



**GREENSHAW**  
LEARNING TRUST



# **Teacher of Technology Recruitment Pack**

Dear Candidate,

Thank you for your interest in the post of Teacher of Technology at Blaise High School.

Blaise High School is a disruption free environment. This ensures that teachers can teach and students can learn every second of every lesson, day by day. Teachers at Blaise High School are the experts in the room; our school is set up to ensure that teachers can teach in an environment in which they are truly able to make a difference. We prioritise knowledge, delivering a knowledge rich curriculum that is carefully selected based on knowledge that students will study at University. We believe in direct instruction, and understand that the quickest way for children to learn something is to be told it. We work closely with The Greenshaw Learning Trust in the design and development of our curriculum. We teach in a traditional fashion; hard work and effort are emphasised and we have extremely high expectations of our children every minute of every day. Our lessons, and units of work, are structured in line with cognitive science, and we lean heavily on Rosenshine's principles, and the Teach Like a Champion series. We are genuinely inclusive, and we expect that all children will access every aspect of our school day. Our school is a fantastic place to work for those who are committed to the eradication of the disadvantage cycle.

We are committed to our values of Aspiration, Integrity and Pride. This means we expect the very best outcomes for all our students and we expect that all of our students will work exceptionally hard every day. Our students show their pride in our incredibly high standards in uniform, the quality and quantity of work that we expect of our students, and our focus on manners in our interactions with children. We are a school rich in diversity and we celebrate this daily. All of us believe that all of us can be successful no matter our background or starting point. We work together as a teaching team to ensure we are consistently able to improve our practice, as a school to celebrate and have fun together and as an entire community to be sure all of our students are ready to be successful every day. All teachers have access to a weekly professional development session, alongside a programme of personalised development via our 1:1 coaching sessions. Blaise High School is privileged to be part of the Greenshaw Learning Trust. Everything that we do is focussed on improving outcomes, character and life chances for our children. We firmly believe that our children deserve the same quality of education as those children who attend the country's most expensive fee paying schools.

We are looking for colleagues who share our commitment to the breaking down of the disadvantage cycle. At Blaise High School we work with a shared moral purpose; that is to close the attainment gap for disadvantaged children and take the school into the top 1% of all schools in the country for progress made. Our school is staffed by people who feel morally driven by teaching, who want to genuinely break the cycle of disadvantage. We recognise that this comes with challenges, however we relish these challenges, work together to overcome them and through our fun and togetherness programme, enjoy working whilst we do this.

Our website provides a clear picture of our aspirations and our vision; however, please do not hesitate to contact us to seek further information. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.

We are ambitious about diversity and inclusion and very much look forward to receiving applications from candidates whose personal qualities and values reflect those in the person specification and whose experiences also place them in a strong position to deliver the challenges set out in the job description. We encourage applications from candidates regardless of age, disability, gender identity, sexual orientation, pregnancy, marital status, religion, belief, or race.

If you would like an opportunity to visit our school, please contact Ms Bristow, PA to the Headteacher on 0117 9030117 or via email [bristowj@blaisehighschool.co.uk](mailto:bristowj@blaisehighschool.co.uk) to arrange a suitable time.

Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure

**How to apply:** To apply for a staff vacancy, please register for an online account to complete the application form. Please visit our website [www.blaisehighschool.co.uk](http://www.blaisehighschool.co.uk)

The recruitment process is managed via your online account and you will receive regular notifications regarding the progress of your application.

The completed online application form should be accompanied by a personal statement of suitability of no more than 2 sides of A4. In the application form and personal statement, you should demonstrate how you meet the requirements set out in the Person Specification. Please include specific examples which support your application.

The school reserves the right to commence the interview process at a time prior to the closing date so early application is recommended. Please note we do not accept CV's.

**Closing date:** 20th Feb 2023 Midday.

**Interview date:** Will be confirmed following shortlisting.

## **Greenshaw Learning Trust – About us**

The Greenshaw Learning Trust (GLT) provides an effective structure for schools to achieve real benefits from school to-school collaboration, and a culture of trust and openness that promotes honest and transparent dialogue and mutual support.

At the heart of the Trust is proven school improvement advice and guidance – with regular meetings with school leaders, input from specialist primary and secondary experts and staff training and development in all our schools.

All schools in the Trust receive expert advice and fast -response support on budget planning and monitoring, payroll, human resources, employment and legal advice, purchasing, capital projects, admissions, policy development and audit. Our catering team provides advice and guidance on meeting the statutory responsibilities for food standards, healthy eating and safety, and helps our schools achieve higher take-up of meals and significant cost savings through quality improvement and the central procurement of food supplies.

Each school's local governing body receives support and advice to ensure that they can contribute effectively to the governance and leadership of their school, including tailored guidance to chairs and clerks and governor training.

The Greenshaw Learning Trust is committed to meeting the needs of every student – our schools offer a wide range of special needs provision and across the Trust we have extensive expertise in behaviour, attendance, family liaison and therapies to support our students and their teachers.

## **Greenshaw Learning Trust Mission Statement**

*We are ambitious for our schools and their students. We believe that there is no ceiling on what can be achieved by anyone, regardless of their circumstances or background.*

*We are committed to providing a supportive and inclusive learning environment, giving every young person the opportunity to fulfil their potential now, and in the future.*

*We seek to realise the power of individuals and organisations working together in collaboration whilst retaining their individuality, and we recognise that we can always improve.*

## **Greenshaw Learning Trust Employee Benefits**

The Greenshaw Learning Trust recognises that our employees are our most important asset and we are aware that the quality and commitment of our employees is critical to our success. We offer all our employees the following staff benefits:

- Excellent CPD opportunities and career progression.
- Employer contributions to Teachers Pension Scheme.
- Cycle to work scheme.
- Gym membership scheme.
- Employee Assistance Programme.
- Eye Care Voucher Scheme.

### **The Department**

Here at Blaise High School we intend that the Technology curriculum will enable all students to develop strong technical understanding across varied curricula. This will aid every child to progress in their personal development as well as giving every student the foundation required to succeed in their Key Stage 4 options. Students will also be able to enjoy life-long learning experiences through our curriculum, and our enrichment offer.

Students in Key Stage 3 have a varied diet of learning to develop a range of techniques, skills and experiences. This is all based on core, foundational knowledge in the technologies. These prepare them for the Key Stage 4 options that we offer. These are currently Engineering and Catering. Throughout the Key Stage 3 curriculum students develop technical skills and knowledge, as well as developing project management skills and the ability to reflect on their work and make improvements.

The varied skills covered include a focus on computer aided design since we recognise the importance of computer skills within a wide range of potential careers for our students. Additionally, we focus on food and nutrition due to the huge impact that diet and healthy eating knowledge and habits has on young people. We aim to cover a broad range of practical skills enabling students to identify suitable tools and techniques for different practical tasks and equip them to safely work on practical projects now and in the future.

<b>Job Description</b>	Teacher of Technology
<b>Responsible to</b>	Head of Technology.
<b>Purpose of the Post</b>	To deliver high quality lessons.
<b>Grade:</b>	MPS / UPS
<b>Start date</b>	September 2023.

### **Job Description:**

We have an opportunity for an enthusiastic Teacher of Technology to join our popular and successful department that delivers an engaging and exciting KS3 and KS4 curriculum. At Blaise High School we deliver a range of technology subjects within our curriculum, including Food, Resistant Materials, Textiles, Graphics and CAD. We are looking for a Technology teacher with a willingness to teach across specialisms, or a teacher who is an expert in one of these fields. We are willing to work flexibly with the right candidate.

The role provides a structured and supportive professional learning programme to develop the successful candidate's knowledge and skills to enable them to teach across all Key Stages. The successful candidate will join a team who are passionate about engaging and inspiring young people in their learning. We are looking to recruit a colleague with both the commitment and relevant skills to drive our raising standards agenda across the whole ability range.

This job description forms part of the contract of employment of the successful applicant. The appointment is subject to the conditions of employment of Teachers contained in the School Teachers' Pay and Conditions document and other current educational and employment legislation.

### **Key Responsibilities and Duties**

- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area (Technology) as appropriate
- To monitor and support the overall progress and development of students as a Teacher
- To deliver our reading programme during Tutor Time Reading in the mornings
- To deliver high quality, academically rigorous lessons, in line with the principles of cognitive science.
- To contribute to raising standards of student attainment across the school
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth
- To engage in the intellectual preparation of shared resources.

### **Teaching, Learning and Student Progress**

- To undertake a designated programme of planning and teaching across all key stages and to teach consistently high-quality lessons.
- Where central resources are available, to intellectually prepare for their delivery.
- To be a role model for students, inspiring them to be actively interested in your subject
- To maintain up to date expert subject knowledge.
- To ensure the effective/efficient deployment of classroom support
- To manage behaviour in line with the school's behaviour policy.



- To lead, monitor and evaluate the assessment and feedback to students in line with whole school and department policy
- To follow department monitoring and tracking systems relating to student's attainment, progress and achievement
- To mark, grade and give written/verbal and diagnostic feedback as required
- To undertake assessment of students as requested by external examination bodies, curriculum areas and school procedures
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required
- To update professional knowledge and expertise as appropriate to keep up to date with developments in teaching practice and methodology
- To engage with the school's rank order assessment process.
- To liaise with the relevant pastoral leaders to ensure the right students are flagged for support.
- To prioritise and manage time effectively, ensuring continued professional development in line with the role
- To follow the school policies and procedures.

#### **Staff Development**

- To continue personal development in the relevant areas, including subject knowledge and teaching methods
- To engage in our developmental drop in programme and to attend weekly briefings and professional development sessions.
- To engage actively in the Performance Management process
- To participate in whole school professional learning programmes
- To take part in the staff development programme by participating in arrangements for further training and professional development.

#### **Safeguarding**

- Be keenly aware of the responsibility for safeguarding children and to help in the application of the Safeguarding Policy within the school
- Comply with the school's Safeguarding Policy in order to ensure the welfare of children and young persons.

*Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.*

**This job description is not exhaustive and serves only to highlight the main requirements of the post holder. The line manager may stipulate other reasonable requirements. The job description will be reviewed regularly and may be subject to change.**

### Person Specification

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples within their application.

Qualifications	Essential	Desirable
Qualified teacher status		
Relevant Degree		
Evidence of / Commitment to continuing professional development		
Post graduate qualification		
Evidence of wider professional development		
Experience and Knowledge	Essential	Desirable
A high quality teacher		
Able to identify strengths and weaknesses in students and act appropriately		
Management and experience of curriculum planning.		
Knowledge of the latest subject specific thinking, including research and subject associations.		
Personal and Professional Qualities and Attributes	Essential	Desirable
Excellent interpersonal and teamwork skills		
Excellent communicator – sensitive, compassionate and effective		
Able to establish good working relationships with a wide range of people, both students, colleagues		
Knowledge of strategies to improve outcomes for students		
Outstanding organisational skills to ensure efficient and effective implementation of the role		
Knowledge of strategies to recognise and reward efforts and achievements and the ability to encourage students to become self-reliant and independent learners		
A willingness to become involved in all aspects of school life		
A desire to consistently improve in their practice.		



## The Recruitment Process

### Applications

To apply for a staff vacancy, please register for an online account to complete the application form. Please visit our website [www.blaisehighschool.co.uk](http://www.blaisehighschool.co.uk)

The recruitment process is managed via your online account and you will receive regular notifications regarding the progress of your application.

Applications must be received no later than midday on February 20th. We encourage early applications.

**Shortlisting:** Shortlisted candidates will then be invited by telephone / email to attend for an interview. Please make sure you have given day and evening telephone numbers or email addresses on which you can be reached.

**Interview:** Interview dates will be confirmed following the shortlisting process

**Notification of Outcome:** Candidates will be notified of the outcome as soon as possible following the interview process. Please ensure you have given day and evening telephone numbers on which you can be reached.

**Feedback:** Unsuccessful shortlisted candidates will have the opportunity for professional feedback during the week following the interviews.

**Take up Post:** The successful candidate will take up the post as soon as possible.

**Superannuation:** Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. The successful candidate will be automatically enrolled into the Teacher's Pensions details can be found <https://www.teacherspensions.co.uk/scheme>

**Probationary Period:** New employees are required to complete a six-month probationary period.

**Disclosure & Barring Service Check:** This appointment is subject to the receipt of a satisfactory Disclosure and Barring Service check.

If you require any further information, please contact Ms J Bristow, Headteachers PA & HR Administrator at 0117 9030117 or [bristowj@blaisehighschool.co.uk](mailto:bristowj@blaisehighschool.co.uk)

*Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure*

**Blaise High School**, Station Rd, Henbury, Bristol, BS10 7QH  
Telephone: 0117 903 0100 | Email: [info@blaisehighschool.co.uk](mailto:info@blaisehighschool.co.uk)  
Facebook: @BlaiseHighSch | Twitter: @BlaiseHighSch