



Warlingham School
& Sixth Form College

Teacher of Design Technology

Main Scale—UPS3

September 2026 Start

Warlingham School & Sixth Form College
is part of Tandridge Learning Trust.

Tandridge
Learning Trust

Excellent Teaching
Inspiring Leadership
Innovative Training

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Tandridge Learning Trust 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 candidate will be subject to safer recruitment checks, including an enhanced DBS check.

As an equal opportunities' employer, Tandridge Learning Trust is also committed to achieving a diverse and inclusive workplace and strongly encourages suitably qualified applicants from a wide range of backgrounds irrespective of personal characteristics.



WELCOME

Dear Candidate



Thank you for enquiring about this post.

This information pack has been designed to give you, a potential applicant, essential information about our vacancy, school and trust, so you can decide if this should be the next step in your career.

“Wide Horizons, High Aspirations” is our school motto and this underpins our whole school philosophy. We are a school community which does not stand still. Whilst our expectations of academic performance are high, of equal importance are that students enjoy the experience of coming to Warlingham School & Sixth Form College and have opportunities which enable them to develop into young men and women who will contribute positively to society.

Our students tell us they consider this a place where they are challenged by the work, where they are supported by the staff and fellow students and where achievement is part of the everyday vocabulary. We have high expectations in terms of learning, behaviour and attendance which leads to excellent academic progress. We provide an environment that excites, motivates and challenges our students to place no ceiling on achievement and to develop an interest in the world around them. Our ambition is for students to leave Warlingham as successful, confident young people ready to face all of life’s challenges and make a positive contribution to society. We measure our success by meeting the needs of all our students in this truly comprehensive school and believe everyone has a role to play in achieving this aim.

Should you decide this is not the school for you then we thank you for the interest you have shown; however, if this ethos aligns with yours, then I hope you will apply to join our team, support our drive to become outstanding and I look forward to receiving your application. We hope that this pack provides sufficient information to encourage you to take your application to the next stage.

Do telephone or email, if you wish to discuss any aspect of the post.

We look forward to hearing from you.

Paul Foster

Paul Foster
Headteacher



JOB ADVERTISEMENT

Warlingham School is different – and our Design and Technology department is something we are genuinely proud of. This is an exciting opportunity to join a team of talented, creative, and hugely experienced teachers who love what they do.

Between us, we offer an incredible breadth of specialisms – Product Design, Textiles and Food Technology – making Design and Technology at Warlingham one of the most vibrant and diverse departments you will find.

You will be joining a forward thinking Trust at an exciting time in its development and will enjoy our many staff benefits which include: -

- Well established and supportive training and development opportunities
- Family friendly policies and wellbeing initiatives
- Employee Assistance Programme
- Lifestyle and retail discounts
- Staff sports and social events

Our curriculum gives students the chance to explore design from every angle, and our staff the freedom to teach with passion. We have a large student uptake at both GCSE and A level and constantly achieve amazing results with outstanding value added; but what really makes Warlingham unique is the people.

- A staffroom where wellbeing is not a buzzword but a lived reality.
- A team who will have your back, share ideas, and bring a wealth of knowledge to the table.

A school community where you will be trusted, supported, and valued as a professional. We are looking for someone with a passion for Design and Technology (any subject specialism), to inspire both students and colleagues, and bring their own creativity into the mix. We strongly encourage visits to the school to see what makes us different! If you are ready to make your mark and join a school that genuinely puts staff happiness and collaboration first – we would love to hear from you.

Please note that applications will be considered upon receipt. Early applications are encouraged as we reserve the right to close the recruitment process once a suitable candidate is appointed.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. The school will carry out an enhanced DBS check with children's barred list information as part of its safer recruitment procedures. Any information disclosed will be handled in accordance with the Data Protection Act and the school's safeguarding policies.



THE DEPARTMENT

Design Technology

Design & Technology is an important subject in a fast-changing technical world; one that makes a distinctive contribution to the curriculum. It gives students an appreciation and understanding of the designed and built world around them and teaches important transferable employability skills not covered in other subject areas. It offers relevant opportunities for a wide range of teaching and learning styles enabling students to achieve, learn and value their schooling.

Our curriculum is about empowering students to be creative, considerate of wider issues and capable of realising their own designs. We provide opportunities for pupils to develop their capability, through combining their designing and making skills with scientific and technical knowledge and understanding. They use this to create products, using a wide range of materials and processes.

Students focus on the areas of Product Design, Textiles, and Food Technology. The creative process in which pupils are engaged is interactive and is centred around the iterative design process.

Safeguarding

All staff have a responsibility to promote and safeguard the welfare of children in line with the school Safeguarding and Child Protection Policy .

This post is exempt from the Rehabilitation of Offenders Act 1974. The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) provides that when applying for certain jobs and activities, certain convictions and cautions are considered 'protected'. This means that they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. The Ministry of Justice's guidance on the Rehabilitation of Offenders Act 1974 and the Exceptions Order 1975, provides information about which convictions must be declared during job applications and related exceptions and further information about filtering offences can be found in the DBS filtering guide.



JOB DESCRIPTION

Job Purpose

To provide high quality, engaging and inspirational teaching and learning opportunities to all students. To support the success and continuous improvement of the School and the Trust, ensuring that visions and values are shared, promoted and students achieve excellent outcomes.

Key Accountabilities and Tasks

The specific nature and balance of these responsibilities will vary according to the needs of the school and may be shared.

Teaching, learning and progress

- To ensure a high-quality learning experience for students according to their educational needs, meeting internal and external quality standards. Lessons to be planned using a variety of delivery methods which will stimulate learning and ensure progress appropriate to student needs and demands of the syllabus.
- To set and mark work carried out by the student in school and elsewhere, supporting the school's expectations.
- To use data and assessment to inform planning and intervention.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required adhering to reporting deadlines.
- To be responsible for the care of the teaching rooms and equipment during lesson or tutor group time.
- 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 contribute to the preparation and resourcing of Department Schemes of Work and policy development, working with other colleagues to develop and teach these.
- To attend Parents' Evenings, meetings and events as specified in the school's annual calendar.
- To contribute to Department enrichment activities.

Form Tutor

- To be a Form Tutor to an assigned group of students. To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
- To provide 'first line' support and guidance to students to meet their personal development and achievement needs to promote the general progress and well-being of individual students and of the Form Tutor Group as a whole.
- To liaise with a Head of House/Head of Year to ensure the implementation of the school's House/Year System and to promote involvement in House/Year activities.



JOB DESCRIPTION

- System and to promote involvement in House/Year activities.
- Evaluate, monitor and report on the progress and achievement of each student in terms of his or her curricular achievements and extra-curricular activities.
- To monitor behaviour, promote school rules and encourage improvement.
- To alert the appropriate staff to problems experienced by students and to take suitable actions to help resolve them.
- To communicate, where necessary and after consultation with the appropriate staff, with the parents and with persons or bodies outside the school concerned with the welfare of individual students.
- To contribute to the House/Year Tutor Programme according to school policy.

Leading and Managing

- Where applicable, exercise effective staff management, lead and motivate others and generate effective working relationships
- Recruitment, induction and development of staff
- Contribute to the performance management process for any direct reports or team members
- Maximise team improvement, recognising strengths and supporting the team meeting departmental objectives through effective people management
- Lead professional development opportunities for staff within the department
- Plan, manage and monitor the curriculum within the agreed budget
- Celebrate success within the department

Professional Development

- To take principal responsibility for one's own Professional Development.
- To participate in arrangements for effective performance management.
- To take principal responsibility for one's own Professional Development.
- To participate in arrangements for effective performance management.
- To keep up to date with current developments in education and subject specific changes.

School Community

- To support the development of the school within the Trust and the wider community. strengthening partnerships, promoting community cohesion and establishing a range of inclusive links with partners.
- To support collective decision making.
- To identify opportunities for student engagement and enrichment in community activities.
- To ensure effective liaison with parents and to support open evenings and other school events.



PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATIONS & EXPERIENCE	<ul style="list-style-type: none"> • Qualified Teacher Status/Relevant Degree • Secondary Trained 	<ul style="list-style-type: none"> • Evidence of commitment to further professional development • Experience of teaching at a variety of key stages • Experience of intervention to identify underachievement and raise attainment • Comprehensive school experience • An awareness of the forthcoming changes to the curriculum across all key stages
KNOWLEDGE & EXPERIENCE	<ul style="list-style-type: none"> • Excellent subject knowledge • Use of assessment to promote student learning • Awareness of current developments in the teaching of all levels, including KS3, KS4, KS5 • Appreciation of current developments post 16 	<ul style="list-style-type: none"> • Principles of comprehensive education
SKILLS & APTITUDES	<ul style="list-style-type: none"> • Effective Classroom practitioner • Excellent communicator with effective interpersonal skills and organisation skills • Ability to enthuse students of all abilities • The capacity to function creatively and generously in a mutually supportive team • Quality provision for all students 	<ul style="list-style-type: none"> • Confident use of IT • Able to implement curriculum change
PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> • Excellent and inspirational leader • Approachable, warm and open • Effective team player • Genuine passion and a belief in the subject • Vision, energy and enthusiasm • Pursuit of high standards - both academic and behavioural • Integrity with the ability to exercise sound judgement • Able to analyse situations to achieve win-win outcomes • Willing to contribute to all aspects of school life 	<ul style="list-style-type: none"> • Assertive but approachable
SAFEGUARDING	<ul style="list-style-type: none"> • Ability to form and maintain appropriate relationships and personal boundaries with children and young people in line with the School/Trust Child Protection and Safeguarding policy and the Staff Code of Conduct/ Behaviour Policy 	

CONTACT DETAILS & HOW TO APPLY

Please note that applications will be considered upon receipt. Early applications are encouraged as we reserve the right to close the recruitment process once a suitable candidate is appointed.

Designated Contact for this Vacancy

Name:	Paul Kinder
Job Title:	Senior Deputy Head
Phone Number:	01883 624067
Email Address:	P.kinder@WarlinghamTLT.co.uk

Please note that in accordance with our Safer Recruitment practices, CV's will not be accepted.

References will be sought for shortlisted candidates prior to interview, unless a specific request is made to the contrary.





Warlingham School & Sixth Form College



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Tandridge
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