



Dear Prospective Recruits,

Thank you for your interest in working with us at the London Design & Engineering University Technical College (LDE UTC). Since opening in September 2016, the LDE UTC has provided exceptional education to learners of all abilities from year 9 and up, who aspire to pursue a career in design and engineering.

We are committed to providing our staff with the necessary time and resources required, ensuring our learners remain at the heart of our mission. Our learner-focused approach, coupled with our state-of-the-art facilities and specialist equipment, empowers learners to become the next generation of confident, independent, and work-ready individuals. By fostering academic excellence and forging strong partnerships with employers, we prepare our learners to thrive in the ever-evolving landscape of design and engineering.

One of the key aspects that sets us apart is our curriculum, which revolves around engaging and compelling employer-led projects. Through active learning experiences, we cultivate a learning environment that is both relevant and memorable, boosting our learners' academic achievement.

We understand the importance of comprehensive career guidance. That's why we have formed strategic alliances with our employer partners and universities to provide expert advice, mentoring, site visits, and work placements. Through these invaluable opportunities, every learner has the chance to secure amazing progression routes into higher apprenticeships, or to pursue higher education.

If you are interested in sharing your knowledge, skills, and passion with our dedicated staff and eager learners, we invite you to get in touch with us. Together, we can explore the limitless possibilities that await you and contribute to shaping the future of design and engineering.

Yours sincerely,

Geoffrey Fowler, CEO & Principal





OUR CONTEXT:

The LDE UTC is a technical college where learners exceed their expectations, enjoy pathways onto incredible destinations and make higher than national average progress. The progress our learners make is often extraordinary, for example our learners achieve an average attainment grade of a Distinction for all their technical subjects.

Due to the need for technical skills required from industry, the desire to be engineers from the young people of London, the LDE UTC has been oversubscribed since opening in 2016 and receives over 1600 applications for just 180 year 12 places and over 600 applications for just 80 year 9 places.

Many learners at the college are from the borough of Newham, however the geographical spread of the population of learners as a whole is very wide. Our learner body comes from diverse backgrounds with 93% Black Asian and Minority Ethnic (BAME), 42% of the learners are funded by pupil premium and 55% have English as an additional language (EAL) i.e., English is not their main language at home.

Upon arrival, learners encounter our dynamic, distinctive, and tailored curriculum, delivered with extensive knowledge and expertise in cutting-edge facilities. This environment inspires our learners to excel academically, and we are committed to ensuring that each and every one of them transitions to high-quality employment, training, or educational opportunities.

LDE learners enjoy the employer engagement as they realise the purpose in what they are learning, receiving the Knowledge, Skills and Behaviours required to secure academic excellence and progression routes onto industry via higher apprenticeships, university or straight into the workplace.

OUR VISION

“Creating technology and employer-led education that provides learners with the ability to exceed their potential, celebrate their diversity and embrace the opportunities of the 4th industrial revolution.”

Our objective is crystal clear: we strive to narrow the UK’s skills gap and equip our learners to leave at 16 or 18 years old with top-notch apprenticeships, job placements, university acceptances, or college courses. We foster close partnerships with numerous employers to deliver an education that is both engaging and perfectly aligned with the demands of the professional world.



OUR ETHOS:

Our ethos is straightforward: we view the college as a workplace. Consequently, everyone is expected to conduct themselves professionally and demonstrate mutual respect in all interactions. This mirrors the professional environment our partners operate in. Our college serves as a preparatory ground where our learners develop the skills needed to succeed in their chosen careers.

OUR VALUES:

Passionate about everything we do	We commit ourselves wholeheartedly to everything we do. We approach our work with enthusiasm, energy, and positivity. We do what we do because we love it, and this passion shines through.
Reach higher, be better	We are always learning and challenging ourselves and each other, to be the very best we can be. We have the courage to improve the way we work and exceed expectations.
Be respectful and value everyone	We take time to listen to each other and treat people in the way they want to be treated. We are supportive, inclusive and recognise everyone has their own skills and experience to offer. All our family has a voice.
Take care	We look after ourselves, our colleagues, and our community. We have a zero-compromise approach to health, safety and well-being.
Take ownership	We take responsibility and never walk on by. We are proactive – focusing only on solutions instead of problems.
Be proud, be seen	We celebrate our past, we are proud of what we do today, and we are excited about our future.



Here at LDE UTC we are proud to offer a competitive benefits package for our valued employees.

We understand as an employer we need to be flexible and responsive in order to promote diversity and equality whilst being able to attract and retain the highest quality workforce. Therefore, we hope that you will be able to take advantage of some of the benefits we offer whilst you are employed by us.

Catering Offer:

LDE offers free breakfasts and lunches whilst at work, this can be from a selection of hot or cold food made freshly on site. On Wednesdays LDE have a 'Free Fruit' day and fresh fruit is available to all staff. Free tea and coffee daily.

Advise and Counselling Service:

Our free Employee Assistance Programme (EAP) is a confidential 24/7 telephone line manned by accredited counsellors who are there to help staff with any matters they are worried about (work based or in their personal lives). This service also offers some face-to-face counselling where needed and other excellent benefits.

Cycle2work Scheme:

Cycle2work is a government initiative that was introduced in 2001 to encourage more people to commute to and from work by bike, enabling people to make healthier choices and reducing the UK's carbon footprint. The initiative also allows you to make huge tax and National Insurance savings on the cost of a new bike and safety accessories. These savings are achieved via salary sacrifice and managed by us.

Season Ticket Loan:

For all staff who have completed 10 months' continuous service we offer a travel loan scheme where we can advance you the cost of your season ticket (subject to certain limits) and deduct this from your net salary each month, thus spreading the cost of your ticket across the year.

Parking:

LDE have partnered with neighbouring UEL to secure staff car parking space. There is a limit on how many spaces we get per year and a cost. The parking charge is currently 0.6% of gross monthly salary. You will have to apply for a permit space on a yearly basis.

Staff Children Admission Category:

The LDE UTC Admissions Policy includes a category of admission relating to the children of staff, who may be given priority in the allocation of student places at the school if either of the following criteria are met:

- Where the member of staff has been employed at the school for two or more years at the time at which the application for admission to the school is made; and/or
- The member of staff is recruited to fill a vacant post for which there is a demonstrable skills shortage.



Occupational Health Service:

LDE work with an external company to provide a high quality OH service.

Flu Jab:

If you wish to take the seasonal flu jab and are not entitled to a free one, LDE will reimburse you for this. We want our staff to stay fit and well.

Staff Well-being Committee (SMILE):

Members of staff have set this committee up to support well-being amongst staff. Events/team outings are often arranged

Multi-faith Chaplaincy:

The Haven room located on site is a space which has been created to help you think about how faith, spirituality, and values shape who we are and the choices we make in life. It is a place where you can talk to someone, a place to unwind or if you want to make a difference in your community, the Chaplains can help.

IT Equipment:

Upon starting with LDE, you will receive a high-quality laptop and laptop bag to the value of £900 on average.

Flexible Working and Working from Home:

We are happy to be able to offer flexible working to our staff and most staff members take advantage of this and work from home 20% of the week in some shape or form. For teachers this may work around your timetable. For support staff, depending on role, this could be one day at week home working.

We have also implemented a 4.5 day timetable for learners, creating 54% learner contact time and 46% of the working week for PPA and CPL. 10 of the 190 days for our learners are 'flipped learning days' allowing further time for CPL and PPA for teaching staff.

Personal Development:

LDE offer opportunities for personal and professional development in a supportive environment. Newly qualified teachers to the school are allocated a mentor at the start of their employment and there is a well-planned Induction process for all staff.

Sight Tests & Corrective Spectacles/Contact Lenses:

LDE staff are entitled to basic vision tests. There are allowances (usually £50) to reimburse staff members for eye tests and the purchase of VDU spectacles/contact lenses.



Annual Leave:

On joining LDE, support staff working all year round will benefit from 28 days' annual leave per annum pro rata, plus 8 bank holidays.

Pension Scheme:

Teachers:

Membership of the Teacher's Pension Scheme.

Key benefits of the scheme are:

- You receive a guaranteed pension through the Teachers' Pension Scheme.
- You pay into your pension and so does LDE as your employer.
- It's a Defined Benefit Scheme, registered with HM Revenue and Customs, based on your salary and service rather than investments – so there'll be no nasty surprises when you come to claim your pension.

Support staff:

Member of the Local Government Pension Scheme, key benefits to you are:

- Secure pension.
- Flexibility to pay more or less contributions depending on your circumstances, tax efficient now and in the future.
- Freedom to choose when you would like to take your pension between the age of 55 and 75.

Long Service Recognition and Reward:

Staff are rewarded in recognition for their hard work, dedication and loyalty with a bonus following 5 and 10 years of service.

Eligible staff are entitled to the following:

5 years' service - £250

10 years' service - £500

This is paid via payroll at the end of September to all staff who passed the milestone (5 or 10 years) during the previous 12 months and remain employed.

Electric Car Scheme:

Electric Car Salary Sacrifice Scheme is open to all staff following a successful probationary period. We work with a third-party provider to offer the best and environmental friendly driving solution for staff. There are huge savings available on pure electric vehicles as Benefit in Kind is just 2% between April 2022 and April 2025, meaning you can make significant tax and NI savings on the scheme.

Discounted Gym:

A discounted gym membership at UEL SportsDock is available for LDE UTC staff, just show your LDE UTC ID badge at SportsDock to benefit from this.

Job Title:	Teacher of Art & Design
Location:	London Design & Engineering UTC / Newham
Contract type:	Permanent – Term Time, 37 hours per week
Salary:	M1 - UPS3 (£36,745 - £56,959)
Accountable to:	Curriculum Lead Design

Core Purpose:

You will have a central responsibility for the following:

1. To carry out effectively the professional duties of a teacher at LDE UTC under the leadership team (LT) and direction of the Principal in accordance with the policies of LDE UTC
2. Develop, plan and deliver effective and high quality learning experiences for all students, preparing students to be successful in external examinations
3. To demonstrate, through curriculum knowledge, creativity and application, how your subject is relevant and inspire students in your subject area to succeed at the highest level possible
4. To be accountable for the learning and achievement of all students undertaking your subject, ensuring robust and accurate tracking and performance data is recorded
5. To be responsible for the delivery of your subject within the context of the school curriculum and contribute subject expertise to support the delivery of the unique DISCE Compagne thematic learning framework integrating aspects of the curriculum
6. To take responsibility for professional development as required to deliver the required outcomes in your subject area and in the wider professional development initiatives as directed by the Principal

We are committed to making sure our students have excellent outcomes both in terms of qualifications and wider employability. You will be working with the LDE UTC Trust to ensure their vision is met, by ensuring the highest standards and expectations in teaching, learning, behaviour and subject enrichment are promoted and achieved. Teachers are at the heart of our team. You will keep up to date with educational issues and improvements in practice, be an outstanding teacher, make learning fun and relevant and be committed to raising attainment and using strategies to inspire our students to complete their studies to a high standard.

Key Responsibilities: Learning and teaching

- To work with the leadership team to sustain high expectations and excellent practice in teaching and learning throughout the subject, which will include monitoring and evaluating your own professional practice to ensure high quality of teaching, high standards of students' achievement, and to contribute to data management and improvement planning.
- To contribute to improvement planning under direction from your Director of Learning
- To ensure that there are clearly-understood links between the technical, academic and work related elements of the curriculum which yield benefits in terms of student outcomes.
- To ensure that learning is at the centre of your classroom practice.
- To ensure that students are informed of new and emerging technologies and ideas as relevant to support the teaching of your subject and to inspire students in their future careers

- To monitor, evaluate and review your own classroom practice and use teaching improvement strategies to enhance the student experience.
- To challenge underperformance at all levels and ensure effective corrective action and follow-up.
- To contribute to the personal development of the student by taking part in the spiritual, moral, social and cultural development activities embedded across the whole school
- To treat people fairly, equitably and with dignity and respect to create and maintain a positive school culture.

This will include

1. Providing high quality subject and project curriculum lessons which:
 - a. Ensure that students acquire new knowledge and skills, develop ideas and increase their understanding
 - b. Enable students to develop their learning habits of concentration, working productively both independently and collaboratively, and producing work which is well presented
 - c. Ensure students make progress through:
 - Well planned and well-paced lessons
 - Modules based on assessment for learning
 - Lessons well matched to students' needs with an appropriate level of challenge
 - Well organised and skilful use of resources, including time, information learning technology and support staff
 - Personalising challenging stretching targets
 - Extended learning tasks which reinforce and extend the learning undertaken in class
 - Consistent and effective behaviour management
 - Effective feedback
 - d. Ensure students develop their own learning through self-evaluation and reflective partnership with peers and teaching staff
2. Delivering your subject through innovative exciting themed projects, using your subject specific knowledge and skills to plan, prepare and deliver instructional activities which facilitate active learning experiences
3. Ensuring that personalisation of learning lies at the heart of delivery by fostering a mentoring and personal coaching approach that enables students to tailor the curriculum to their individual needs and aspirations and which will develop their personal and employability skills
4. Taking account of diversity and promoting equality and inclusion. Ensuring that teaching is adapted appropriately to suit the stage of the lesson and the needs of the students and that a variety of activities make learning interesting and encompass assessment for learning and consistent feedback strategies.
5. Establishing a safe learning environment, which complies with current legal requirements, national policies and guidance on the safeguarding and well-being of students and young people
6. Ensuring support staff (as appropriate) are clear about the learning objectives and outcomes in lessons, understand the sequence of teaching and learning in the subject and communicate this to the students
7. Taking responsibility to ensure you are up to date in terms of your knowledge of your subject, the related teaching methodologies and the external examination requirements for this subject
8. Ensuring that the activities planned for students encompass a variety of ICT learning and support activities, for example use of quiz software, support websites, relevant social network activities, simulations, as relevant to the curriculum, marketing and improvement projects in the school
9. Assessing, recording and reporting on the personal development and academic attainment and achievement of students. Maintaining accurate and comprehensive records of individual students needs, both in the classroom and in extended school activities
Contributing to the assessment and reporting of student development in line with school policies and achievement across all skills and competencies in and out of school

Other Responsibilities

- Attend briefings, register students and assist with supervision before, during and after the working day
- Attend meetings arranged for staff, with parents, and, when appropriate, with outside agencies/providers
- Attend meetings as required with trainers as part of staff development and undertake any additional training highlighted by line management feedback
- Supervise and, so far as practicable, teach students whose teacher is not available
- Ensure that work is always set for classes when absence is foreseeable
- Comply with health and safety rules and legislation, ensuring the safety of students and staff at all times
- Maintain effective lines of communication with parents, establishing a strong partnership with parents/carers to involve them in their child's learning
- Actively support and promote staff and student recruitment;
- Attend open evenings, parents' events, progress review meetings and other dedicated activities, as required;
- Participate in the arrangements to seek and take action on students' views
- Adopt a professional approach at all times and ensure all areas of personal activity comply with standards laid down by the UTC
- Act in compliance with data protection legislation, in respecting the privacy of personal information, and with the principles of the Freedom of Information Act 2000 in relation to the management of records and information
- Undertake other such duties as are commensurate with the post and which may reasonably be required by the Principal or your Line Manager.

Equal Opportunities

- Maintain and demonstrate a good understanding and knowledge of equalities legislation and the College's Equality and Diversity policies as applicable to the role.

Safeguarding

- Maintain and demonstrate a good understanding and knowledge of Safeguarding Children and the College's Safeguarding policies and procedures as applicable to the role.

Professional Development

- Maintain and update your own knowledge and skills in line with the requirements of the role.
- To undertake professional development opportunities to keep abreast of best practice.
- Attend meetings as required.
- Undertake any additional training highlighted by line management feedback.
- Lead by example to maintain a high standard of professionalism.

Other Duties

- Adopt a professional approach at all times and ensure all areas of personal activity comply with standards laid down by the UTC.
- Undertake such duties as may be required.



This job description is intended as a guide to the general duties and responsibilities of the post, which will change from time to time according to the needs of the College. It does not form part of the terms and conditions of employment. The post holder will be expected to undertake the duties commensurate within the range and grade of the post or any other reasonable duties as directed by the Principal.

Person Specification

The successful applicant will be able to demonstrate the following minimum requirements in their career to date through A – Application; B – Tests, Exercises; C – Interview; D– References.

Category	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Honours degree in the relevant teaching subject or equivalent (A) Relevant subject specialism (A) --- PGCE or equivalent QTS (A), or QTLS or Certificate in Education / / DTLLS qualification 	
Experience	<ul style="list-style-type: none"> Teaching 14-19 year olds (A, C, D) Ability to use a range of teaching and learning strategies to secure learner achievement (C) Planning and recording – able to plan a curriculum scheme of work, plan interesting lessons, measure progress and produce information for accurate data tracking (A, C) Track record of outstanding teaching (D) 	<ul style="list-style-type: none"> Ability to teach more than one subject (A, D) Further study, work in industry, professional development undertaken (A, C, D) Experience of developing cross curricular projects (B)
Knowledge and Understanding	<ul style="list-style-type: none"> Knowledge of the national curriculum at Key Stage 4 & 5 and relevant awarding body syllabuses for GCSE, A Level and BTEC Good or outstanding classroom teacher with detailed understanding of pedagogy (A, B, C, D) Of effective assessment for learning strategies (A, C, D) Of how children learn with evidence to show how this can be effectively translated into classroom practice and have an impact upon the levels of student achievement. (A, B, C, D) Of how ICT and technology more widely can be used to improve teaching and learning (A, B, C, D) Understanding of strategies for raising performance and using monitoring and evaluation structures to allow rigorous review of curriculum delivery (C) 	<ul style="list-style-type: none"> Of curriculum developments which personalise learning for students and so maximise achievement (A, C, D) Able to demonstrate a knowledge of initiatives to link numeracy and literacy and the broader curriculum into their subject (B, C)
Other skills and abilities	<ul style="list-style-type: none"> High standard of interpersonal skills and emotional intelligence. Excellent written and oral communication skills with the ability to communicate effectively to a variety of audiences (A, B, C, D) Commitment to working in partnership with parents (A, C) Excellent at working in teams (C, D) Ability to manage time and prioritise well, meet deadlines and work under pressure (A, B, C, D) 	<ul style="list-style-type: none"> Ability to demonstrate innovation and creativity in their subject (B, C, D) Interest in whole school developments and the wider life of the school Highly developed ICT skills (A, C, D)

	<ul style="list-style-type: none"> • Command respect of students and staff and be an advocate for the UTC (A, C, D) • Able to demonstrate a knowledge of innovative approaches to the teaching of an agreed subject specialism(B) • Evidence of high quality teaching skills (B) • Strong team working skills and the ability to work effectively with people at all levels (B, D) • Able to create project based scenarios rooted in the local community or relevant industry (B) 	
Personal qualities	<ul style="list-style-type: none"> • Honesty, integrity, ability to build trust (D) • Resilience (B, D) • Energy, enthusiasm and the ability to keep things in perspective (A, C, D) • Commitment to the aims and values of the UTC (A, B, C) • Confidence, communication skills and fluency to deal with employers, students, parents and community organisations (C, D) • Awareness, understanding and commitment to equal opportunities (A) • An understanding of the needs of young people (C) • Maintains high professional standards at all times (D) • Commitment to own professional development (D) 	<ul style="list-style-type: none"> • An understanding of the needs of business and industry (C)



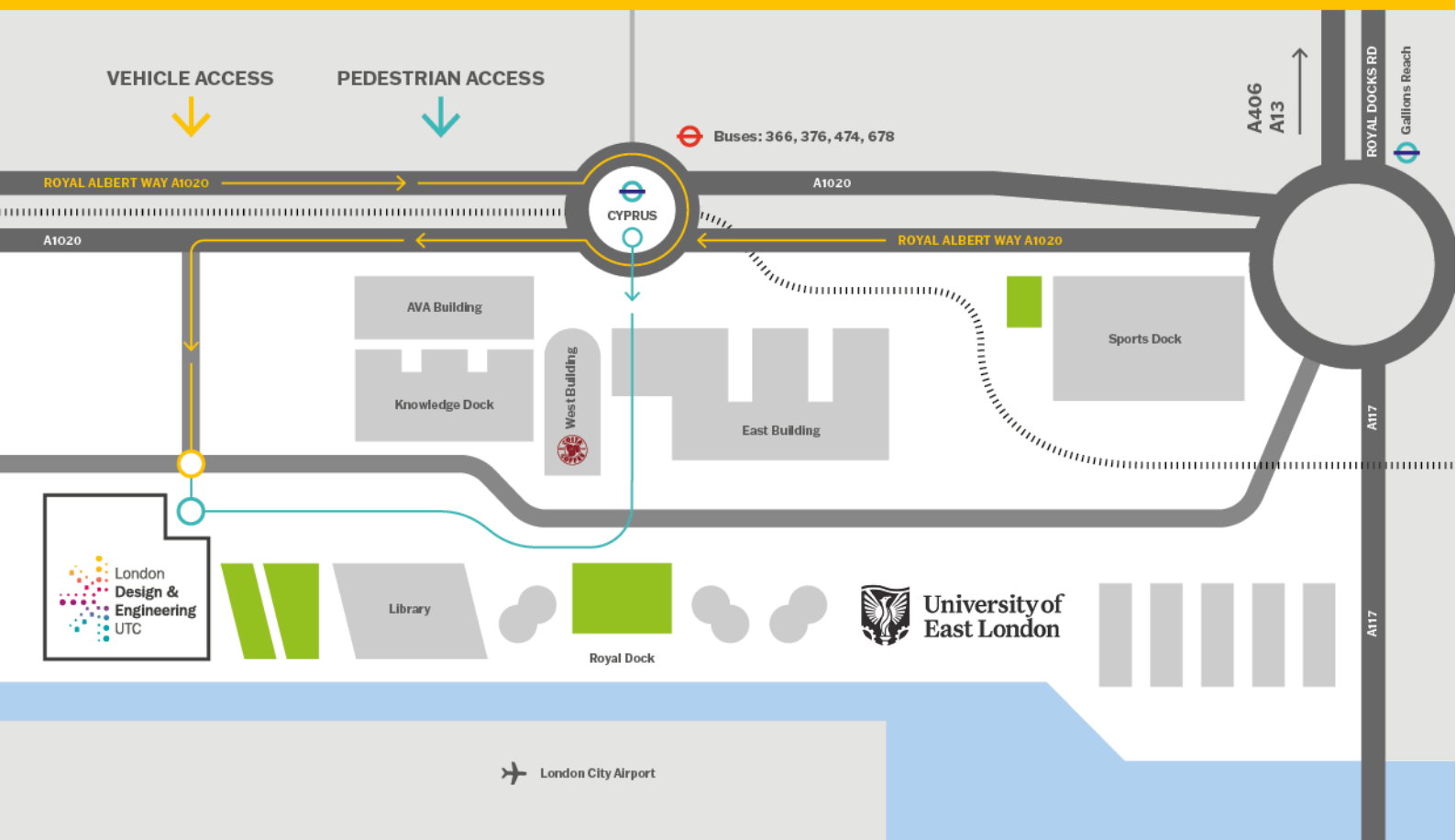
Please apply via TES or email your completed application to: HR@ldeutc.co.uk

Closing date: Monday 6th May 2024

Shortlisting: Tuesday 7th May 2024

Interviews: Week commencing Monday 13th May 2024

Start date: September 2024



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