



OATHALL COMMUNITY COLLEGE

Role: Teacher of Design & Technology

APPLICATION PACK

“Oathall is committed to promoting respect, aspiration, achievement and enjoyment in a supportive environment.”

MESSAGE FROM THE HEADTEACHER



Dear Candidate

I am delighted that you are interested in our Assistant Headteacher post at Oathall Community College. We want to recruit and retain the best people so that we can provide an exceptional experience for every child in our learning community.

Oathall is a genuinely comprehensive school at the heart of its community. High academic standards are coupled with a strong and supportive pastoral approach. The wellbeing of everyone in our school is highly and equally valued; of all the many positives recognised by Ofsted I am most proud that they described us as a “happy school community”. Our students are vibrant, enthusiastic learners and actively engage with the extensive range of opportunities available to them. Professional development at Oathall is all about how we can get even better at what we do and is supported in many ways, not least by collaboration across our Federation of four secondary schools.

We are very proud of our students and how staff help them to achieve. Progress and attainment measures are routinely well above local and national averages. Students value their academic work and the quality of the teaching they receive, but also recognise that personal development is of equal importance. They have a strong sense of belonging to Oathall’s community and identify with our values. A warm and collaborative ethos means students are well known by staff and supported by their peers.

I hope the information provided here and our website gives you an insight into Oathall, but I encourage you to visit so that you can experience this for yourself.

I look forward to welcoming you to Oathall.

Toby Houghton
Headteacher



OVERVIEW

School statement

“Oathall is committed to promoting respect, aspiration, achievement and enjoyment in a supportive environment.”

We do this by ensuring

- Personal challenge and achievement.
- Respect for others.
- Enjoyment of learning.
- Participating in our community.
- Aspiring to excellence.
- Respect for ourselves.
- Everyone’s college: Oathall.



Oathall is a mixed comprehensive community college with over 1300 students located in the heart of Mid-Sussex. We are situated on the boundaries of the town of Haywards Heath and the village of Lindfield. We work closely with the other schools in our Federation of secondary schools.

Learning is at the heart of all we do, and the college has clearly stated teaching and learning expectations for all members of the college. Our *'Every Lesson, Every Day'* strategy sets out what we believe are the core features of exceptional lessons. Students study a broad curriculum for three years at Key Stage three and have a diverse choice of option subjects available to them for Key Stage four. They are well taught, work hard and achieve impressive results year on year. The most recent Ofsted inspection in September 2023 graded the school as continuing to be good and highlighted strengths in many areas. To build on this the school has thorough self-evaluation processes in place that form the basis of an ambitious College Development Plan. The comprehensive programme of continuing professional learning ensures that each member of the Oathall team can fulfil their entitlement to a bespoke package of training that is underpinned by the appraisal system.

The college has a full spectrum of accommodation catering for all subjects. Subjects that require specialist learning spaces and resources have access to them; be it the flood lit 3G artificial turf pitch in PE, the recently refurbished Science and Mathematics Block, the 3D printer in engineering, the Mac suite in music or the purpose-built dance studio in performing arts. All classrooms are fitted with networked PCs and digital screens.

Sets of Chromebooks are available for use in lessons so that students can take full advantage of our Google for Education provision. Classrooms across the college are well equipped and a rolling programme of building and maintenance development ensures that learning environments are kept up to date.

We are nationally and locally renowned for our outstanding school farm. We are delighted to have such a valuable and unusual educational facility. The farm enhances student learning and development in unique and creative ways and enables a range of courses and extra-curricular activities to take place that are distinctive to Oathall.





Design & Technology

In Design and Technology, we aim to create opportunities for students to work independently and in teams to produce creative and innovative design solutions to real world problems. Apply knowledge and theory from DT and other related subjects (STEM) linking to the design and development of ideas. Students develop practical skills working with a range of tools, equipment and machines and with a variety of materials. Our curriculum spans woodworking, metalworking, and plastics, and integrates technology like CAD and CAM tools. We focus on problem-solving, teamwork, and sustainability, equipping students with essential skills for future challenges.

The faculty covers food and nutrition, allowing students to work independently and in teams. They explore how ingredients function and apply knowledge from related subjects, including nutrition and health, food science, safety, choice, provenance, and preparation skills.

In KS3 Design & Technology, students participate in a carousel of subjects, rotating each half term.

They engage in projects across various areas, including:

- Resistant materials
- Electronics
- Textiles
- Food
- Graphics
- Product Design

These projects equip students with skills essential for our Engineering Design Level 1/Level 2 Cambridge National course and the Hospitality and Catering Vocational qualification. They also prepare for the Food and Nutrition course, which complements DT and leads into our Hospitality and Catering program.

At KS4 the AQA GCSE in Design & Technology is followed. Students learn how to participate confidently and successfully in an increasingly technological world. They are taught a broad range of design processes, including how to use a range of materials and techniques and how to use technical equipment. They also gain awareness of the historical, social, cultural, environmental and economic factors that influence Design and Technology.

Starting September 2025, we are launching the Engineering Design Level 1 / Level 2 Cambridge National qualification. Students will learn the design process, project completion, idea communication, and evaluation for improved outcomes.

Accommodation

Our spacious workshops are equipped with modern tools and cutting-edge CAD and CAM technology, allowing students to bring design ideas to life with precision. Additionally, there is a fully equipped IT suite. We are committed to maintaining a safe and supportive environment for focused learning and creativity.

Leadership

The DT Faculty is led by a notably strong leadership team, which also oversees the Art department. The Head of Faculty is ably supported by a Deputy Head of Faculty and an Enrichment Leader. This team collaboratively guides all aspects of the faculty's work and development, ensuring that subjects flourish and consistently deliver outstanding educational outcomes for our students.



We have a proactive approach to support a healthy work life balance including

- Careful planning of meetings, events and activities over the year to minimise the times staff are expected to work after the end of the school day each week.
- Online parents' evening allowing staff to conduct appointments from home or in school.
- Early closing for open evening, at Christmas and the end of the summer term.
- A 3 day weekend in the autumn term facilitated by disaggregated INSET time. Teacher-directed time is notably & actively kept below statutory limits. We allow flexible discretionary leave to support family commitments and life events.
- Staff have full use of the school library alongside an extensive professional learning collection.
- Staff Voice is highly valued and concerns acted on.
- An appraisal system for all staff with realistic and meaningful objectives.



We offer these great employee benefits

- Access for teachers to a range of health care and well being services from our teacher absence insurance providers such as 24/7 GP services, physiotherapy, counselling & mental health support.
- Confidential access to the WSCC employee assistance programme. Trained adult mental health first aiders.
- Free use of our school fitness gym, weekly staff yoga session.
- Lunch provided on INSET day.
- Support for return to work following absence including occupational health support for reasonable workplace adjustments.
- All staff are encouraged to participate in enrichment trips with opportunities to go on ski trips, oversea visits, trips to the theatre and museums for free.



JOB DESCRIPTION

Job title: Teacher of Design & Technology

Accountable to: Headteacher

Salary range: Mainscale / UPS Full or Part time

Starting: September 2025

We are looking to appoint a teacher of Design & Technology with effect from September 2025.

You will be an enthusiastic and dedicated Design Technology teacher, with expertise in Resistant Materials, who is passionate about fostering academic excellence and upholding high classroom standards. We welcome applications from ECTs, experienced teachers and former teachers looking to return to the profession. This role offers a fantastic opportunity to join a thriving and accomplished faculty. A viability to teach engineering would be advantageous.

Oathall is an ambitious, forward thinking and growing 11-16 community college with over 1300 students. The school is characterised by our high expectations and an absolute commitment to raising standards and achievement for all. We are committed to Continuing Professional Learning through a strong training programme and work closely with our local federation schools.

Applications should be completed using the teacher application form along with our recruitment monitoring form (both available on our website) and supporting statement (no more than two sides of A4).

Your supporting statement should demonstrate how you would fulfil the job description and the degree to which you meet the person specification.

Please email the documents to jobs@oathall.org or post to Mrs Sara Atkin no later than 9 am on Monday 24 March.

Suitable candidates may be invited to interview prior to the closing date, and we reserve the right to close the vacancy early should sufficient applications be received.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from the Headteacher to undertake work of a similar level that is not specified in this job description.

The Headteacher may amend these responsibilities at any time in the future in order to respond to the changing demands and needs of the school, national agenda and statutory legislation, after consultation with the post holder.



Safeguarding Statement

Oathall Community College and West Sussex County Council are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment.

All staff working at Oathall will be subject to an appropriate Disclosure and Barring Service check along with other relevant employment checks, including satisfactory references.



PERSON SPECIFICATION

Qualification and training

- Qualified teacher status.
- Good honors degree.
- Evidence of recent and relevant professional development at leadership level.

Experience

- Impactful leadership at secondary level.
- Middle or senior leadership experience in more than one school.
- Leadership of innovation and change which had demonstrable impact on school improvement.
- Involvement in student centered initiatives that have influenced students' personal development.
- Evidence of improving the professional practice of staff.
- Significant involvement in school self-evaluation and strategic development planning.
- Successful line management, staff appraisal and development resulting in improved outcomes for students.
- A successful team leader and player.
- Collaborative working with other schools and / or outside agencies.

Skills and knowledge

- Understanding of excellent evidence based teaching resulting in strong student progress, and the ability to model this for others.
- Thorough understanding of curriculum intent, implementation and impact.
- Broad and up to date knowledge of current educational issues, national policy, school governance and financial frameworks.
- Excellent communication and interpersonal skills, demonstrating the ability to inspire others and build strong working relationships.
- Ability to work through challenges, make difficult decisions and exercise sound judgement with integrity.
- Use data to celebrate successes, identify areas for development and set targets for school improvement.
- Confidence to challenge underperformance in a compassionate and constructive way.
- Ability to achieve successful outcomes through positive and influence others to do the same.

Personal qualities and values

- Belief that education is fundamental to success in life and that all young people deserve access to an education of the highest quality.
- Commitment to getting the best outcomes for all students.
- Display an inclusive and collaborative leadership style.
- Ability to formulate an ambitious vision underpinned by the values of the school and communicate this to all stakeholders.
- Have the highest expectations of self and others.
- Resilient, creative and reflective practitioner, able to calmly adapt to changing priorities.
- Possess the energy, presence, positivity and commitment required for outstanding school leadership.
- Maintain a positive and optimistic attitude, even during challenging situations.
- Commitment to safeguarding and equality.



HOW TO APPLY

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Your supporting statement should demonstrate how you would fulfil the job description and the degree to which you meet the person specification.

Please email the documents to jobs@oathall.org or post to Mrs Sara Atkin no later than the advert deadline.

You may also apply via the TES website.

Suitable candidates may be invited to interview prior to the closing date, and we reserve the right to close the vacancy early should sufficient applications be received.

