

Job Profile:

Subject Leader for Design Technology



Salary scale:	MPS/UPS with TLR2a (£5,347) with £2,000 retention payment
Working hours:	Full time
Academy/department:	Bishop Young Academy
Responsible to:	Assistant Principal
Nature of contract:	Permanent

Job purpose:

To support the Assistant Principal in his/her key role and undertake reasonable tasks as requested.

- Ensuring consistently high levels of progress for all students
- Ensuring high standards and expectation from students and staff
- Ensuring the provision of high quality teaching and learning

To work with leadership at all levels to support achievement across the Academy.

Job specific responsibilities:

- To provide a lead for high quality teaching and learning within the subject.
- To teach all aspects of KS3 & KS4 DT.
- To ensure high standards of achievement and progress for all students within the curriculum area.
- To ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme which complements the Academy's strategic objectives.
- To lead on the development and implementation of effective assessment and monitoring systems within the subject.
- To lead the subject in tracking and intervention across the age and ability range.
- To devise and implement quality assurance systems, including regular learning observations, learning walks and work scrutiny, in line with the Academy procedure.
- To play a significant role in the development and the promotion of the curriculum area.
- To undertake and support subject-specific staff training and professional development within the curriculum area.
- To take a leading role with the Assistant Principal in the Curriculum Area Development Plan and self-evaluation processes.
- To lead, monitor and ensure delivery of a Subject Improvement Plan and self-evaluation processes within the context of the Academy's Improvement Plan and self-evaluation processes.
- Support aspects of the Performance Development procedure within the Subject.
- To manage the resources of the Department, including the effective deployment of staff, physical and financial resources, within the limits of the delegated budget and in accordance with the Academy's financial procedures.
- To ensure effective use and transfer of performance data at all transition points.

Responsible for:

- Leadership, support and accountability of a subject team to ensure high expectations and high standards of teaching and learning.

- Ensuring the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students study in the subject, in accordance with the aims and ethos of the Academy.
- To set, monitor and evaluate subject and individual student progress targets to make a measurable contribution to whole Academy targets.
- To monitor and evaluate the subject in line with agreed Academy procedures, including evaluation against quality standards and performance criteria.

Educate

Teaching & Learning

- To work with colleagues to develop innovative and engaging schemes of work, lesson plans and related learning resources that accelerate student progress.
- To ensure appropriate, effective and exciting Schemes of Work are created and delivered to support the subjects.
- To keep up to date with national developments in the subject area and teaching practice and methodology.
- To actively monitor and respond to curriculum developments and initiatives at national, regional and local levels.
- To maintain accreditation with the relevant examination and validating bodies.
- To ensure the effective operation of quality assurance systems and ensure adherence within the subject.
- To co-operate with other subjects to ensure a sharing and effective use of resources and experiences to the benefit of the Academy and the students.

Achievement/Progress

- To use statistical and other information to evaluate the effectiveness of teaching and monitor the progress of those taught.
- To plan for progression across the age/ability range being taught, designing effective learning sequences within lessons and across series of lesson, informed by secure subject/curriculum knowledge.
- To ensure the implementation and evaluation of intervention strategies to ensure excellent student progress.
- To ensure progress data of all teachers within the subject is up to date, accurate and used effectively as required.
To liaise effectively with the Exams and Assessment Team and relevant examination and awarding bodies.
- To ensure transfer of performance data from feeder primary schools and other transition points to teaching staff within subject.

Nurture

- To establish a clear framework for class discipline in line with Academy policy to manage students' behaviour constructively and promote self-control and independence.
- To know the legal requirements, national policies and guidance on the safeguarding and promotion of the wellbeing of children.
- To comply with the Academy's Child Safeguarding Procedures and to report concerns to the Designated Child Protection Officer.

- Have high expectations of young people including a commitment to ensuring that they can achieve their full educational potential and to establishing fair, respectful, trusting supportive and constructive relationships with them.

Empower

Staff

- To take responsibility for own professional development and to keep up to date with research and developments in pedagogy and in the subjects taught.
- To participate in arrangements made in accordance with the Performance Management cycle.
- To ensure training needs are identified and appropriate programmes are designed to meet such needs.
- To have a commitment to collaboration and co-operative working.
- To work as a team member and identify opportunities for working with colleagues, managing their work where appropriate and sharing the development of effective practice with them.
- To support the implementation of Academy policies and procedures e.g., Equal Opportunities, Health & Safety etc.
- To participate in the Academy's ITT programme where appropriate

Students

- To ensure the involvement of Student Voice in the production of Self Evaluation and the development of the subject.
- To ensure that the delivery of the subject within the curriculum area delivers on the Academy's Mission Statement to empower students.

Partnership

- To communicate promptly and effectively with parents and carers, conveying timely and relevant information about attainment, objectives, progress and well-being.
- To ensure effective communication/consultation, as appropriate, with the parents/carers of students, monitoring the overall accuracy and quality of reports to parents/carers, ensuring all deadlines are met.
- To lead on the development of effective subject links with partner schools and other external partners.
- To ensure the effective promotion of the subject at Open Days/Evenings, 'Moving on' Evenings and other events.

Abbey MAT responsibilities

- Contribute to the overall aims and values of the academy and Trust, appreciate and support the roles of other members of the wider team and attend and participate in relevant meetings as required
- Comply with all academy and Trust policies and procedures including child protection, safeguarding, health, safety, welfare, security, confidentiality and data protection, reporting any concerns to the appropriate person
- To safeguard and promote the welfare of children for whom you have responsibility, or come into contact, including adhering to all specified procedures
- To promote and adhere to principles underpinning equalities in terms of employment and service delivery to ensure that colleagues are treated, and services delivered, in a fair and consistent manner.

The role holder must demonstrate a flexible approach to the delivery of the role. Consequently, the role holder may be required to perform work not specifically identified in this profile, but which is in line with the general scope, grade and responsibilities of the role.

People Profile:

Aptitudes, qualities and values:	Essential	Desirable
Willingness to make a positive contribution to the wider life of the academy and community	✓	
An inspirational and outstanding practitioner, passionate about teaching and learning with the ability to inspire, challenge and motivate students	✓	
Ability to work flexibly and collaboratively as part of a team as well as on own	✓	
Possess personal integrity, warmth and a sense of humour	✓	
Learns continuously and effectively adapts behaviour in response to feedback; able to evaluate own performance and focus development accordingly	✓	
An effective communicator, influencer and negotiator	✓	
Commitment to promoting an open, fair and equitable culture, managing conflict where necessary	✓	
Prioritise, plan and organise self and others	✓	
Logical, methodical with a meticulous eye for detail	✓	
A commitment to our mission and values demonstrated by current practice	✓	
Support the Christian ethos of Abbey Multi Academy Trust	✓	
Qualifications, knowledge, skills and experience:	Essential	Desirable
Qualified teacher status for England (or equivalent)	✓	
Relevant degree (or equivalent)	✓	
Recent, relevant professional learning and development	✓	
Evidence of high expectations which inspire, motivate and challenge every student	✓	
Excellent interpersonal, written and oral communication skills	✓	
Consistently good or outstanding teacher in relation to career stage	✓	
Evidence of track record of results that exceed expectations	✓	
In-depth subject and curriculum knowledge	✓	
Successful experience in leading and managing change and innovation		✓
Excellent understanding of all components which comprise outstanding teaching and learning including conducting lesson observations	✓	
Use of assessment and attainment information to improve practice and raise standards	✓	
Use of strategies to promote good learning relationships and high attainment in an inclusive environment	✓	
Experience of effective behaviour management to ensure and foster a safe, engaging, enjoyable and outstanding climate for learning	✓	

Awareness of the need to safeguard students' wellbeing, in accordance with statutory provisions and policies	✓	
Awareness and understanding of the wider educational context and national accountability frameworks	✓	
Knowledge of/involvement in educational research on teaching and learning		✓
Confident in the use of ICT to support learning	✓	
Able to deliver all aspects of the subject at KS3 & KS4	✓	
Successful working relationships with students, staff, parents/carers	✓	
Experience of pastoral/tutor role		✓
Experience of cross curricular initiatives/projects or whole school developments		✓
Safeguarding and promoting the welfare of students:	Essential	Desirable
Appropriate motivation to work with children and young people	✓	
Ability to maintain appropriate relationships and personal boundaries with children and young people	✓	
Comply with the Trust's commitment to the protection and safeguarding of children	✓	

Our Trust mission:

In partnership to Educate, Nurture and Empower

Our Trust vision:

Abbey Multi Academy Trust is committed to providing high quality education for all within an environment which is welcoming, disciplined and purposeful. Through a range of opportunities including academic, cultural and spiritual, our pupils and colleagues are empowered and nurtured to flourish and live 'life in all its fullness' (John 10:10).

www.abbeymat.co.uk

