BISHOP RAWSTORNE
Church of England Academy

Recruitment Pack

TEACHER OF DESIGN & TECHNOLOGY

Welcome from our Headteacher

Thank you for your interest in this role at Bishop Rawstorne. Bishop Rawstorne was established in 1960 with the vision of providing a Christian education for the children of the foundation parishes of Bretherton, Croston, Eccleston, Mawdesley with Bispham and Wrightington with Heskin. As the academy has grown we have expanded to include nine other named parishes and in some years take students from even further afield.

Our academy is oversubscribed every year. Our current intake number is 190, but with appeals we have had as many as 200 students starting Year 7 with us. Parents choose to send their children to us because of our outstanding reputation both locally and regionally. Our students and staff work together to achieve outstanding results year on year. This year our headline figures were 9-4 English and Maths 91.3%, 5 standard passes including English and Maths 84.1%, P8 estimate 0.62, EBacc strong pass 39.5% and EBacc standard pass 49.7%.

As a Church of England Academy, we are mindful of our academy motto 'fortiter et fideliter – bravely and faithfully' which helped to shape our vision of being a Christian community delighting in seeking wisdom and knowledge, building relationships and character based upon the Word of God, enabling us all to flourish bravely and faithfully. This borrows heavily from James 3:17 which talks about wisdom from heaven being pure, peace loving, considerate, submissive, full of mercy and good fruit, impartial and sincere. This isn't just a tokenistic vision, written down for future inspection teams, but describes how we expect all of our students, staff, governors and parents to work together and to behave in school and also in the wider community. We need staff who fully buy in to this vision and personify this in their everyday interactions at school, whether that be with a student in their classroom, another member of staff or a parent. To achieve this, we work hard to ensure that staff are supported, encouraged, developed, respected and listened to within an enjoyable and rewarding working environment. Our culture is one of professional trust, respect, honesty and integrity and we want our staff and students to work and learn within an environment that enables them to flourish and to work at their best.

The professional development of staff, including opportunities for research, is fundamental to how we operate. We are currently in the second year of the 'Embedding Formative Assessment' programme and staff have the opportunity to lead on this within their Teaching and Learning Communities. We have a number of colleagues who have completed or are part way through an NPQ programme and this is something we are keen to continue. As a school that is heavily invested in ITT, we also have opportunities for teachers to mentor associate teachers and we see this as a vital role in developing our staff and also in identifying future talent.

If you believe you have the experience, skills and ambition to support our aims and contribute to the delivery of the very best for our students then we look forward to receiving your application.

Paul Cowley
Headteacher

Our Values

Our Vision

Bishop Rawstorne is a Christian community that delights in seeking wisdom and knowledge, building relationships and character based upon the Word of God, enabling us all to flourish bravely and faithfully.

Our Academy Verse

"But the wisdom that comes from heaven is first of all pure; then peace loving, considerate, submissive, full of mercy and good fruit, impartial and sincere."

James 3:17

Our Values, Our Roots

FORTITER ET FIDELITER
Bravely and Faithfully

Hope   Peace
Service   Wisdom
Compassion   Fellowship

Our Values

Our Christian roots are the framework for the 'character education' of our daily school life. All curriculum and enrichment activities are led to help students grow in a school community that cultivates Godly values.

HOPE

We believe every day is a fresh start
Every day provides the opportunity for a clean slate. Every day we strive to access our full potential, in order to fully flourish.

FELLOWSHIP

We build community through shared goals
The school is a fellowship – a community of different people sharing the same goal and working together to succeed. Together we achieve more.

SERVICE

We choose to serve rather than be selfish
We recognise the different ways we work and support each other in school and in the local community. We acknowledge success – and the service that is provided.

WISDOM

We strive to maximise learning outcomes for all
We are constantly strengthening our teaching expertise and professional knowledge. We believe all students deserve the right to a good quality classroom education.

COMPASSION

We reach for compassion in place of anger
We treat each other with care and compassion on a daily basis. We strive to achieve our very best, whilst helping each other to overcome the challenges we face.

PEACE

We work to foster peace over aggression
We value the need for peaceful reflection and worship. We embody the Christian ethos in everything that we do and encourage our community to be reflective practitioners.

TEACHER OF DESIGN & TECHNOLOGY
Required ASAP
Full-time - Permanent

We are looking for a suitably experienced candidate to join a team of talented specialist teachers in our innovative Technology, Art and Computing (TAC) faculty. Design & Technology and Engineering are both oversubscribed at KS4 and senior leaders and link governors are keen to enhance the curriculum offer further. The current KS4 course is OCR Cambridge National in Engineering Manufacture, but we are open to moving to a similar course based on the strengths and experience of the successful candidate. There is also potential for a lead teacher opportunity and associated TLR payment for someone with the right skills and experience.

The Successful Candidate Will:

- Have experience of teaching Design & Technology at KS3 and KS4 (the ability to teach Engineering is desirable). The flexibility to teach across another subject area in the faculty is also desirable.
- Be either an experienced teacher, or an Early Careers Teacher, who would be supported through the DfE's Early Careers' Framework.
- Be passionate about: the outcomes for young people, contributing to curriculum development and the enhancement of Design & Technology at Bishop Rawstorne.
- Be an enthusiastic team player.

Why Work at Bishop Rawstorne?

We recognise the contribution our staff make to the success of the school as a whole and strive to foster a culture where staff feel valued and supported.
We offer:
- A calm and purposeful working environment with very low staff turnover, where staff are given the opportunity to grow and develop.
- Outstanding behaviour from students who really want to learn and progress.
- Supportive colleagues and an experienced Technician who works across the whole faculty.
- Recently refurbished workshops dedicated to Design & Technology and Engineering.
- An investment not just in our people, but also in the resources and equipment available to support the effective delivery of the curriculum.

Further Information

The academy will undertake stringent and rigorous checks of identity and qualifications to ensure that we maintain the highest standards of child protection for our students. The successful candidate will be required to complete an enhanced Disclosure and Barring Service (DBS) check. In line with KCSIE, the academy will be carrying out online searches on shortlisted candidates as part of due diligence.

Why not come and see us in action? Visits to the school can be made by contacting Susan Hosker (shosker@bishopr.co.uk) in the first instance.

The closing date for applications is 12.00 noon on Wednesday 29 January 2025.

Interviews will take place week commencing 03 February 2025.

JOB DESCRIPTION

JOB ROLE:	TEACHER OF DESIGN & TECHNOLOGY
SALARY GRADE:	MPS OR UPS
REPORTING TO:	CURRICULUM AREA LEADER OF DESIGN & TECHNOLOGY

OVERALL RESPONSIBILITIES

- To plan and deliver high quality lessons and schemes, using a variety of approaches, to continually enhance teaching and learning.
- To teach students effectively according to their educational needs and level of ability.
- To assess, record and report the achievement, progress and attainment of students in line with whole school procedures.
- To maintain a purposeful and orderly atmosphere in which students are able to work effectively.
- To work as an effective team member, undertaking delegated responsibilities at the direction of the Curriculum Area Leader.
- To implement and actively promote whole school policies, procedures and approaches.
- To make a positive and proactive contribution to Continuing Professional Development by building upon the standards achieved in the award for QTS.
- To undertake any other reasonable duty delegated by the Headteacher.

GENERAL TEACHING RESPONSIBILIES

Teaching and Learning

1. Manage student learning through effective teaching in accordance with the subject area's schemes of work and policies.
2. Ensure continuity, progression and cohesiveness in all teaching.
3. Use a variety of methods and approaches to match curricular objectives and the range of student needs, and ensure equal opportunity for all students.
4. Set and mark homework regularly, (in accordance with the homework policy), to consolidate and extend learning and encourage students to take responsibility for their own learning.
5. Work with Learning Support staff (including prior discussion and joint planning) in order to benefit from their specialist knowledge and to maximise their effectiveness within lessons.
6. Work with others and through professional development to improve the quality of teaching and learning.
7. Set high expectations for all students, to deepen their knowledge and understanding and to maximise their achievement.
8. Use positive management of behaviour in an environment of mutual respect, which allows students to feel safe and secure and promotes their self-esteem.

Monitoring, Assessment, Recording, Reporting, and Accountability

1. Be immediately responsible for the processes of identification, assessment, recording and reporting for the students in their charge.
2. Contribute towards the implementation of any plans for students with additional needs, as detailed in the current Code of Practice particularly the planning and recording of appropriate actions and outcomes related to set targets.
3. Assess students' work systematically and use the results to inform future planning, teaching and curricular development.

4. Be familiar with statutory assessment and reporting procedures and prepare and present informative, helpful and accurate reports to parents.
5. Keep an accurate register of students for each lesson. Unexplained absences or patterns of absence should be reported immediately in accordance with the school policy.

Subject Knowledge and Understanding

1. Have a thorough and up-to-date knowledge and understanding of the National Curriculum programmes of study, level descriptors and specifications for examination courses.
2. Keep up-to-date with research and developments in pedagogy and the subject area.
3. Have a thorough and up-to-date knowledge of current issues and developments in secondary education.

Professional Standards and Development

1. Be a role model to students through personal presentation and professional conduct.
2. Arrive in class, on or before the start of the lesson, and begin and end lessons on time.
3. Cover for absent colleagues as is reasonable, fair and equitable.
4. Be familiar with the school and faculty documentation and support all the school's policies, e.g. those on safeguarding, Health and Safety, PSHE & Citizenship, Literacy and Numeracy etc.
5. Establish effective working relationships with professional colleagues and associate staff.
6. Be involved in extra-curricular activities such as making a contribution to after-school clubs and visits.
7. Maintain a working knowledge and understanding of teachers' professional duties as set out in the current School Teachers' Pay and Conditions document, and teachers' legal liabilities and responsibilities relating to all current legislation, including the role of the education service in protecting children.
8. Liaise effectively with parent/carers and with other agencies with responsibility for students' education and welfare, where appropriate.
9. Be aware of the role of the Governing Body of the school and support it in performing its duties.
10. Be familiar with and implement the relevant requirements of the current SEND Code of Practice, Disability Discrimination Act and Access to Work.
11. Consider the needs of all students within lessons (and implement specialist advice) especially those who:
    - have SEN
    - are disadvantaged or vulnerable

Safeguarding

1. To adhere to the school's safeguarding policies and procedures and undergo safeguarding training.
2.. To review the current 'Keeping Children Safe in Education' guidance and commit to safeguarding and protecting the welfare of young people at Bishop Rawstorne.

Health and Safety

1. Be willing to undergo first aid training, health & safety accreditation and update courses as appropriate.
2. Be responsible for the safe use of equipment by staff and students in the workshop and ensure appropriate risk assessments are in place.
3. Be aware of the responsibility for personal Health, Safety and Welfare and that of others who may be affected by your actions or inactions.
4. Co-operate with the employer on all issues to do with Health, Safety & Welfare

Data Protection and Data Security

1. To ensure strict confidentiality in all areas of work.
2. To work and process personal and sensitive information in accordance with the Data Protection Act 2018 including the General Data Protection Regulations (GDPR) 2018.
3. To ensure work is conducted in a way that protects the safety and security of information (e.g. strong passwords, reporting breaches, securing paper records, securely disposing of records) in line with all school policies relating to data protection and data security.
4. Undergo relevant induction and refresher training in regard to data protection and data security.

Continuing Professional Development

All staff are required to take part in the process of Professional Improvement.

1. In conjunction with the line manager, take responsibility for personal professional learning, keeping up-to-date with research and developments in teaching pedagogy and changes in the school curriculum, which may lead to improvements in teaching and learning.
2. Undertake any necessary professional development as identified in the School Improvement Plan taking full advantage of any relevant training and development available.
3. Maintain a professional portfolio of evidence to support the Professional Learning process - evaluating and improving own practice, if appropriate.
4. Contribute to the professional development of colleagues, especially ECTs and ITTs, if appropriate.

N.B: Every subject teacher will be expected to have pastoral responsibilities

STAFF CONDUCT

This is a Church of England Academy. All staff are expected to familiarise themselves with our Christian ethos and ensure it is maintained and wherever possible further developed.

We expect our staff to be positive role models for all students, members of staff and visitors to the school and expect professional conduct based on mutual respect, good manners, politeness and common courtesies.

The school expects staff to wear professional business dress mirroring our high expectations of the student dress code.

GENERAL NOTES

The above responsibilities are not an exhaustive list and the post holder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Headteacher and the Governing Body.

"Student quote"

Student Name   January 2025

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	Qualified Teacher Status Honours degree in Design & Technology related subject. Minimum of 5 GCSEs (A*-C / 9-4) including English and Mathematics, or equivalent.	Current health & safety accreditation or willingness to attain this.
EXPERIENCE	Recent teaching experience of students of all abilities in Design & Technology at KS3 and KS4 Competent in target setting, and measuring and tracking student performance. Ability to monitor, evaluate and review teaching and learning. Successful strategies in raising achievement where required. Experience of organising and participating in extra-curricular activities in Technology.	Ability to teach Engineering at KS3 and KS4. Flexibility to teach another subject across the faculty.
SKILLS AND QUALITIES	The ability to organise, plan and prioritise workload effectively. Ambitious and resilient, with a collegiate approach. Passionate about education, inclusion and success for all. An enthusiastic and supportive team player. Flexibility, adaptability and creativity.	
COMMITMENT	To the mission statement and aims of a serving Christian school. To the safeguarding of all students and staff. To equal opportunities and putting equality policies into practice To school improvement and to working to improve the life chances of all our young people. To school INSET days and CPD.	

The Appointment Process

These notes are intended to guide you when making an application:

1. The Application Form
Complete the application form fully and accurately, including exact dates. The form should be typed. You are requested to submit a concise application.

2. Education and Training
State your qualifications and any training you have undertaken relevant to the post.

3. Current Role
Make it clear what your present post is, which establishment you work in and who your employer is.

4. Previous Employment
When completing this section, it is important that you offer a continuous record, or an explanation of any gaps to allow full account to be taken of your experience, for example: any career breaks (and reasons), voluntary work etc.

5. Referees
Suitable referees are people who have direct, recent experience of your work and who are in responsible positions (one should be your current Headteacher). We may need to contact them at short notice so please be specific with regard to contact addresses including email and telephone numbers.

6. The Supporting Statement/Letter of Application
You should make statements that demonstrate how your qualifications and experience match the post. You should take particular care to demonstrate how you meet the person specification included as part of these details.   Please limit your supporting statement to two sides of A4 in size 12 font.

7. Arrangements for Interview
Shortlisted applicants will be contacted as soon as possible after the closing date. Referees are contacted prior to the interview stage.

8. The Interview Day
Candidates will have the opportunity to meet staff and students and see the school at work. There will be a selection of interview activities on the day. All candidates should bring a completed copy of the confidential disclosure form with if invited for interview.

9. Feedback

Feedback is offered to those candidates who are shortlisted and not recommended for appointment. It is hoped that this information will help you with future applications.

10. Selection for Appointment

Any offer of employment is subject to meeting the requirements of The Education (School Teachers' Qualifications) (England) Regulations 2003 (as amended) with regard to Qualified Teacher Status, medical fitness, verification through the Teacher Regulation Agency, clearance through the Disclosure & Barring Service, provision of your National Insurance Number and in order to comply with the Immigration, Asylum and Nationality Act 2006, evidence of right to work in the United Kingdom.

11. Arrangements for Applications

When you have completed your application the completed form and supporting letter should be emailed to Susan Hosker (Assistant Business Manager) at shosker@bishopr.co.uk by the closing date.

Thank you in anticipation of your application. If, however, you have not heard from us by the proposed date for the interview you should assume that on this occasion your application has not been successful. In that event, we wish you every success in any future applications you make.