



ASPIRATIONS

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Senior Art and DT Technician SO1 Scale points 21-25 Application Pack



Welcome to Rivers Academy West London

Thank you for your interest in the role of '**Senior Art and Design & Technology Technician**' at Rivers Academy West London. Based in West London, just 15 minutes from Clapham Junction, Rivers Academy is a Comprehensive Secondary School committed to supporting outstanding outcomes for our students.

We work hard to foster high levels of self-worth within an Academy community that has the very highest expectations across uniform, behaviour, attendance, and punctuality. We want to empower future generations to follow their dreams. Rivers is a great place to work too, with a strong focus on career development. Many of the staff that trained with us are now in Leadership positions and being on that development journey with our staff is important to us.

At Rivers we ask our students to take risks, be creative and make mistakes. As educators we are encouraged to think big, improvise and fail forward, through leveraging student interests, incorporating real world problems and using professional tools / expertise to design engaging interdisciplinary projects that drive students' curiosity for learning. Each member of staff at Rivers Academy shares a drive to equip students with the qualifications, qualities and skills to reach their personal ambitions working together creatively to overcome any hurdle which might otherwise disadvantage our children. We all have the highest aspirations for every student and provide exceptional education and pastoral care for each individual. As a result, children perform tremendously well in external examinations.

Our children are looking for someone who is passionately interested in design and technology, who will share our drive to engage and motivate every child to achieve the very best outcomes. We are their one chance of success.

Yours faithfully,

Luke Homer
Principal

For more information, please visit:

www.aspirationsacademies.org or www.rivers-aspirations.org

Visits are welcomed and encouraged

To arrange a visit or for more information please contact

Sam Smith, PA to the Principal

E-mail: ssmith@rivers-aspirations.org

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Why is our Transdisciplinary learning model so ground breaking?

This learning model allows our students to learn in a unique way, focusing on finding solutions to real life problems, through utilising their knowledge from a range of subject disciplines. It equips our students with the skills and knowledge to help them thrive in our 21st-century world.

At the centre of the approach are the "driving questions". Examples are things like: "How can we, as local public health directors, prepare a response plan to the spread of the next infectious disease or public health concern?" Or "How can we, as global citizens, understand climate change in order to initiate eco-friendly practices at our academy?" These questions provide the purpose of learning for students and teachers, and they should be engaging for students, provoking and open-ended, with several possible answers or solutions. They immerse pupils in a problem that affects their current and future lives. In answering these, pupils are taught to apply key workplace traits, including interpersonal and communication skills.

Teachers overseeing ATL projects are given ring-fenced time to plan together and decide what the working week will comprise of. Teaching ATL has been likened to teaching at primary schools but at a higher level, and teachers have told us they like the freedom this gives them. Overall, teachers have told us ATL makes them more imaginative and confident.

ATL has also had an impact on the dynamic between teacher and pupil: the lessons create an environment of greater parity between pupils and teachers as they are both learning at the same time. Pupils taking the lessons are much more confident and engaged with their learning. ATL is driving the speaking and listening requirements of the national curriculum and is also developing vital soft skills, as students are learning the value of collaboration and teamwork.

Vision and Ethos

At Rivers Academy we believe that for students to have high aspirations, the three Guiding Principles must be present: Self-Worth, Engagement, and Purpose. We live these day-to-day through 8 Conditions that emphasise relationships, active and engage in teaching and learning, and a sense of responsibility over each student's own aims and goals. The 8 Conditions are: Belonging, Heroes, Sense of Accomplishment, Fun & Excitement, Curiosity & Creativity, Spirit of Adventure, Leadership & Responsibility, and Confidence to Take Action.

We understand that we are the one chance of success for our students and we are persistent and resilient in supporting them to overcome any challenges they may face in their lives.

High Expectations

We expect all students to meet the highest standards, and work with families and the community to ensure that our students meet our high expectations.

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Active Engagement in Learning

Rivers Academy West London teachers provide engaging, challenging and relevant teaching and learning. Our Coordinators are a key group who exemplify the classroom excellence and nurturing pastoral care we expect from every teacher and academic mentor.

Our Future Ambitions

Our goal is to raise the Aspirations of the young people with whom we work whilst equipping them with the skills to lead happy, healthy and fulfilling lives.

Who are we looking for?

The world needs our children to have a deep understanding of the power Art and Design and Technology can have to shape the world in which we live.

Do you have a passion for Art and Design and technology? Do you want to change lives and inspire our next generation of artists and engineers?

If you have answered yes to the questions above, we would love to meet you!

The Academy is recruiting for someone who shares our drive to engage and motivate every child to achieve their potential, who will play an important role in our unique and growing Academy.

The Art and Design and Technology Department

Our Art and Design and Technology teams are supportive and the departments have experienced Outstanding practitioners. We are currently working on developing an all-through curriculum (4-18 years) to ensure there is no KS3 dip for children.

What can we offer you?

With great students, an outstanding and supportive team of staff and an Academy in a well-connected location just 15 minutes on the train from Clapham Junction, Rivers offers an excellent opportunity for an ambitious, talented individual looking to develop their career.

- A well-resourced, established and flourishing Department
- A personalised approach to Continuous Professional Development Training
- Competitive Salaries and Pay Progression
- Supportive Leadership Team
- Students with a positive attitude and willingness to learn and succeed
- Open and positive working environment
- Fully Equipped fitness suite

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- Feedback and Advice
- Excellent Transport Links to Central London (30 minutes) and Heathrow Airport (15 minutes)
- A wider Supportive Trust network
- Employee Assistance Programme
- Parking on Site



As part of the successful and growing Aspirations Academies Trust we are a part of the newly designated NCTL Teaching School Alliance. You would be joining us at a very exciting time and become part of a vibrant learning community that will offer you fantastic opportunities for CPD, career development, future promotions and for you to be able to make your mark. As a teacher and potentially a future Lead Practitioner you would play a key role in this work.

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Job Description – Art and DT Technician

Post Title	Senior Art and Design & Technology Technician
Salary/Grade:	SO1 Scale points 21-25 (£29,517 – £31,557 FTE; Actual Salary pro rata £26,456 - £28,284)
Academy:	Rivers Academy West London
Reporting To:	Design and Technology Coordinator
Responsible for:	Art and Design and Technology Technicians
Disclosure Level:	Enhanced
Hours of Work:	36 hours a week term time based plus 2 weeks (41 weeks) 0.8963 FTE
Core Purpose:	
<p>The core purpose of the role is to co-ordinate the provision of technical support services to the Art and Design and Technology departments, including the preparation of materials, setting up of equipment for class practical sessions and maintaining equipment for use.</p> <p>To contribute to a learning environment that ensures that all students have equal access to the various genres of technology and that the Health & Safety of both staff and students is always prioritised.</p>	
Main Duties:	
<ul style="list-style-type: none"> • Create and maintain a purposeful, orderly and productive working environment • To liaise with staff in the Art and Technology departments • Ensure timely and accurate design, preparation and use of specialist tools/equipment/resources/materials • Manufacture equipment, jigs and fixtures as required for class demonstrations and/or student use • Demonstrate and assist in the safe and effective use of specialist tools/equipment/materials • To provide technical advice and assistance to teachers with the general running of practical work sessions in a non-teaching capacity, particularly helping to ensure that health and safety requirements are met at all times • To issue equipment, tools and materials to students and keep records. • Implement agreed work programmes/practical lessons under the guidance of the teacher • Contribute to planning, development and organisation of systems/procedures/policies • Assist in the development of lesson/work plans, administration of coursework, work sheets etc. • To prepare workshops and set out workstations as required • Maintain an inventory of all machinery, equipment and /materials • To undertake basic maintenance and cleaning of equipment, check for quality/safety and to assist in organising its servicing and repair as required in accordance with manufacturer's instructions 	

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- Undertake marking of students work with specialist area and accurately record achievement/progress
- Oversee the use of display space within the departments and throughout the Academy as directed by the Coordinators of Arts and of Resistant Materials and Technology
- As the Senior Art and DT Technician lead the other technicians to coordinate the operations within the workshop areas
- Keep all records updated in liaison with the Head of Resistant Materials and the Technology Coordinator
- Oversee ordering of all equipment and materials and checking of deliveries in accordance with the Academy's financial procedures.
- To monitor levels of stock and re-order stock as appropriate within an agreed budget, cataloguing resources and undertaking audits as required
- Support the Art Coordinator and the Technology Coordinator with controlling and managing the department budget
- To support the Head of RM and the Technology Coordinator to ensure all department risk assessments are up-to-date, and staff are aware and trained in their use
- Operate relevant equipment/ICT packages (e.g. MS Office, internet, intranet, E-mail, photography equipment)
- Construct items within the department to improve effective use of space and/or delivery of the curriculum
- Maintain tidy and organised work spaces and storage areas
- Ensure health and safety guidelines are adhered to
- To undertake safety checks as required and comply with the requirements of Health and Safety and other relevant legislation and Academy documentation and keep records of checks carried out by all departmental staff.
- Provide specialist advice and guidance as required
- Secure workshops and storage areas when not in use.
- To lift and move materials as required.
- To wear appropriate protective clothing/boots to comply with Health and Safety requirements, ensuring there are systematic inspections of work areas.
- To attend section, team and Academy meetings as appropriate.
- You may be asked to undertake driving of Academy vehicles from time to time.
- To keep up-to-date with curriculum developments within the Art and DT area
- To support the Art and Design and Technology departments with ensuring resources are prepared for all assessments and lessons.
- To carry out specific tasks as directed by the Art Coordinator and the Technology Coordinator during the school holidays.
- To assist in developing and making 'in house' awards for events.
- Support with first aid following first aid at work training.

SITE TEAM SUPPORT

- From time to time to support the site team in carrying out minor repairs and servicing to equipment within the Academy.

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- When required and with prior agreement, support the site team with carrying out security procedures including the opening of buildings and lock up procedures.
- Assist in all fire/safety evacuation procedures and tests.

Other general responsibilities:

- To work flexibly - this may include evenings, open days, parents' evenings and possibly weekends. This may also involve cover across the wider team in times of need.
- To be available to assist and undertake break duties and at lesson changeovers.
- To participate fully in Staff Appraisal according to the Academy requirements.
- To participate in training and other learning activities and performance development, as required.
- To work safely, consider the safety of others and work within the guidelines stated in the Academy Health and Safety Policy.
- To comply with all decisions, policies and standing orders of the Academy; comply with statutory requirements, including Equal Opportunities legislation, the Health and Safety at Work Act and the Data Protection Act.
- To have a commitment to Child Safeguarding, to promoting the welfare of children and young people in accordance with the Academy's agreed procedures.
- To contribute to the overall ethos/work/aims of the Academy and the Trust.
- To appreciate and support the role of other professionals.
- To recognise own strengths and areas of expertise and use these to advise and support others.
- To respond to requests in a timely manner and in line with set deadlines.
- To undertake such other duties as may be required from time to time commensurate with the level of the post. The particular duties and responsibilities attached to the post may vary from time to time without changing the general character of the duties or level of responsibility.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. 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.

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Conditions of Service

General conditions applying to this post are set out in the Trust's contractual framework for support staff.

Special Conditions of Service

Due to the nature of the post, candidates are not entitled to withhold information regarding convictions, cautions, reprimands or final warnings that are not "protected" as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 by SI 2013 1198).

Candidates are required to give details of any convictions in the application process. Furthermore appointment to this position is subject to submission of a certificate issued by the Disclosure and Barring Service that is considered satisfactory by the Trust and confirms the appointee is not included on the Children's Barred List.

Further pre-employment checks will be undertaken in accordance with the Education (Independent School Standards) Regulations 2014 (as may be amended from time to time) and any additional statutory guidance (e.g. Keeping Children Safe In Education issued by the DfE). Disclosure of a criminal background will not necessarily prevent employment – consideration will be given to the nature of the offence(s) and when they occurred.

Equal Opportunities

The post holder will be expected to carry out all duties in the context of and in compliance with the school's Equal Opportunities Policies and ensure inclusive practice and equality of opportunity for all.

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Person Specification – Art and DT Technician

A – Assessed in Application / I – Assessed in Interview / R – Assessed through references

Criteria	Assessed by
Qualifications and Training	
Hold a relevant degree or equivalent qualification, including holding the equivalent to grade C or above in Maths and English	A
Any further relevant training.	A
Experience	
Experience in a school environment supporting teachers in design and technology and/or arts	AIR
Professional Knowledge, Understanding & Skills	
Knowledge of health and safety surrounding workshops	AI
Ability to use recent developments to inform own and others practice.	I
Proficient in Microsoft Office applications (Word, Excel, PowerPoint, Internet and email) and other applications in association with design and technology	I
Good understanding of how children learn and how to raise standards of achievement.	I
Good administrative and organisational skills.	AIR
Personal and Interpersonal	
A passion for education and making a difference with demonstrable commitment to achieving the highest possible standards for all learners and a proven record of enabling learners to fulfil their potential.	AIR
Excellent interpersonal skills and the ability to communicate effectively, both orally and in writing, with all stakeholders demonstrating the ability to command respect from students, parents, colleagues' governors and other members of the community.	AIR
Demonstrable resilience evidenced by ability to work effectively and reliably under pressure.	AIR
Effective in taking the initiative and showing a spirit of adventure to explore and expand their own learning independently beyond the basic mastery of skills.	AIR

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Effective reflection - Examine and critique the work or performance of themselves and others to make modifications and continuously improve.	AIR
Effective in motivating all learners to make a positive contribution to the learning environment and fulfil their potential for learning.	AIR
Effective ability to assess the emotions of others and adapt words, tone and body language to build strong productive relationships and cooperate with others as an effective member of teams.	IR
Excellent attendance and punctuality record.	R
Strong ability to collaborate with demonstrable capacity to be a good team leader.	IR
Demonstrable effectiveness in promoting equality and diversity through managing the learning environment and challenging discriminatory behaviour and attitudes	AIR
Commitment to the safeguarding of all learners.	AIR

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The Aspirations Academies Trust

The Aspirations Academies Trust (AAT) as a sponsor of primary and secondary age academies in England, is committed to raising students' aspirations so that all young people reach their fullest potential and achieve the success they want for themselves. Please visit the trust website for further information at: <https://www.aspirationsacademies.org/>

Safe Recruitment Procedure

The AAT is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants. This process is outlined below, but can be provided in more detail if requested.

Disclosure

This post is classified as one that undertakes regulated activity, and appointment is subject to submission of an enhanced check undertaken by the Disclosure and Barring Service that is considered satisfactory by the Trust. Applicants are required, before appointment, to disclose any conviction, caution or final warnings that are not “protected” as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 by SI 2013 1198). Convictions that are defined in the legislation as “spent convictions” but not “protected” would need to be declared. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon a range of factors including the nature of the offence(s) and when they occurred.

Shortlisting

Only those candidates meeting the relevant criteria indicated in the personal specification will be taken forward from application.

Interview

Longlisted candidates may be subject to a screening interview. Those shortlisted will take part in an interview with questions relating to the job description and person specification and may also have to take part in a selection exercise such as a lesson observation.

Where necessary, candidates will be asked to address any discrepancies, anomalies or gaps in their application form.

Reference checking

At least two references will be requested, usually from the previous and current employers before an offer of appointment is confirmed.

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