



Teacher of Design Technology

Salary / grade range	MPS/UPS (£30,000 - £46,525)
Location	Co-op Academy Grange, Bradford
Reports to	Curriculum Leader

Purpose of role:

To provide support for the Design Technology Area at Co-op Academy Grange, promoting a secure and effective culture and foundation for the achievement of high standards in the work of the area.

- To lead strategic direction and development.
- To secure and sustain effective learning leading to successful student outcomes
- To lead the gathering and standardisation of assessment
- To lead, motivate, develop and support staff
- To deploy the resources available to the area effectively
- To account to the Director of Area for the effectiveness and efficiency of the Area

Key accountabilities (and specific duties / responsibilities):

- To consistently deliver good/outstanding lessons and student outcomes.
- To secure and sustain a positive climate to learning and behaviour of students.
- To promote the inclusion and acceptance of all students within the classroom.
- To encourage students to interact and work co-operatively with others and engage, challenge, motivate and reinforce self-esteem with all students in activities.
- To take part in quality assurance processes within the Expressive Arts Area to secure improvements and provide opportunities for professional development.
- To contribute to and participate in the development of a whole school approach to the development of basic skills.
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To work with the Expressive Arts Area to implement a clear set of principles to ensure:

- accurate monitoring and reporting of student progress
- improvements in teaching are a priority focus area
- marking assessment and feedback is provided to all students
- work with other staff supports the implementation of a range of targeted interventions that lead to maximum student progress.
- To participate in an effective evaluation programme which informs Area and whole school self-evaluation processes and identifies priorities for improvement.
- To contribute to the Area improvement plan and SEF.



- To maintain knowledge and understanding of the school vision values and ethos, priorities, targets and action plans.
- To attend appropriate school meetings and participate and contribute to discussions.
- To mentor and coach staff to improve teaching, develop and share best practice, improve leadership, build confidence and maintain positive attitudes.
- To work with others to create a climate, which enables staff to develop, challenge and support each other, resulting in improved teaching.
- To offer support to colleagues teaching in the Area to consistently and effectively use information about prior attainment and information from assessment, marking and feedback to monitor progress to give clear and constructive feedback.
- To offer support to colleagues teaching in the Area to ensure that, as a result of their teaching, their students make good and outstanding progress in relation to prior attainment and compared to similar students nationally.
- To participate in effective strategies and procedures for staff induction, staff development and Performance Management.
- To participate in recruitment and selection procedures for Area staff.
- To prioritise and manage their own time effectively, balancing the demands made by teaching and involvement in Area development.
- To take responsibility for their own professional development and remain up to date with current practice undertaking any relevant training.
- To comply with any reasonable request from the Curriculum Leader of Area to undertake work of a similar level not specified in this job description.
- To develop and sustain relationships with others both within and outside of school.
- To comply with policies and procedures relating to child protection, health, safety and security and confidentiality, reporting any concerns
- Contribute to Campus life and the overall vision, values and guiding principles of the Campus
- To participate in supervision duties as per the schedule produced by school.
- To model professional behaviour and attitudes around the school to ensure the highest standard of appearance and conduct are met.



Personal attributes required (based on job description):		
Attributes	All attributes are essential, unless indicated below as 'desirable'	How measured, e.g. application form (A), interview (I) test (T)
<p>Qualifications</p> <ul style="list-style-type: none"> • Good relevant degree or equivalent • Recognised teaching qualification • Evidence of continued professional development • Award bearing management training 	Desirable	
<p>Experience</p> <ul style="list-style-type: none"> • Proven record of good or better teaching • Successful leadership and management of a team • Successful experience of middle management leadership • Initiating and supporting change • Involvement in the wider aspects of school life • Has made a positive impact current post and can demonstrate how it has led to increased student progress. 		
<p>Skills, Ability, Knowledge</p> <ul style="list-style-type: none"> • An understanding of current educational issues and their implications. • Good oral and written skills • To make high quality reasoned decisions based on available information. • Clear expectations of student behaviour and discipline. • Resilience and the ability to deal with a large volume of work and heavy demands upon time • High order administrative and organisational skills with good attention to detail • Creativity, imagination and flair. • To contribute to the whole school development of teaching and learning across the curriculum. • To develop staff in the Area, including all TLR 		



<p>holders/range of teachers/ support staff.</p> <ul style="list-style-type: none">• Understanding of the Quality Assurance process and how it impacts on ensuring students have a high quality learning experience.• A detailed understanding, ownership and accountability for the programmes of study within the Area, including examination syllabus choices, how they are delivered and how they achieve/attain in relation to targets.		
<p>Personal Qualities</p> <ul style="list-style-type: none">• Commitment to the promotion of quality and high standards.• To work cooperatively with a wide range of people and as part of a team.• To work positively with students and demonstrate commitment to their progress and well-being.• Ability to work in partnership with the Senior Leadership Team, Leadership Group and Area Directors.• Commitment to further advancement in the profession and the development of self and others.• The ability to get things done with imaginations, vision and drive.• The ability to motivate others in the pursuit of continuous improvement in the context of purposeful climate• Command respect through example and to display firmness and sensitivity when dealing with others.		

Co-op Academies Trust as an aware employer is committed to safeguarding and protecting the welfare of children and vulnerable adults as its number one priority. This commitment to robust recruitment, selection and induction procedures extends to organisations and services linked to the Trust on its behalf. This post is subject to an enhanced DBS check.

All our colleagues are expected to demonstrate a commitment to co-operative values and principles, and the Ways of Being Co-op.

Co-op Academies Trust is committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage or civil partnerships.