging students to embody our school value: *'We are proud because we always do what is right'*, playing an active role in promoting our ethos that *'everyone is included and everyone belongs.'*

We look forward to receiving your application!



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always do what is right.**



Welcome from the CEO of Central England Academy Trust



Thank you for your interest in joining Central England Academy Trust. Our growing Trust currently consists of a diverse family of five schools in the Nuneaton area: a primary special school, a secondary special school, a primary school and two mainstream secondary schools.

Our Trust's core values summarise what is important to us and what we actively promote:



working together and with others to achieve the very best for the staff, pupils and families that we serve.



recognising the individuality and uniqueness of our staff and pupils, and that we do not all start from the same place. We strive to provide all of our staff and pupils with what they need in order to have equal access to opportunities, to thrive and to succeed.



to be ambitious for all of our staff and pupils and have the highest expectations of them, supporting them to achieve to the very best of their potential.



ensuring that everyone in our MAT feels safe and supported in all that they do.

I hope this application pack provides you with the information needed to consider applying for this position, and I wish you every success with your application.

Best wishes



Andrew Dickinson
Chief Executive Officer

Employee Benefits of working at Central England Academy Trust

We strive to be an employer of choice, and are committed to ensuring our employees feel valued, appreciated and at the heart of what we do.



We have a number of core benefits which include:

Professional Development

- We support all our schools and services to offer professional development that is rooted in the evidence of what improves teaching and learning
- We listen to what your career aspirations are and how we can support you within your role
- We provide Trust-wide CPD in key areas, including SEND, behaviour and teaching and learning
- We support staff in accessing a wide range of qualifications, including Diplomas, Masters and National Professional Qualifications (NPQs)

Appraisal

- Our staff appraisal focuses on supporting our employees to be the very best they can be. There is no performance-related pay in our Trust, and we put staff at the heart of what we do so they can put children at the heart of what they do

Apprenticeship Levy

- As a large employer we pay into the Apprenticeship Levy Fund and are therefore able to offer a wide range of apprenticeships to both new and existing staff.

Pension Schemes

- A contributory pension scheme relevant to your role: Teachers' Pension Scheme for teaching staff, and the Local Government Pension Scheme for non-teaching staff.

Employee Support Schemes

- Subsidised eye care for extended VDU users
- A Gym Membership Scheme
- A Cycle to Work Scheme
- An Employee Assistance Programme, providing practical and emotional support.
- An Employee Benefits Scheme, offering discounts on everyday essentials
- A Health Cash Plan benefit, providing reimbursements for various health-related expenses, including dental treatments, optical care, physiotherapy and more

We are proud because
we always do what is right

Compassion - Compassion - Confidence

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Reprographics



How to apply

Please complete the Application form, as well as the Equality Details Form, that you will find on the School's website (www.hlina.co.uk) and email them to jobs@hlina.co.uk, indicating in the message title the post that you are applying for. We strongly welcome the opportunity to meet you before applying to discuss the role and for you to visit our school and meet some students. If this interests you, please contact either Kirsty Hacklett, Curriculum Leader for Science or April Quigley, Curriculum Leader for Art and Design Technology on 02475106910.

The closing date for applications is midday, Wednesday 3rd June 2026. Interviews are likely to take place the following week.

Please address the following points when completing the 'Additional Information' section of the application form: -

- Why you feel your personal qualities and experience make you an excellent candidate for this position;
- Your specific ideas about what you can do as a Science Technician to ensure students at Higham Lane North Academy are safe and happy and will receive high quality lessons because of the excellent work you will do as a School Technician.

Your Environment



The school building and grounds

Higham Lane North Academy's building and grounds have been planned to create a learning environment that provides high-quality educational provision, academic excellence, exceptional pastoral care and personal development in a school that is at the heart of the community. Our convenient location provides easy access from the new Northern Link road that links new housing developments in the north and east of Nuneaton, from the A5, and by bus. There is also a dedicated walking/cycling lane along the new access route and a secure compound for bike storage.

The impressive, state of the art facilities include:

- An impressive assembly hall
- A well-stocked library and learning space
- Designated staff work room areas with facilities
- IT-rich classrooms
- Spacious dining hall with outdoor canopy
- Drama studio
- Dance/activity studio
- Curriculum habitat areas
- Outdoor learning spaces
- Indoor Sports England accredited sports hall
- Four outdoor tennis/basketball/volleyball/netball courts
- Four outdoor multi-use pitches for sports such as rugby, football and athletics plus a grass running track around the largest of these with capacity for field events
- Outdoor amphitheatre
- Separate optional entrance for children with SEND
- Designated SEND garden
- Meadow grass planting and flowering lawns creating an ecological corridor across the site



**HLNA is a school where everyone belongs
and everyone is included.**

HLNA staff benefit from:

- 01** A supportive, collaborative working environment that places staff workload and wellbeing at the heart of all working practices.
- 02** A clear behaviour and praise policy that enables all teachers to teach, and all pupils to learn effectively with a highly visible and supportive senior leadership team. This includes a centralized detention system, ensuring that you are fully supported with your practice.
- 03** A commitment to an ambitious, broad and balanced knowledge curriculum that is highly considerate of teacher workload and wellbeing, particularly around planning, assessment and feedback.
- 04** Research-based teaching and learning practice and strategies developed with workload and wellbeing in mind. Alongside this you will work within an environment that has a genuine passion and enthusiasm for teaching and learning that will enable you to thrive and flourish within the classroom.
- 05** Weekly CPD opportunities with a careful balance between whole-school, subject and personal priorities to be even more effective.
- 07** Opportunities to obtain professional qualifications and develop your career over the coming years in a growing school. We will provide bespoke career stage training such as NPQH and ELP (Exemplary Leadership Programme).
- 08** The opportunity to work with a highly experienced, effective, forward-thinking and ambitious senior leadership and Trust team.
- 09** A supportive senior leadership and trust team that will regularly seek your feedback to hear your views on what is going well, and how we can be even more effective, giving you control over your work practice and contributions.
- 10** The opportunity to work collaboratively with other schools within our Trust, particularly with Higham Lane School and Oak Wood Primary and Oak Wood Secondary Schools.

Duties and responsibilities



Job Purpose

To provide technical and practical support to the Science and Technology departments, ensuring that equipment, materials, laboratories, workshops, and learning spaces are prepared, maintained, and operated safely and efficiently to support high-quality teaching and learning. You may also be asked to support students in lessons across the school.

Laboratory and Workshop Support

- Prepare, set up, and clear away equipment and materials for practical lessons in Science and Technology subjects.
- Support lessons across Biology, Chemistry, Physics, Design & Technology, Engineering, Computing, or related subjects as required.
- Construct, test, and maintain teaching apparatus and demonstration equipment.
- Ensure practical resources are available and ready for staff and students.

Health and Safety

- Maintain safe working practices in accordance with school policies and relevant health and safety legislation.
- Carry out regular safety checks on equipment, machinery, tools, and laboratory/workshop spaces.
- Safely store, handle, and dispose of chemicals, tools, and hazardous materials.
- Maintain COSHH records and risk assessment documentation where appropriate.
- Assist teaching staff in ensuring student safety during practical activities.

Equipment and Resource Management

- Maintain inventory records of equipment, consumables, and stock levels.
- Order supplies and liaise with external suppliers when authorised.
- Clean, maintain, repair, and calibrate equipment where appropriate.
- Report faults, damage, or maintenance issues promptly.

ICT and Technical Support

- Support the operation of technology equipment including computers, printers, 3D printers, CAD/CAM equipment, robotics kits, or audiovisual systems.
- Assist staff and students with basic troubleshooting of technical equipment.
- Support the preparation and installation of software or digital learning resources where required.

Administrative Duties

- Keep accurate records relating to stock, maintenance, servicing, and safety checks.
- Assist with departmental budgeting by monitoring resource usage and costs.
- Support preparation for examinations and practical assessments.

General Duties

- Contribute to the smooth operation of the Science and Technology departments.
 - Attend relevant training and professional development activities.
 - Participate in school meetings and events as required.
 - Support students in lessons as and when required across the school.
 - Undertake any other duties appropriate to the grade and nature of the post.
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Person Specification



Essential Qualifications and Experience



- GCSEs (or equivalent) in English, Mathematics, and Science.
- Experience working in a laboratory, workshop, technical, educational, or engineering environment.
- Knowledge of health and safety procedures relevant to science laboratories and/or technology workshops.
- Competent ICT skills and ability to operate technical equipment.

Skills and knowledge



- Strong organisational and time management skills.
- Ability to prioritise workload and work independently.
- Good communication and teamwork skills.
- Practical problem-solving ability.
- Attention to detail and commitment to safety.
- Ability to work effectively with both staff and students.

Desirable Qualifications and Experience



- Relevant technical qualification (e.g., laboratory technician, engineering, DT, electronics, or ICT qualification).
- Experience in a school or educational setting.
- Knowledge of CLEAPSS guidance and COSHH regulations.
- First Aid qualification.
- Experience using workshop machinery, 3D printers, laser cutters, or CAD software.

Further Conditions of Service:

- To undertake any other responsibilities as may reasonably be directed by the Headteacher.
- To support and maintain the ethos of the School and its aims and values.
- Follow and implement all school policies and procedures.
- Liaise and collaborate with the designated safeguarding lead (DSL) on matters of safeguarding and welfare for pupils with your year group.

Please note our clear expectations regarding **personal and professional conduct of staff and the safeguarding of students:**

- Our staff are expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct:
- Staff uphold public trust in the teaching profession and maintain high standards of ethics and behaviour, within and outside school, by:
 - treating students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position.
 - having regard for the need to safeguard students' well-being, in accordance with statutory provisions.
 - showing tolerance of and respect for the rights of others.
 - not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.
 - ensuring that personal beliefs are not expressed in ways which exploit students' vulnerability or might lead them to break the law.
- Staff must have proper and professional regard for the ethos, policies and practices of the School, and maintain high standards in their own attendance and punctuality.





Contact Us

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