



DOWNEND
SCHOOL

DT TEACHER

RECRUITMENT PACK



CASTLE SCHOOL EDUCATION TRUST



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SCHOOL

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Thank you for your interest in the role of DT Teacher at Downend School. This is an exciting opportunity for you to join the DT team and to be part of the exciting and vibrant wider Downend community where every member of teaching and support staff play their part. We know just how important a decision this is for you as well as us and we hope this pack and the selection process enables us both to make the right decision.

Downend School is a mixed comprehensive school, located in Downend, South Gloucestershire, which serves years 7 to 13. The school is oversubscribed and has been for a number of years. It is a popular choice for local parents, who choose us as their first choice. Our school population currently totals around 1450 students. Standard year group sizes are 240, although due to popularity we currently have 270 in some year groups, with approximately 180 students in our Sixth Form. The Sixth Form is located in a separate building, within the same site.

By all the official ways we measure school success Downend is a successful and stable school. We are an Ofsted 'Good' school and have been for over 10 years and our [most recent report](#) from October 2024 is a lovely reflection of the quality of the education we provide. We are also very proud of our results at Key Stage 4 and 5, which can be found [here](#) and show that our young people achieve highly from a variety of different starting points.

Ofsted and examination results are important ways of measuring success but it may be that, like me, you feel that there are other measurements too. We feel strongly at Downend that education is also about character; about behaviour; about developing attributes and about values. As a community we place a huge amount of importance on supporting our students to become young people of substance with the knowledge and skills to understand and improve the world around them, and the moral substance to do the right thing. In order to do this we use our [PRIDE values](#) to ensure our young people participate, are respectful, embrace their own and others' identities, show determination and strive for excellence and these run through all we do, from [curriculum](#) content through to our [pastoral care system](#).

Downend School prides itself on being an inclusive, happy school for students and staff. We are committed to actively engaging with issues of inequality in all its forms in order to shape our school ethos and culture and ensure all of our students go out into the world and thrive in a multi-cultural and progressive society. We would encourage you to look at our [website](#) in order to understand more about the journey we are on.

With best wishes

Linda Ferris



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About CSET

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Downend school is part of the Castle School Education Trust, a group of like-minded schools whose shared ambition is to provide A Great Education for Every Child. Whilst Downend retains its own unique identity and ethos, being part of a family of schools brings additional support as well as opportunities to share expertise, provision and costs across our schools.

Our trust comprises of four secondary and five primary schools in South Gloucestershire. We have a strong track record of school improvement, and a strong trend of improved outcomes and rising pupil numbers. You will be joining us at an exciting time, as we work collaboratively with eleven schools from TPLT in North Somerset, with an aim to join together to form Pathway Trust in the future.

As a trust, our ambition is to enable every child to experience a great education. We have a compelling vision for each of our schools based on a deep understanding of each community we serve. . Many of the challenges facing school leaders are common to all schools. Our approach to school improvement enables staff and pupils to benefit from the sharing of resources and expertise whilst remaining true to their unique identity and context. The Trust has employee development as a key priority.



CASTLE SCHOOL EDUCATION TRUST

Job Title: DT Teacher

FTE: 0.6+ up to full time considered for the right candidate

Contract type: Permanent

Join us in Providing a Great Education for Every Child

Downend School is looking to appoint a part time, permanent teacher of DT to join us from September 2025, although full-time may be considered for the right candidate. This is an excellent opportunity to join a committed and very successful team.

About us

At Downend School we provide a safe, supportive and challenging learning environment that aims to inspire and empower young people to grasp opportunity; to reach their potential and excel; to develop responsibility and integrity and to respect themselves and others.

We have a strong ethos based on our core PRIDE values of participation, respect, identity, determination and excellence. We set standards high and aim to nurture young people who are well equipped to become active and positive members of the school community and to develop the knowledge and skills necessary to succeed in a time of rapid change.

Our curriculum is ambitious and well taught, using [The Downend Lesson](#) to ensure a consistent approach to classroom practice and a shared language for learning. Our classrooms are orderly and disciplined but also vibrant and exciting learning spaces where an intellectual curiosity and a life-long love of learning can be fostered.

We are also proud of the care and support we offer our students. We strongly believe in the value of creating a friendly and caring school community where youngsters feel a sense of belonging and feel valued and respected. Happy and motivated students will flourish and become successful young people. Above all, Downend is a happy school.

We can offer you:

- Confident, well-behaved students and calm and orderly classrooms, backed up with a centralised behaviour system
- Dedicated, friendly colleagues at all levels of the school, who have a huge amount of expertise and a commitment to working in the best interests of our students
- A clear curriculum vision and focus on evidence-based practice
- A strong commitment to CPD and development of all staff, in order to ensure continuous improvement for individuals and the school
- An inclusive ethos and a commitment to diversity, equity and inclusion for both staff, students and families
- A commitment to the health and wellbeing of our staff
- An ECT programme described as “top quality support” leading to “ECTs feeling extremely well-supported at a range of levels” by our Appropriate Body evaluation.
- An excellent benefits package including up to 30% discount with Microsoft and Dell; discounted gym membership; cycle to work scheme and a dedicated counselling service

About the role

The successful candidate will join a team of hard working and specialist staff within the Technology department, who are driven by a keen desire for our students to reach and exceed expectations. We provide a stimulating and dynamic curriculum that encourages learners to be creative, inquisitive and promotes independence. Practical activities are at its core.

Our aim is not only to help students learn new skills and achieve great outcomes, but to spark their interest and engagement beyond the classroom and into their everyday lives. For students who wish to, we aim to equip them with the qualifications and desire to pursue further related studies and careers.

We are looking to appoint an enthusiastic and inspirational teacher to deliver workshop based projects at KS3. The ability to teach KS4 Design & Technology and or Engineering is desirable.

Design and Technology is excellently resourced and housed in a purpose built department consisting of a suite of specialist rooms that are used to deliver our curriculum at KS3,4 & 5. These are maintained by two full time technicians.

About you

You will be an excellent and passionate teacher of Design and Technology, with high expectations of all students including a commitment to the most vulnerable. You will have detailed subject knowledge and the expertise to translate this into engaging and impactful lessons. You will ensure equality of opportunity, irrespective of student starting points, to enable all learners to make good progress. You will also be personable and approachable and be able to quickly build effective relationships with students, and colleagues in the School and across the Trust. Importantly, you will be a positive role model for all students. The post is suitable for an ECT or a more experienced teacher.

In order to apply for this role please complete an application form by 9am, 19th March. Please let us know if you require any adjustments as part of the process.

Please know that depending on the number of applications received we may decide to close the advert early. If you do not hear from us by a week after the closing date then please assume that you have not been shortlisted for an interview. We wish you all the best in your future and ask that you join our E-Teach Talent Pool so as to keep up to date with all of our latest current opportunities.

Safeguarding Statement

CSET is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. Successful candidates are subject to child protection screening appropriate to the post, which will include an enhanced Disclosure and Barring Service check for the children's workforce and a Children's Barred List check.

Job title: DT Teacher

FTE: 0.6 or up to full time

Reports to: Head of Subject / Assistant Head of Subject

Role profile

To support and challenge all students to achieve their full potential and achieve academic success in Design Technology, through exceptional practice. The postholder will be expected to act as a role model to all students upholding the school values, and at all times promoting the safety and welfare of young people in accordance with CSET/School policies and procedures and any associated guidance.

Role Responsibilities

- To teach Design & Technology at Key Stage 3
- To teach Design & Technology and/or Engineering at KS4 (would be desirable)
- Maintain a thorough and up-to-date knowledge of the teaching of your subject and to take account of wider curriculum developments which are relevant to your work
- Plan lessons and sequences of lessons in line with relevant subject curriculum plans and to help in the writing of Schemes of Work.
- Deliver engaging lessons that inspire and enthuse learners, drawing on teaching and learning strategies that are research based, and that meet the needs of all pupils, including those with specific needs.
- Evaluate student learning and progress through carrying out formative and summative assessment, giving students clear and constructive feedback in line with the department assessment policy and statutory reporting requirements for parents.
- Aim to ensure that, as a result of your teaching, your students achieve well relative to their prior attainment, making progress as good as or better than similar students nationally and in the school.
- To work alongside your subject leader and be an active team member within the department, contributing to whole school and subject improvement priorities, and implementing school wide policies and procedures that align to your work.
- Take an active part in the whole school and CSET CPD programme.
- Assume responsibility for a tutor group and actively contribute to the school's wider extra curricular programme of activities
- To implement the school behaviour management policy against the backdrop of the school values, promoting respectful and positive relationships across the school community.
- Safeguard and promote the welfare of all students in the school.
- To implement school and CSET policies



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Person Specification

- You will be a qualified teacher who has a clear passion for Design & Technology and a strong desire and commitment to share this with young people.
- You will have detailed working knowledge of Design & Technology, and the skill to translate this into engaging and impactful lessons, that will ensure deep learning which results in positive outcomes for all.
- You will be personable and approachable and be able to quickly build effective relationships with students, and colleagues in school and across the Trust.
- You will execute your duties in a professional manner, set and model high standards in all areas of school life, and implement school policies with consistency.
- You will be a proactive member of the department, demonstrating initiative and a can-do approach.
- You will have an up to date knowledge of safeguarding and child protection legislation and will implement this in accordance with CSET wide and school policies.





How to apply

COMPLETE

An application form via Eteach, ensuring to complete your full employment history

VISIT

Downend.com for more information about our School, our values, results and much more.

To arrange a school visit please email cset-recruitment@cset.co.uk

CONTACT

cset-recruitment@cset.co.uk if you have any additional questions