



Lavington School
Learning for Life

Teacher of Design
Technology
Application Pack
May 2021

AimAspireAchieve



Dear applicant,

Thank you for expressing an interest in the post of Design Technology teacher at Lavington School. This is a permanent full-time contract commencing in September 2021. This 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 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.

We are fully committed to providing high quality education for children whatever their age. We are at an exciting phase in our development. In April 2019 we formed Equa Multi Academy Trust with five local rural primary schools to provide an all through education system. In addition, we are in our third year of delivering sixth form education, as a satellite of Devizes School. The sixth form is expanding, with an increase in numbers and wider range of courses

This is an ideal opportunity for an ambitious and motivated teacher or a newly qualified teacher to gain experience of working in an excellent and supportive school.

Please apply by completing the application form on our website and return, together with a letter outlining why you are interested in, and particularly suited to, the post.

The closing date for applications is 20/05/2021 and interviews will be held the following week or sooner for the right candidate.

Further information about the school can be found on the school website.

Please note we do not accept CVs.

I look forward to receiving your application.

Ralph Plummer

Head of School



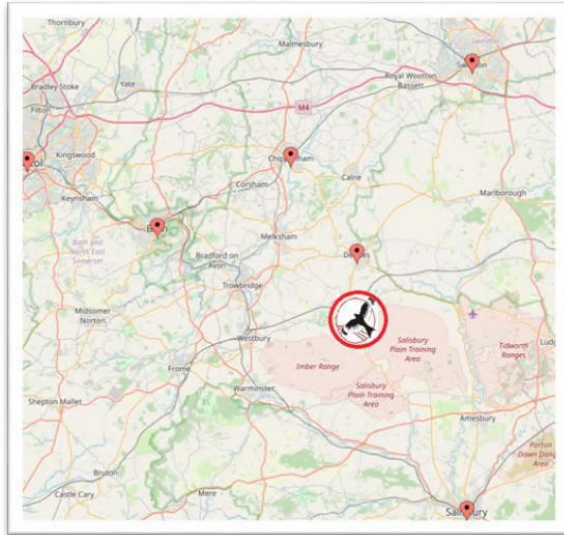
You can send your application to:
m.davies@lavington.wilts.sch.uk

If you would like to visit the school or if you have any other queries, please email Morgan Davies at
m.davies@lavington.wilts.sch.uk

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.

Lavington School

Lavington School is situated on the western edge of the village of Market Lavington about six miles south of Devizes, it is in the heart of the rural Wiltshire countryside. It is a mixed comprehensive school and currently has just over 800 students on roll, aged 11 to 18 years. Numbers have grown over the years, and we are likely to remain over-subscribed. In 2018 we opened our sixth form, as a satellite centre of Devizes School.



The school is commutable from:

Devizes - 5.8 miles
Chippenham - 16.8 miles
Salisbury - 19 miles
Swindon - 25 miles
Bristol - 45 miles
Bath - 24 miles



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.

Typically, over 80 % of students gain standard passes or above in English and maths at GCSE, with 60% gaining strong passes in both. In 2019 the P8 score of 0.39, placing us in the top three schools in Wiltshire, a standing which has been sustained in all measures over a 5 year period. Over 35% of all grades are in the 7-9 range, demonstrating the challenge and support we provide for our able students. We were inspected in November 2018 and judged as outstanding for behaviour and for leadership, and good for achievement and teaching. Our disadvantaged learners perform the highest of all schools in county.

We have high commitment to professional development and training. Our staff benefit from high quality CPD, from within Lavington and across both Equa MAT and the West Wilts Alliance, providing a comprehensive package of training, professional development and career progression. Our staff are encouraged and supported to develop their own knowledge and skills to ensure all students, in all classes and in all subjects make the best possible progress.

Our Vision and Our Values

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

At Lavington School we pride ourselves on providing a secure, stable, and well-ordered environment based on high educational standards, genuine care and concern for individuals. We work with all students, whatever their ability, to help them achieve their potential. We aim for students to leave Lavington School as aspirational, confident young people who are ready to take on new challenges and to hold a lifelong love of learning. Our students will have resilience and resourcefulness and the wisdom to treat others with respect and courtesy and this forms the foundations of our ethos

We are proud of our achievements at Lavington but there is always more we can do. By working together, we can shape a positive and successful future for our young people.

Well-being

We ensure our students have the knowledge and confidence to make positive, safe and aspirational decisions about their lives whilst at school and for their futures.

Learning

We ensure that our students are active and independent learners, who strive to achieve their best in every learning situation and will do so throughout their lives.

Skills

We ensure that our student are highly literate and numerate, able to apply their skills and knowledge to new and different situations and to achieve well in school and beyond.

Progress

We ensure that students fulfil their potential and are full prepared and qualified to leave school and embark on their next stage of life.

Our Values

At the heart of this success are the core values that all teaching staff, support staff and the schools community's believes are important:

- Excellent teaching by experienced, specialist teachers
- Individual care through an excellent pastoral system

Job Description

Job Title:	Full-time Teacher of Design Technology
Department/Year Group:	Art, Design and Technology Department, tutor as appropriate
Reporting to:	Subject Leader of RM, SLT link, Head of School and Governing Body
Salary Range:	MPS
Responsible for:	The provision of a full learning experience and support for students.

Main Purpose

To provide evidence that you are consistently meeting all of the Teacher Standards set out by the Department in Education 2012.

To plan and prepare high quality teaching and learning courses and lessons and sequences of lessons to meet student's individual needs, using a range of appropriate strategies for teaching and classroom management, and using information about prior attainment to set well-grounded expectations for students giving clear constructive feedback.

To give constructive verbal and written feedback in line with the whole school marking and assessment policy.

Monitor student progress and where necessary implement teacher led intervention to ensure all students make at least expected progress

To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.

To monitor and support the overall progress and development of students as a teacher/Form Tutor

To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.

To contribute to raising standards of student attainment.

Main Duties

Operational/Strategic Planning

To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the subject area

To contribute to the subject area's departmental improvement plan and its implementation

To contribute to the whole school's planning activities

Curriculum Provision

To assist the Head of Department and the link member of the SLT by ensuring that the curriculum area provides a range of teaching that will complement the school's strategic objectives.

Curriculum Development

To assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of students, examining and awarding bodies and the school's SIPs and Strategic Objectives.

Staff Development

To continue personal development in the relevant areas including subject knowledge and teaching methods.

To fully participate in the school coaching model.

Reflect on your teaching practice and use constructive feedback to develop.

To engage actively in the Performance Management Review process.

To ensure the effective/efficient deployment of classroom support

To work as a member of a designated team and to contribute positively to effective working relations within the school

Quality Assurance

To help to implement school quality procedures and to adhere to those.

To contribute to the process of monitoring and evaluation of the subject area in line with agreed school procedures, including evaluation against quality standards and performance criteria.

To seek implement modification and improvement where required.

To review, from time to time, methods of teaching and programmes of work and change when appropriate.

To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.

Management Information

To maintain appropriate records and to provide relevant accurate and up-to-date information for Pupil Tracking, registers, etc.

To complete the relevant documentation to assist in the tracking of students. To ensure that school deadlines are adhered to.

To track student progress and use information to inform teaching and learning.

Communications

To communicate effectively with the parents of students as appropriate.

Where appropriate, to communicate and co-operate with persons or bodies outside the school.

To follow agreed policies for communications in the school.

Attend the appropriate parents' evenings/student progress days to help keep parents involved about the progress of their child

Marketing and Liaison

To take part in marketing and liaison activities such as Open Evenings, Parents Evenings, Review days and liaison events with other schools within the Trust.

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 assist the Head of Department to identify resource needs and to contribute to the efficient/effective use of resources.

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.

Teaching

To provide evidence that you are consistently meeting all of the Teacher Standards set out by the Department in Education 2012.

To plan and prepare high quality teaching and learning courses and lessons and sequences of lessons to meet student's individual needs, using a range of appropriate strategies for teaching and classroom management and using information about prior attainment to set well-grounded expectations for students giving clear constructive feedback.

To give constructive verbal and written feedback in line with the whole school marking and assessment policy.

Monitor student progress and where necessary implement teacher led intervention to ensure all students make at least expected progress

To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.

To teach, students according to their educational needs, including the setting and marking of work in school and elsewhere.

To assess record and report on the attendance, progress, development and attainment of students and to keep such records as are required.

To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.

To ensure that ICT, Literacy, Numeracy and school subject specialisms are reflected in the teaching/learning experience of students

To undertake a designated programme of teaching.

To ensure a high quality learning experience for students which meets internal and external quality standards.

To prepare and update subject materials. Work should be planned in accordance with schemes of work and National Curriculum programmes of study.

To use a variety of delivery methods. Plan lessons and sequences of lessons to meet students individual learning needs.

To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.

To apply the Behaviour Support Plan so that effective learning can take place. Set high expectations for student's behaviour by establishing a purpose full working atmosphere

To take appropriate action regarding students involved in misbehaviour in conjunction with Heads of Department, On Call or the Pastoral Support team.

To undertake assessment of students as requested by external examination bodies, departmental and school procedures.

Set appropriate and demanding expectations for students' learning, motivation and presentations of work.

To mark, grade and give written/verbal and diagnostic feedback with clear targets for future learning as required within a reasonable time span in accordance to the whole school marking and assessment policy.

Take account of students' prior levels of attainment and use them to set targets for future improvements.

Set work for students absent from school for health or disciplinary reasons

This job description is additional to the basic duties outlined in the latest School Teachers Pay and Conditions document in accordance with the school's policies and under the direction of the Head of School. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.



Art, Design and Technology Faculty

The Art, Design and Technology Faculty is vibrant and successful. Good design, drawing and communication skills are crucial and of fundamental importance to the creative design and development process. Linking Art to DT is therefore of mutual benefit.

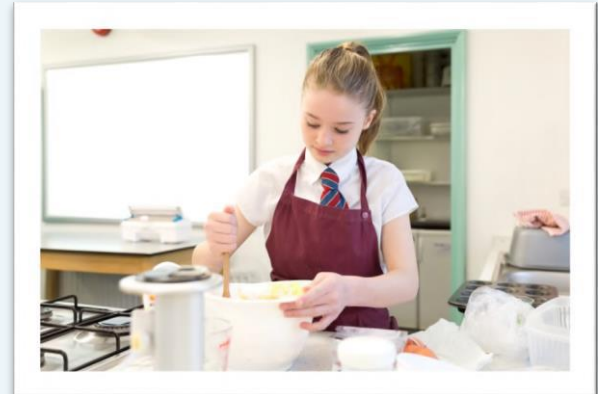
Art and DT subjects are currently taught in a suite of six purpose-built rooms, around a central area providing IT resources and a dynamic display area. We have a CAD/CAM mini studio with an A3 laser cutter, new graphics studio, two new food rooms with utility and food storage facilities, an art studio with kiln and two resistant material workshops with preparation and storage areas.

All classrooms are equipped with networked PCs, data projectors and Wi-Fi access. We also have portable ICT for use across the subject areas. The subjects are highly valued and integral to Lavington school life for curriculum and enrichment activities, as well as within the wider community.

At Key Stage 3 we operate a rotation system with groups moving between art, resistant materials, graphics and food technology for blocks of 20 weeks. All lessons are for 100 minutes and groups are no more than 23. At Key Stage 4 each of these subjects are offered at GCSE for 10% of curriculum time (five 50 minute lessons over a fortnight, including one double lesson). Group sizes are usually no more than 20.

The GCSE courses are AQA 8203C for Graphics, AQA 8552E for Design and Technology, WJEC C560P1 for Food Prep and Nutrition, Eduqas C650QS Art and Design and Eduqas C656QS for Photography. All courses have at least one group per year and usually more, attracting all ability, well-motivated students. Typically 75% - 100% achieve grade 4 or higher and are inspired to study the subject at A level or on a college course. Additionally we offer a good selection of technical and vocational pathways. Individual progress is rigorously tracked against target grades by both staff and students to identify underachievement and ensure thorough learning of skills and subject knowledge.

The Art & DT department is made up of 8 teachers and two part-time technicians. A communal department office adjoining the DT suite allows staff to spend time as a department. The team consists of subject leaders for Art and Photography, Design and Technology, Graphics and Food. The teaching and support staff in Art and DT form a very strong, cohesive and mutually supportive team.



Person Specification

Criteria	Essential	Desirable
Qualifications		
Relevant Degree	ü	
Teaching Qualification	ü	
The possession of a management/professional qualification		ü
Willingness to complete relevant professional training as defined by the school	ü	
Background and Experience		
Experience in 11 to 16 (or 11-19) education		ü
Ability to demonstrate excellent classroom skills	ü	
Understanding of strategies to raise the quality of teaching	ü	
Have teaching skills that lead to excellent outcomes	ü	
Demonstrate excellent pedagogical practice	ü	
Ability to use data to improve learning	ü	
Understanding of current developments in education sector	ü	
Willingness to undertake further training relevant to the post	ü	
Capacity for and interest in further promotion	ü	
Personal Skills and Qualities: The successful applicant will be able to demonstrate the following:		
The vision to develop long, medium and short term strategies		
Ability to motivate, inspire and support students		
High level oral and written communication skills		
The ability to prioritise and meet deadlines		
A resilient, creative and determined attitude		
A positive approach to change and continuous improvement		
Effective organisational and administrative skills		
Effective team player and leader		
A commitment to academic excellence and to developing the full potential of all students		
Empathy with an environment where high value is placed upon equality and diversity		
A commitment to the school operating in a healthy and safe environment		
Computer and data literacy		
Ability to maintain a sense of perspective and sense of humour		
Work Related Circumstances: The following will be regarded as essential:		
An excellent attendance record		
The possession of a clear enhanced DBS check		

Commitment to safeguarding

Lavington School fully recognises its responsibility to safeguard and promote the welfare of student and young people and is committed to ensuring that its students have the opportunity to thrive within a safe learning and working environment. The school expects all staff and volunteers to share this commitment. Our Safeguarding Policy, which applies to all staff, governors and volunteers working in the school, has five main elements:

- ensuring we practise safer recruitment in checking the suitability of staff and volunteers to work with students
- raising awareness of child protection issues and equipping students with the skills needed to keep them safe
- implementing procedures for identifying and reporting cases, or suspected cases, of abuse
- supporting students who have been abused in accordance with his/her agreed child protection plan
- establishing a safe environment in which students can learn and develop

Staff at Lavington School are aware of how they share in the school's responsibility to safeguard and promote the welfare of student and young people. The school's adopted 'Professional Code of Conduct' establishes expectations in relation to conduct towards students and all staff are issued with strict guidelines on what are considered to be safer working practices which must be observed at all times. Were any member of staff to have a concern that the school's code of conduct or expected safer working practices were not being followed and a student or students were as a result at risk, then they would be expected, and supported, to raise the concern under the school's adopted "whistleblowing policy and procedure".

The school also operates within other policies relating to safeguarding, child protection and the welfare of students. The following policies are available upon request:

- safeguarding policy
- whistleblowing policy

To ensure that safer practice in recruitment is reflected at every stage of the recruitment process the school operates within a Safer Recruitment Policy. Members of the school staff and governing body have attended and passed training on Safer Recruitment. All successful applicants will be subject to an enhanced DBS disclosure and references will be checked. All employees of the school will receive compulsory child protection training.



In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- motivation to work with children and young people
- ability to form and maintain appropriate relationships and personal boundaries with children and young people
- emotional resilience in working with challenging behaviours
- attitudes to use of authority and maintaining discipline.

