



*SAPIENTIA
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JOB APPLICATION PACK

Teacher of Design & Technology

Salary: MPS/UPS

Contract: Full time, Permanent

Closing Date: Sunday 11th October 2026 at midnight

Start Date: January 2027





THE SUTHERS SCHOOL



Welcome from the Head Teacher

Dear Applicant,

Thank you for your interest in this role at The Suthers School.

This is a really exciting opportunity to have a real impact on the educational experiences of the young people of Newark and the surrounding areas.

You will join us at the earliest stages of the school's development and will therefore have a unique opportunity to contribute to our vision.

I am very proud to be building a team of staff committed to securing the very best outcomes for young people, no matter what their starting point. I firmly believe that by fostering essential character strengths, maintaining a relentless focus on meeting the needs of the individual, and in embedding the principles of 'work hard, be kind', The Suthers School staff really will make a difference.

The school will grow year-on-year until it reaches capacity in 2025. In light of this, the post being advertised here represents an exciting chance to grow your career as the school expands as well as the opportunity to work in state-of-the-art facilities in a brand-new school building that opened in April 2020.

We may be starting small, but that does not mean our ambitions should not be great. Young people deserve an education that excites and enthuses, one which prepares them for a future as global citizens who are able to think for themselves.

The Suthers School is a place where character education is ranked alongside academic preparation and where students thrive in an environment which inspires ambition, compassion and a love of learning.

If you share this ambition, have the capacity to deliver outstanding learning experiences and are looking for an opportunity to have a real impact on the lives of young people, I would be delighted to hear from you.

Nic Watkin

Head Teacher

About The Suthers School

The Suthers School is a non-selective secondary school based in Fernwood, serving the communities of Newark and the surrounding areas.

Our mission

To empower our young people to be compassionate, self-respecting, independent thinkers with the academic, social and character strengths that allow them to seize the opportunities to thrive in modern society. We strive for them to become drivers of their own education and have self-belief in their ability to follow their individual pathway once we have equipped them for their future.

Our philosophy

At The Suthers School, we firmly believe that great education transforms lives. We know that every student can exceed their own expectations and we know that the way we do things matters. Our motto, 'work hard, be kind' underpins everything we do, reflects our unwavering commitment to excellence and our absolute conviction that great education is about striking a balance between academic preparation and character development. We continue to develop partnerships with local businesses and organisations to provide students with the knowledge and skills they require for the world of work.

Our approach

We know that young people need both a strong academic foundation and well-developed character strengths to succeed in education and the world beyond.

Our goal is to help all of our students develop five vital character strengths and to equip them with the skills and social intelligence to have a positive impact on the world around them.

Our values

We believe, as W B Yeats is often credited with saying, "Education is not the filling of a pail, but the lighting of a fire". It is our role as educators to ignite the potential within our students and that is why the following five-character strengths are so important:

- **Tenacity** — to show the self-discipline and determination to succeed even in the face of obstacles.
- **Optimism** — to have confidence in a future that is full of possibilities and hold onto the belief that a storm will always pass.
- **Respect** — to value ourselves and all those we encounter by acting and speaking with compassion, tolerance and understanding.

- **Curiosity** — to ask questions, enjoy exploring and be open to new ideas and different perspectives.
- **Hard work** — to recognise that there are no shortcuts and no excuses and that every member of the team has a contribution to make.

Pastoral care

Pastoral care underpins all aspects of life at The Suthers School. In line with our commitment to our TORCH values, we recognise the importance of character education in developing happy, confident young people who are able to go on to achieve both academically and socially.

Our experienced pastoral team work incredibly hard to ensure that there is a relentless focus on promoting physical, emotional and moral wellbeing in all of our students.

Support, care and guidance

Tutors serve as the first point of contact between school and home and play an instrumental role in helping your child develop the skills and character strengths needed to thrive within and beyond school. They play an active role in ensuring that students are happy, well supported and fully engaged in school life. In addition to this, Pastoral leaders work hard to ensure that all students are able to access support and advice when required.

We take great pride in the culture of care and mutual support we have developed and as your child progresses through The Suthers School, their attainment and well-being will be closely monitored, ensuring that students are recognised and rewarded when they succeed and supported when things are more difficult. This pastoral system provides your child with the support, guidance and care they need whilst allowing them to nurture friendships and develop a strong sense of community.

Curriculum

Students will build on the knowledge taught through Key Stage 2 primary school curriculums as they embark on their journey through the Key Stage 3 curriculum here at The Suthers School. We sequence ambitious and enriching knowledge within all subject curriculum areas, so students know and remember more about each topic or concept they are studying. Students will be provided with opportunities across all subjects, to speak, read and write like an expert allowing them to build confidence and effectively utilise subject specific vocabulary within their understanding.



Job description



Post: Teacher of Design and Technology (Product design/engineering)

Department/Faculty: Design and Technology

Responsible to: Head of Department
Potential teaching of Art and Textiles

Purpose

As a Teacher of Design & Technology at The Suthers School you will inspire our learners to develop their love of Design Technology through innovative teaching and sharing your passion for the subject. You will be part of a team who are committed to providing excellent teaching and learning and enable students to develop their learning skills in Design Tech at GCSE level.

Key responsibilities

- To uphold and fulfil the requirements of the Teachers Professional Standards
- Teach students within allocated classes, enhancing their learning and providing the opportunity for achievement for all students
- Planning and preparing tasks which challenge students and ensure high levels of interest during lessons
- To promote excellent behaviour for learning through developing strong relationships with students underpinned by respect and aspiration
- Monitor the academic progress of students within allocated classes and implement appropriate strategies to address underachievement
- To assess, record and report on the progress and attainment of all students within allocated classes
- To register the attendance of students in class
- To set appropriate homework
- To mark student's work and give appropriate and constructive feedback
- To research new topic areas, maintain up-to-date subject knowledge, and devise and write new curriculum materials
- Communicate with parents and carers over students' progress and participate in departmental meetings, parents' evenings and whole school training events
- To be committed to continually improving your practice through commitment to CPD
- Undertake critical self-evaluation and then participate in continuous professional development designed to enhance the quality of teaching or other working practices.
- To attend and contribute to the trust DT network partnership.
- To effectively risk assess all areas of the department to meet Health and Safety standards and compliance

General Teaching Responsibilities:

- Ensure fulfilment of the teacher standards by: preparation, implementing new ideas and initiatives, working as a team member to ensure a high quality of teaching and learning & responding to current school initiatives
- Be aware of relevant issues and ensure the safeguarding and welfare of students
- To promote and safeguard the welfare of children and young people for whom you are responsible and with whom you come into contact with during the course of your duties and responsibilities. Your conduct must at all times be in accordance with the school's policies and procedures
- To report any causes for concern relating to the welfare and safety of children to the designated person and the Head Teacher or if unavailable the designated safeguarding governor or a member of the Senior Leadership Team.
- To attend safeguarding training as required by the school and maintain your knowledge and understanding of your responsibility for safeguarding children in this school.
- Fulfil the role of tutor in the way of
- Address any issues concerned with the wellbeing, personal development and academic progress of students within the tutor group

- To check uniform and general appearance daily
- To monitor the behaviour of students in the tutor group
- To take reasonable care for the health and safety of themselves and other persons who may be affected by their activities and where appropriate, safeguarding the health and safety of persons under their control and guidance in accordance with the provision of Health and Safety legislation

Appraisal responsibilities

- All members of staff are required to participate fully in the school's development and growth system.
- ECTs will not follow the appraisal cycle in Year One of teaching but will be enrolled into the Early Career Framework programme even if on a temporary contract with the school

General

- All teachers must adhere to and consistently meet teacher standards.
- It is a requirement of all posts within the Academy that Health and Safety requirements are upheld in the performance of duties
- All employees of the Academy are required to uphold the policies and procedures of the school
- All staff will ensure the safeguarding of young people by the implementation of Child Protection and other safeguarding policies

This job description is not a complete description of the role, as you are required to undertake any other reasonable duties within the level of responsibility and grading of the post as directed by the Head Teacher.

Person specification



	Essential	Desirable
 Qualifications Experience	• Qualified Teacher Status • Degree in a subject relevant to the role • Experience teaching a wide range of abilities • Consistently graded good or outstanding through lesson observation • Effectively carry out the duties of a Tutor/Mentor	• Experience of delivering good or better DT lessons at KS3/4 • Taught in more than one school • Evidence of good or better achievement/progress data for qualification groups
Skills and knowledge	• Ability to teach at KS3 & KS4 • Understanding of a range of effective pedagogical approaches, including strategies to meet the needs of students with SEND • Ability to creatively engage and enthuse students. • Knowledge of current issues and recent developments in the curriculum area • Capacity to use ICT as integral part of teaching • Understanding of equal opportunities issues and their application to work • Have a wide range of teaching and learning strategies • Understanding of the teacher standards and their application • Understanding of achievement data and how it is analysed • Awareness of a teacher's role in safeguarding of young people • Understanding the importance of effective marking and assessment	• Can share good practice credibly with others • Understand the principles of coaching • Solution focused • Understanding of school/national performance data
Personal qualities	• Understanding of the importance of and commitment to ongoing professional learning • High standards and expectations • Can work as part of a team • Organised and proficient • Contribute to an inclusive ethos • Ability to earn respect from stakeholders • Integrity, optimism and resilience • Confident and clear communicator • An ability to fulfil all spoken aspects of the role with confidence through the use of English Language	• A willingness to contribute to extra-curricular activities • Motivational of others • Ambitious and willingness to progress further in career

Application details



Application forms

These can be accessed from the school website www.suthersschool.co.uk. Wherever possible, please provide email addresses for your referees.

How to apply

Candidates should apply for this role through our website at www.novaeducationtrust.net/careers. Wherever possible, please provide email addresses for your referees. Click on the 'Apply' button and follow the instructions to upload Nova's application form and complete the online equal opportunities monitoring form*.

** The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.*

The closing date for applications is **Sunday 11th October 2026 at midnight**.

Interview

Interviews will take place on shortly after the closing date. If you have not heard from us within two weeks of the closing date, please assume that unfortunately, on this occasion, your application has not been successful.

Safeguarding

The Suthers School is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior consent.

Child Protection statement

We recognise our moral and statutory responsibility to safeguard and promote the welfare of all pupils. We endeavour to provide a safe and welcoming environment where children are respected and valued. We will be alert to the signs of abuse and neglect and follow our procedures to ensure that children receive effective support, protection and justice. The procedures contained in this policy apply to all staff, volunteers and governors and are consistent with those of Nottinghamshire Safeguarding Children Board (NSCB).

Equal opportunities

We are an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all colleagues.

Our commitment is to treat every individual how they would like to be treated. This is so that you experience a sense of inclusion, feel respected, valued, safe, trusted, and that ultimately, you belong.

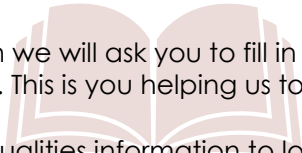
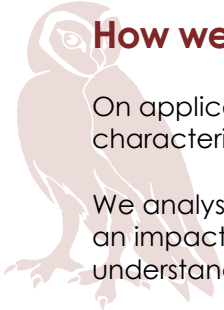
If you would like to discuss any accessibility requirements for the recruitment process or the role, please contact hr@novaeducationtrust.net and we will be happy to discuss.

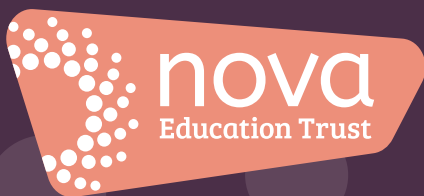
How we monitor recruitment

On application we will ask you to fill in an anonymised form which indicates your protected characteristics. This is you helping us to achieve our equal opportunities commitments.

We analyse Equalities information to look at trends and to see if our diversity initiatives are having an impact across our recruitment processes. Your data will help us measure our progress and understand where we need to act.

All Equalities data is anonymised and will be kept separate from your application form and will not be forwarded to the interview panel should you be selected.





Welcome from the CEO

Dear Applicant,

Thank you for your interest in working at the heart of **Nova Education Trust**. I hope that you will find this pack useful and informative in helping you to find out more about our organisation and to complete your application.

Since 2011, Nova Education Trust has successfully supported schools of all phases to secure improved educational standards. Over the last few years, our organisation has undergone a significant transformation and is unrecognisable culturally, educationally, financially and in governance terms from the organisation it was pre-2021.

Educationally, we go from strength to strength. 94% of our academies are now judged by Ofsted as Good or Outstanding, compared to 47% that weren't when they joined us. Nova's KS2 SATs performance is strong whilst Progress 8 and 5+ EM across all of the schools is currently ranked as one of the highest in the region. We are highly valued and respected by the DfE, the Local Authorities and other local trusts. This is testament to our brilliant pupils, staff and the communities that we serve. Our trust support and governance is strong and has been externally recognised as amongst the best in the sector and our organisation is financially stable. We understand and we believe that schools belong to their communities — the mission is the same, but the vision may look different in our range of contexts and settings.

We are committed to our vision, values, ambitions and principles, and we are determined to achieve our mission of creating transformational schools. We are looking for a talented and inspirational leader who is committed to transforming the lives of our learners, with the imagination, passion and experience to support and challenge us to even greater things in the service of our young people.

Nova Education Trust is an organisation that trusts and empowers its staff. Front and centre to this is our commitment to well-being and engagement because we believe in enabling people to be at their best. We

are changing the way we support people to grow and develop, through 'coaching, not telling' — we now have over 150 professionally-trained coaches in the organisation and we have plans to train all middle and senior leaders. We think it's essential that colleagues can access excellent professional development and progression pathways which suit their individual needs. We pledge to lead the way with Diversity, Equity and Inclusion in our organisation. We will introduce new and innovative ways to increase the diversity of our workforce and continue to strive for an inclusive culture in which people have a voice and can contribute, feel a sense of belonging and are able to be themselves.

It is such a pleasure and privilege to lead such a talented group of staff who are forever looking for new and innovative ways to make us even better, each and every day. I am so proud of what we have achieved so far but I know that we can do even better, despite the challenging educational landscape that we find ourselves in. We have a highly skilled, experienced, dynamic and diverse board. They are so supportive yet professionally challenging and there is a great synergy and trust between the board and the executive team.

If you have got a sense of humour, drive, energy and enthusiasm to make us even better then we'd love to hear from you. This is a fantastic opportunity to join a values-driven trust at an exciting stage in our development.

Further information can be found at novaeducationtrust.net/careers.

A. Rahman

Ashfaq Rahman

Chief Executive Officer



About Nova Education Trust

As a cross-phase Multi Academy Trust, we create compelling school cultures where all are motivated to aspire and grow.

We establish aspirational, purposeful, celebratory and inclusive learning cultures for pupils, staff and our wider community.

We are committed to excellence; we are confident about our future and determined to achieve our aims.

Our mission is to create transformational schools.

Our family is currently made up of 19 academies (six primaries, 12 secondaries and one sixth form college), which includes our two partner schools in the Madani Schools Federation in Leicester.

The trust is growing and has plans to expand into other areas and regions in the very near future.

We also run a successful School Centred Initial Teacher Training (SCITT) programme making us a key player in the region by developing new teachers and providing training and development programmes for existing teachers and support/operational staff throughout their careers.

Our values

We work with **honesty, integrity, humility** and **professionalism**.

We **trust** and are **loyal** to each other — we demonstrate a selfless commitment in all that we do.

We **innovate** and **influence** — we create opportunities for sharing and learning, and we pioneer civic collaborations.

We all **learn** together in our **vibrant, creative, diverse** and **inclusive** family of schools.

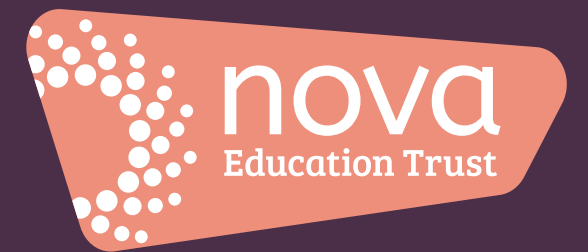
We are highly **ambitious** — staff and learners believe through **kindness** and **hard work**, all can succeed and grow.





WORK
HARD

BE KIND



Our principles

Excellence: We will always aspire for excellence in all that we do by showing courage, heart, determination, hard work and discipline. We want excellence to become a habit.

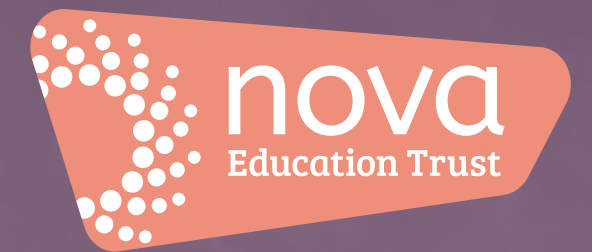
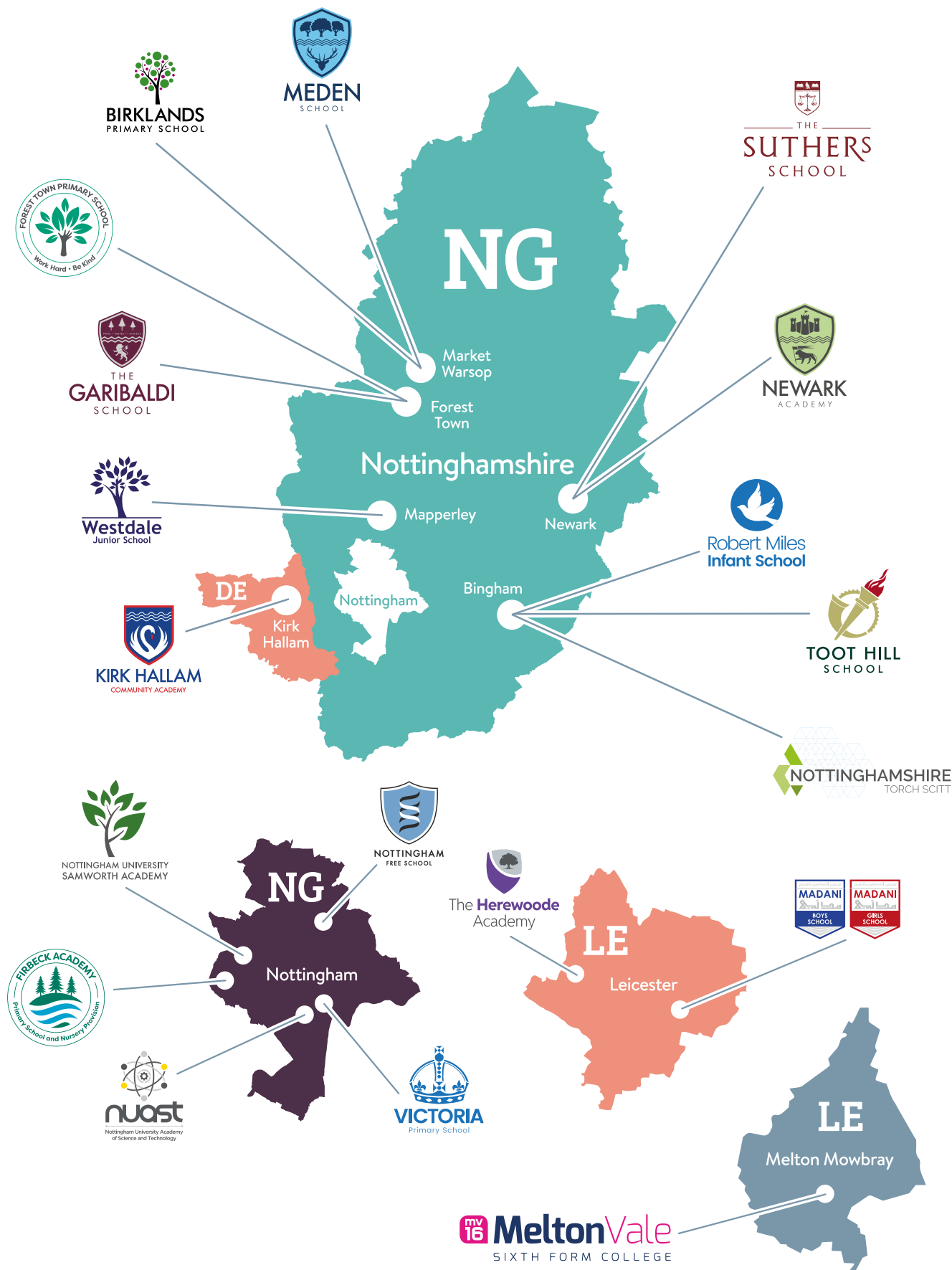
Partnership: By listening to our whole communities, opening conversations and providing opportunities for everyone's voice to be heard.

Expertly trained and professional staff: By investing in the professional development of all our staff so that they become experts in their professions.

Trust and empower all staff: By demanding that we act with honesty, integrity, clarity, rigour and simplicity in all that we do.

Focus on learning: An exceptional curriculum and highly effective pedagogy at the heart of all that we do, ensuring our strategy is evidence informed.

Our family



Our central team

We employ a skilled cohort of colleagues to provide specialist support to our family of schools to enable them to be operationally sound and to provide capacity for them to focus on teaching and learning and leadership development.

Our central team is based at the University of Nottingham Innovation Park (UNIP) on the Jubilee Campus as the central hub of all of our schools.

The Executive Leadership Team, with the CEO, meet weekly to support the development and improvement of the trust and deliver three Head Teacher training and briefing sessions as scheduled throughout the academic year.

We employ circa 40 colleagues across the **central team**.

We pride ourselves on our vibrant and dynamic team and foster a sense of collaboration and connectedness through our daily interactions, weekly briefings and our purposeful and deliberate Away Days.

We operate an informal hybrid model of working, which includes working on-site from the head office, school visits and remote working through our Dynamic Working Policy.



Supporting our colleagues

We're proud to offer an exciting, dynamic and collegiate place to work. Our colleagues are dedicated to having an impact and they make a lasting difference to the lives of our children and young people.

We nurture a culture within our trust where everyone feels respected, valued, safe, trusted and ultimately have a sense they belong. We feel, it's that sense which enables people to be their best selves, to grow and succeed as highly competent professionals and add transformational value.

We put well-being and engagement front and centre:

- You'll have access to regular check-ins with your line leader, to discuss how things are going and to talk about what's important to you.
- You'll have opportunities to directly influence trust plans for well-being and engagement.

We develop leaders who:

- Actively listen, communicate clearly, invest time in coaching and nurturing talent, and recognise your contributions.
- Cultivate supportive and inclusive teams who are open and committed to learning from each other, sharing different ideas and practices.

We will encourage and support you to develop and grow:

- Ensuring you have access to focused growth conversations so you can develop both personally and professionally.
- Facilitating trust wide professional networks and communities where you can draw on expertise and collaborate with like-minded and diverse talented colleagues.
- Providing opportunities to network with colleagues outside of the trust as part of our commitment to civic collaboration.

Providing access to range of fantastic benefits through 'Nova Perks', including:

- Bike scheme
- Technology scheme
- Motorsave
- Lifestyle benefits
- Instant discounts
- Savings club
- Workplace ISAs
- Financial planning
- Financial education resource module
- Peer-to-peer
- Lift-share
- Car salary sacrifice
- Health cash plan
- Gym scheme
- Healthy living resource module

Nova Perk Day

In addition to our standard leave provision, we offer all colleagues the opportunity to take one paid '**Nova Perk Day**' per academic year. This can be taken during term time for any chosen reason. This is in support of our continued commitment to colleagues to achieve a healthy work-life balance.

Sick pay

All colleagues are entitled to a generous sick pay entitlement depending on their continuous service.

Pension

All colleagues are auto-enrolled into the relevant pension scheme. LGPS for support staff and Teachers Pension for teaching staff.



THE
SUTHERS
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