



**MOUNTS BAY
ACADEMY**



Teacher of Design Technology

Application Pack



Principal – Mr S Royle BA (Hons) PGCE NPQH

Mounts Bay Academy

Boscathnoe Lane

Heamoor

Penzance

TR18 3JT

www.mountsbay.org

Salary scale Salary/Grade MPS/UPS

Contract Type: Permanent

Teacher of Design Technology

Teacher of Design Technology

We are looking for a Teacher of Design Technology to take our DT provision to the next level. We believe in academic and social progress for all students and the Design Technology Team will ensure that we achieve this progress.

The successful candidate will have a passion for creativity, problem-solving, and hands-on learning, inspiring students to explore design, engineering, and technology in an engaging and practical way.

The successful candidate must have excellent subject knowledge and experience using modern manufacturing techniques. A strong commitment to workshop safety and risk assessment is essential to ensure a secure learning environment for all students. They should also be able to support students of all abilities, adapting lessons to meet the needs of SEND and EAL learners while maintaining high expectations for progress and behaviour.

Beyond the classroom, we are looking for a teacher who will actively contribute to the faculty of Creative Arts and the wider school community. This may include running extracurricular clubs, or design competitions and to further engage students in the subject. Strong teamwork, enthusiasm, and a willingness to embrace new technologies and sustainable design practices will be key to thriving in this role. If you are a motivated educator with a passion for developing students' creativity and technical skills, we would love to hear from you. We would be interested in working with either experienced or newly qualified teachers.

Application forms and information packs are available via our school website or on request by telephoning the Academy on 01736 363240.

Informal visits prior to application are welcomed and can be arranged by contacting Malvina Jenkin HR Manager at mjenkin@mountsbayacademy.org

Closing Date: 16/05/2025

Interviews : W/C 19/05/2025

Start Sept 2025

Welcome

Dear Applicant,

Thank you for expressing an interest in this post at Mounts Bay Academy, a member of the Multi Academy Trust called Leading Edge Academies Partnership (Leading Edge). I hope you find this information pack helpful and that in due course we shall receive an application from you.

Mounts Bay Academy is located in Penzance, West Cornwall with 950 students aged 11-16 years. This is a beautiful part of the world, enjoying a varied coastline surrounding rugged hills and moorland and it is a wonderful place to live and work.

Mounts Bay school converted to Academy status in 2011 and a year later were awarded an Outstanding grade in a full Ofsted Inspection. In November 2017 the Academy was inspected by Ofsted to review its safeguarding arrangements and the HMI visitors noted that the Academy had a fully inclusive culture and provided excellent support for vulnerable students. Since then, we were awarded a good grade in 2021 under the new Ofsted Framework introduced in 2019.

I have been the proud Principal of Mounts Bay since March 2024, and I am passionate about the Academy and the path that we need to follow. Whilst enjoying an enviable reputation in the local area, there is work to do in terms of outcomes, attendance and the quality of teaching and learning. Our priorities are explicit, and my style is very open and honest – there are no hidden agendas here!

We have recently introduced a new behaviour policy which is having very positive effects and our teaching and learning policy has been stripped back to provide very clear expectations of staff and students. All strategies are supported by a comprehensive evidence-based programme of CPD, both internal, and through external bodies such the PTI, the Cornwall Research School, which we are delighted to lead.

The Academy enjoys a range of impressive physical resources including a purpose-built science area, subject specific teaching areas in the Creative Arts as well as a lively and bouncing Music block. Sports facilities are strong, including a large sports hall, a 3G pitch and extensive outside field areas, all of which have significant community use. Plans are currently being made with Cornwall Council for an on-site ARB to provide further support to learners.

Mounts Bay Academy is an Apple Distinguished school, and each student and staff member is provided with a digital device to support their learning and work. We believe that students should be prepared for the world in which they will live when they leave the Academy and strive daily to ensure that we update our knowledge accordingly.

We are a learning community that aspires to success for all without exception, convinced that everyone can learn at the highest level, when presented with learning experiences that are as engaging as they are adventurous. We believe that all young people can achieve; it is our job to nurture the very best in each person by identifying their strengths and talents and removing any barriers to learning.

Mounts Bay is a caring and dynamic community where students are placed at the centre of everything we do.

We provide a broad and balanced curriculum which is delivered by a team of skilled and dedicated staff, with the MBA way visible throughout the school, putting 'Relationships, Respect and Responsibility' at the centre of everything. Talent is celebrated, curiosity is nurtured, and every individual is given the chance to shine. We help to develop young people with a positive attitude to learning and life, ready to take on the challenges of our fast-changing world and to make a creative contribution to their community.

The successful candidate will be a brave, creative and visionary person, to join our staff to enable all to thrive in this ever-changing world. We are looking for a professional with a spirit of adventure who understands that high personal and academic standards and exciting learning can combine to change young people's lives.

Mounts Bay Academy is committed to safeguarding and promoting the welfare of young people and we expect the candidate to share this commitment.

Since I joined the Academy, I have felt safe, I have been happy, I have felt challenged, and I have been genuinely welcomed into the Mounts Bay community. Is this not what all of us want from a school?

Please do get in touch if you would like to come and visit. I look forward to meeting you.

Yours sincerely

A handwritten signature in dark ink, appearing to read 'S Royle', with a stylized flourish at the end.

Simeon Royle
Principal

Job Description

Post Title:	Teacher of DT
Purpose:	<p>Purpose: Beyond technical knowledge, a DT teacher's purpose is to promote problem-solving, teamwork, and resilience by engaging students in real-world challenges. They ensure health and safety compliance in practical lessons, support students' academic and career aspirations, and foster a passion for design, engineering, and sustainability. Ultimately, they prepare students to become innovative thinkers and skilled professionals in an increasingly technology-driven world.</p> <p>To generate and make a significant contribution to the provision of high-quality teaching and learning at a whole school level.</p>
Reporting to:	Head of Creative Arts
Responsible for:	<p>Plan and deliver high-quality lessons in Product Design, Engineering, Resistant Materials (depending on specialism).</p> <p>Ensure lessons meet the National Curriculum and prepare students for GCSE.</p> <p>Use practical, hands-on learning to develop students' technical and design-thinking skills.</p> <p>Introduce students to modern manufacturing techniques (e.g., 3D printing, laser cutting, CAD software).</p> <p>Support students with different learning needs, including SEND and EAL learners</p>
Liaising with:	Heads of Faculty, SEN teachers, SEN TAs and HLTAs, Learning Mentors, Senior Leadership Team, Senior Management Team, Heads of Year, Pupil Support Services, the Governing Body, LA representatives, external agencies and parents.
Working time:	Full time
Salary/Grade:	Salary/Grade MPS/UPS
Disclosure level:	Enhanced

Key Functions – Strategic Leadership	Key Functions <ul style="list-style-type: none"> • Liaise with DSL and DDSs to ensure Safeguarding and Child Protection Policies are implemented. • Lead the design and implementation of an engaging and modern DT curriculum aligned with the National Curriculum and exam board requirements. • Integrate emerging technologies to keep DT relevant to industry and higher education. • Promote sustainability and eco-friendly design practices within the curriculum. • Ensure clear progression from KS3 to GCSE, developing key technical and creative skills.
Personnel management	<ul style="list-style-type: none"> • Undertake staff appraisals, as required, accordingly to Academy policy • Collaborate with the DT Department to develop curriculum plans, teaching strategies, and resource management. • Contribute to department meetings and share best practices to improve teaching and learning. • Liaise with senior leadership, technicians, and teaching assistants to ensure practical lessons run smoothly. • Support the mentoring and training of new DT teachers, trainee teachers, or early career teachers (ECTs).
Teaching and learning	<ul style="list-style-type: none"> • Ensure an effective learning environment and support for other staff in the implementation of the MBA culture ensuring the • Act as a key point of contact for external agencies in panning referrals and reintegration programmes. • Plan and deliver engaging, well-structured lessons that follow the National Curriculum for DT. • Ensure lessons incorporate both theoretical and practical elements, fostering creativity, problem-solving, and technical knowledge. • Teach at least one specialist area, such as: <ul style="list-style-type: none"> • Product Design • Engineering • Graphics • Resistant Materials

	<ul style="list-style-type: none"> • Use a range of teaching strategies to support different learning styles and abilities
Accommodation and Resources	<ul style="list-style-type: none"> • Ensure that Health and Safety practises, including risk assessments, are in line with school policy
Knowledge and Skills	<ul style="list-style-type: none"> • Keep up to date with national developments regarding DT, teaching methodologies and leadership initiatives
Quality Assurance	<ul style="list-style-type: none"> • Monitor the effectiveness of DT provision across the school with confidence and coordinate a multi-agency approach. • Ensuring Fair & Accurate Assessment – Setting and marking coursework in line with exam board criteria. • Providing High-Quality Feedback – Giving students clear, constructive feedback to help them improve. • Internal & External Moderation – Ensuring grading is consistent with department and national standards.
Meetings	<ul style="list-style-type: none"> • Meet regularly and as required with line manager • Participate in DT meetings. • Attend relevant pastoral and multi-agency meetings
Other	<ul style="list-style-type: none"> • To take action to enable all students to have the best outcomes academically and socially. • To fulfil criteria for the standard teaching contract including national standards for teachers
All teachers have a duty to:	<ul style="list-style-type: none"> • To remain and adhere to the Trust's Safeguarding Policy and child protection procedures. • To play a full part in the life of the Academy community, to support its distinctive mission and ethos and to encourage staff and students to follow this example. • To actively promote the Academy's corporate policies. • Be responsible for your own continuing self-development, undertaking training as appropriate. • To be aware and adhere to applicable rules, regulations, legislation, and procedures e.g. the Trust Equality and Diversity

	<p>Policy, Staff Code of Conduct, national legislation and GDPR Data Protection Regulations.</p> <ul style="list-style-type: none"> • To comply with the Academy's Health and Safety Policy and undertake Risk Assessments as appropriate. <p>As a restorative organisation we:</p> <ul style="list-style-type: none"> • Apply the principles of mutual respect and responsibility in all our internal and external relationships. • Actively work to prevent, address and repair harm. • Engage in continuous learning to further develop our communication and problem-solving skills.
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Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the postholder will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the principal. This job description may be amended in consultation with the postholder.

Person Specification

Requirements	Essential	Desirable	Demonstrated By
Qualifications & Training	QTS - Relevant teaching qualification Degree in National Curriculum subject	Middle or senior leadership qualification eg NPQSL or NPQH or equivalent	Interview / Application Form
Experience	Ability to promote high standards academically and socially Experience of teaching children with special needs and showing accelerated progress	Proven track record of leading staff Coaching experience Experience of leading staff in securing whole school improvement	Application Form / Interview
Skills	Ability to teach to a high level – outstanding classroom practitioner Excellent communication skills IT skills that enable effective planning, teaching, and administration Able to lead teams ensuring improved performance Ability to use data to raise standards with own classes		Application Form / Interview
Knowledge	Excellent knowledge of classroom skills and teacher standards Thorough working knowledge of the secondary curriculum		Application Form / Interview
Management	Able to manage own workload Able to prioritise Able to show initiative with excellent organisational skills	Evidence of or interest in further professional development.	Application Form / Interview / Task

Aptitude and Personal qualities	<p>Empathy with Staff and Students</p> <p>Demonstrate leadership of others</p> <p>Able to work as part of a team</p> <p>Clear understanding of inclusion and willingness to be an advocate for all learners</p> <p>An interest and ability to make a positive contribution</p> <p>Good team player</p> <p>GSOH</p> <p>Good communication skills with students, staff and parents and the ability to adapt manner based on audience and purpose of interaction</p> <p>A 'can do' positive attitude that seeks solutions to problems</p>		Interview
Special knowledge and Skills	<p>Able to use data effectively to track student progress and to provide effective intervention</p>		

