



**Recruitment Pack**

**Subject Leader Resistant Materials– March 2024**

**Lavington School**

**Subject Leader Resistant Materials**

**Start Date:** 1st September 2024

**Salary:** MPR/UPR £30,000 to £46,525 plus TLR 2a £3,214 per year

**School context:** Mixed 11-16, comprehensive, number on roll 954

**Contract type:** Permanent, Full Time

**‘We believe that every child should be happy, healthy, safe and achieve more than they thought possible; at school and beyond**

Lavington School is looking to appoint an energetic and enthusiastic subject leader for September 2024. This is a great opportunity for an outstanding, enthusiastic, innovative and well-qualified teacher to make the step into middle leadership. You must have a passion for RM and the ability to communicate this to a wide range of pupils with different needs and abilities.

The ideal candidate will be an excellent classroom practitioner with the ability to deliver high quality, effective teaching, which engages and motivates students and supports the development of colleagues I the subject area.

In return we offer:

* A competitive salary
* A full and varied CPD programme offering teaching and leadership development for our staff
* An opportunity to work in a supportive team from whom you can learn, develop and grow
* Wider opportunities to be involved across the Equa Multi Academy Trust
* An energised and professional working environment
* Benefits include: pension scheme, free on-site parking and cycle to work scheme

**Job Description**

**Main Purpose**

* To lead, manage and develop the provision of resistant materials teaching and learning within the technology and art faculty.
* Promoting and safeguarding welfare of children

**Person’s line managed**

* Teachers of resistant materials

**Generic Responsibilities Teaching and Learning**

* Ensure that Schemes of Learning reflect current educational thinking
* Monitor and evaluate the quality of teaching and learning in the department
* Keep up to date with local and national initiatives and subject knowledge
* Lead the department in response to initiatives
* Ensure that the departmental area is a positive learning environment

**Lead, manage and develop a subject area**

* Plan strategically in line with the School improvement plan
* Write departmental plans, lead in the implementation of the plan, monitor its effectiveness and impact and to provide an interim review
* Implement departmental self-evaluation and action plan to bring about improvement
* Ensure that appropriate resources are available and well maintained
* Implement school policy within the department
* Fulfil statutory requirements related to the subject area
* Communicate effectively with all stakeholders as necessary and appropriate

**Impact on educational Progress of Pupils (other than assigned groups)**

* Set up and implement assessment strategies to inform planning
* Ensure that data is used effectively within the department
* Ensure that progress of individuals and groups of students is regularly monitored, and that all reasonable steps are taken to address underachievement.
* Use TAs effectively and to provide appropriate support and a curriculum for the less able.
* Look for opportunities to provide enrichment activities within the department eg. Clubs, trips, revision classes
* Ensure that strategies are in place to support the learning of all students including able, gifted and talented and those with special educational needs
* Implement a rewards and sanctions system, supporting staff in the management of behaviour
* Ensure that records are kept up to date

**Leading, developing and enhancing the teaching practice of other staff**

* Implement performance management, monitoring the setting of individual development
* To contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed school procedures, including evaluation against quality standards and performance criteria. To seek/implement modification and improvement where required.
* Provide CPD for teams and individuals, both within school and allowing access to external training
* Support the team to develop strategies for behaviour management.

**Teacher Responsibilities**

* Plan for the learning needs of all students in assigned groups
* Create a positive learning environment
* Use a wide repertoire of teaching and learning strategies with will stimulate learning
* Prepare lessons which meet the learning needs of all students
* Assess formatively and summatively, recording and reporting on progress, monitoring progress against targets, giving advice for improvement
* To contribute towards preparation of schemes of learning
* Actively contribute to liaison events
* Follow guidance on implementation of other strategies eg. Literacy, ICT, Citizenship
* Contribute and respond to departmental plans
* Continue with professional learning, formalised through performance management
* Monitor and evaluate the effectiveness of lessons, schemes of learning, seeking and implementing improvements

**Tutor Responsibilities**

* Oversee general welfare and social behaviour of students, liaising with Pastoral Leaders and other appropriate staff over individual students
* Promote positive attitudes and behaviour within the school and wider community
* To support students in contributing to the school and wider community eg. Tutor captains and charity work
* Monitor academic progress of students within tutor group, identifying underachievement and supporting students to address this
* Contact parents where necessary and attend tutor evenings
* Record any relevant information for student files
* Deliver the PSHE and Citizenship Schemes of Learning
* Ensure registers are completed in the morning and afternoon sessions
* Check lateness, absences and notes, passing information to Student Receptionist
* Check students’ uniform, equipment and planners, supporting whole school expectations
* Accompany students to and from school assemblies, and monitor behaviour during assembly

**Marketing and Liaison**

* To take part in marketing and liaison activities such as Open Evenings Parents Evenings, and liaison events with other schools.
* To contribute to the development of effective subject links with external agencies.

**Management of Resources**

* To contribute to the process of the ordering and allocation of equipment and materials.
* To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the School, department and the students.

**Other Specific Duties**

* To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.
* To support the school in meeting its legal requirements for worship.
* To promote actively the school’s corporate policies. To continue personal development as agreed.
* To comply with the school’s Health and Safety policy and undertake risk assessments as appropriate.
* To undertake any other duty as specified by STPCD not mentioned in the above.

**Subject Leader Resistant Materials – Person Specification**

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|  | **Essential** | **Desirable** |
| Professional Qualifications and learning | * Degree in appropriate subject * Has qualified teacher status | * Evidence of continuous professional development (CPD) |
| Experience | * Experience of successfully applying a range of teaching strategies * Demonstrable experience of supporting outstanding teaching and learning including adapting lesson content to support and ensure access for EAL and SEN pupils * Proven ability to deal with a wide range of student behaviour | * Recent experience in a UK secondary school/academy * An understanding of how the progress 8 measure will impact academy results and targets * Experience of inclusion strategies to support pupils with SEND * Proven ability to effectively work with a range of stakeholders including parents and external organisations * Experience of supporting and developing the practice of colleagues either within or outside of RM |
| Competencies | * A good or outstanding teacher in your subject * Demonstrable ability to engage with learners in a variety of ways * Demonstrable ability to move pupils’ learning forward * Able to effectively evaluate own practice to further improve learning of pupils * The ability to work effectively as part of a team, including across faculties * Demonstrable knowledge of behaviour management | * Able to demonstrate knowledge of planning, curriculum and assessment procedures * Experience of planning a medium term plan for curriculum delivery, developing and leading RM based projects |

**About Us**

Lavington is a high achieving school that is imaginative and creative in its approach to teaching and learning and is keen to look for continued and sustained improvement. We are fully committed to providing high quality education for children whatever their age. We benefit from a wonderful rural setting, surrounded by beautiful and historic countryside. The majority of our students live in nearby villages, and thrive in our supportive, positive, nurturing environment, achieving academic excellence for all.

The school enjoys a very good reputation within the community and throughout the county and continues to demonstrate the highest standards of achievement. Much of this success is due to the active partnership of home, school and community, which allows a happy working atmosphere to prevail, where hard work and good behaviour is the expectation. Our students are happy and well-motivated and respectful. They are nurtured through superb individual care, a culture of high aspirations, an extensive leadership and enrichment programme and recognition of their unique talents.

RM is a popular KS4 choice with high take up. Expectations and outcomes in the subject are strong, students experience KS3 RM as part of a rotation of subjects. The department consists of one subject leader, one additional teacher and a technician. There are two dedicated workshops and further spaces to support RM delivery. RM works closely with food, graphics, art and photography.

**Applying**

If you would like to apply you should include a covering letter in addition to the application form. This should be no more than two sides of A4 giving your reasons for applying, your relevant experience and personal qualities you would bring to the role.

Applications should be addressed to Mr Ralph Plummer, Head of School, and emailed to [hr@lavington.wilts.sch.uk](mailto:hr@lavington.wilts.sch.uk) Please note that we do not accept CVs.

Interviews will be arranged as soon as possible after the closing date.

If you would like to arrange a visit to the school or have any further questions, please email [hr@lavington.wilts.sch.uk](mailto:hr@lavington.wilts.sch.uk)

The closing date is **Friday 22nd March at midday.**

Further information about the school can be found on the website [www.lavington.wilts.sch.uk](http://www.lavington.wilts.sch.uk)

This role is advertised on the school’s website, eteach and DfE Teaching Vacancies.

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| Red phone 46 icon - Free red phone icons | 01380 812352 |
| Apple, mail, email, envelope, inbox, message, send icon ... | [hr@lavington.wilts.sch.uk](mailto:hr@lavington.wilts.sch.uk) |
| address Vector Icons free download in SVG, PNG Format | Lavington School, The Spring, Market Lavington, Devizes, Wilts. SN10 4EB |

**This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be subject to an enhanced DBS check.**

Please note that if you have not heard from the Academy within 2 weeks after the closing date, please assume you have been unsuccessful.  We may interview candidates ahead of the closing date so early application is advised. The School reserves the right to interview and appoint prior to the advertised closing date.