



APPLICATION PACK

Teacher of Technology

Permanent – Full Time – September 2026

HOW TO APPLY

Applications from ECTs or experienced teachers would be equally welcome and consideration may be given to part time working, depending on the needs of the school.

Please contact the Headteacher's PA, Miss Fiona Smith for an application form and further information at:

- John Spendluffe Technology College, Hanby Lane, Alford, Lincolnshire, LN13 9BL
- Email: F.Smith@jstc.org.uk

Alternatively application packs are available on the JSTC website (www.jstc.org.uk).

Prospective candidates are encouraged to visit the school; please contact Fiona Smith using the above contact details to arrange an appointment.

Completed applications should be emailed to: f.smith@jstc.org.uk or posted to the school.

Applications must be received by: **9 am on Tuesday 5 May 2026**

Interviews to take place w/c Monday 11 May 2026

JSTC is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All posts will be subject to an enhanced DBS disclosure, medical and reference checks.

All pre-employment checks, undertaken are in line with Keeping Children Safe in Education.

DEPARTMENT INFORMATION

Department – Technology

The Technology Department is a well-resourced, and highly collaborative team that plays a central role in the school's identity and success.

A Clear Vision

The department is driven by a shared commitment to excellence, creativity, and real-world relevance. Staff are supported to develop their expertise, and professional development is actively encouraged.

A Broad and Engaging Curriculum

Students experience a rich, carefully sequenced curriculum across Key Stages 3 and 4. The department offers specialisms such as Graphics, Engineering, and Food and Nutrition, ensuring learners gain both practical skills and strong theoretical understanding.

Schemes of learning are thoughtfully structured to build technical knowledge, problem-solving ability, and independence. There is a strong emphasis on industry-standard processes, health and safety, sustainability, and employability skills.

Excellent Facilities and Resources

The department benefits from well-equipped workshops and specialist rooms. Students have access to modern machinery, CAD/CAM technology, and high-quality tools, enabling them to produce work to an impressive standard. Facilities are maintained to a high level, reinforcing a culture of pride and professionalism. The school has invested in over half a million pounds with the expansion of the Food specialist area.

Strong Student Outcomes

Outcomes are consistently strong, reflecting high expectations and effective teaching. Students produce practical work of excellent quality and demonstrate secure subject knowledge in assessments. Many go on to further education and apprenticeships in related fields, showing the department's impact beyond school.

A Collaborative and Supportive Team

The team culture is one of openness and mutual support. Planning and resources are shared, moderation is robust and staff work closely together to ensure consistency. New colleagues are welcomed warmly and benefit from mentorship and structured induction support.

JOB DESCRIPTION

Name of Role: Teacher of Technology (Full Time Permanent)
Salary: Salary Range M1 - U3 = £32,916 - £51,048 per annum
Line Manager: Subject Lead

Purpose of Role;

- To deliver elements of the Technology department curriculum.
- To support the work of the Technology department – staff and students.

Role and responsibilities

- To meet the statutory Teachers' Standards.
- To teach Product Design and Graphics at KS3. To teach CNAT Engineering Design and GCSE Design & Technology (Graphics focus) at KS4, as directed by the subject leads of Technology.
- To implement assessment, recording and reporting systems to monitor student progress in accordance with national, school and departmental policy.
- To undertake all necessary exam preparation and administration as required by the Head of Department.
- To attend departmental meetings and INSET sessions.
- To work evenings, open days and whole school events as part of directed time.
- To undergo training to enhance professional practice.
- To engage actively in staff performance development review process.
- To maintain accurate records and registers as required by the department and school.
- To complete relevant documentation to enable accurate tracking of learning, progress and behaviour.
- To use relevant information to inform planning, teaching and learning of students.
- To communicate effectively with parents of students as appropriate.
- To be a form tutor to an assigned group of students.
- To promote the general progress and well-being of individual students and of the form tutor group as a whole.
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
- To alert the appropriate staff to issues experienced by students – including safeguarding concerns.
- To contribute to PSHCEE and Careers education.
- To teach students according to their educational needs including the setting and marking of work.
- To apply the Behaviour Management systems so that effective learning can take place.
- To mark, assess and give written, verbal and diagnostic feedback as required.
- To continue personal development as identified.
- To undertake any other duty as specified by the School Teachers' Pay and Conditions Body (STPCB) not mentioned in the above.
- To comply with the school's Health and Safety Policy and undertake assessments as appropriate.
- To show a record of excellent attendance and punctuality.
- To exercise a commitment to the school's ethos, vision and values and all school policies.
- To undertake any other duties or one-off tasks at the reasonable request of the Headteacher/SLT.

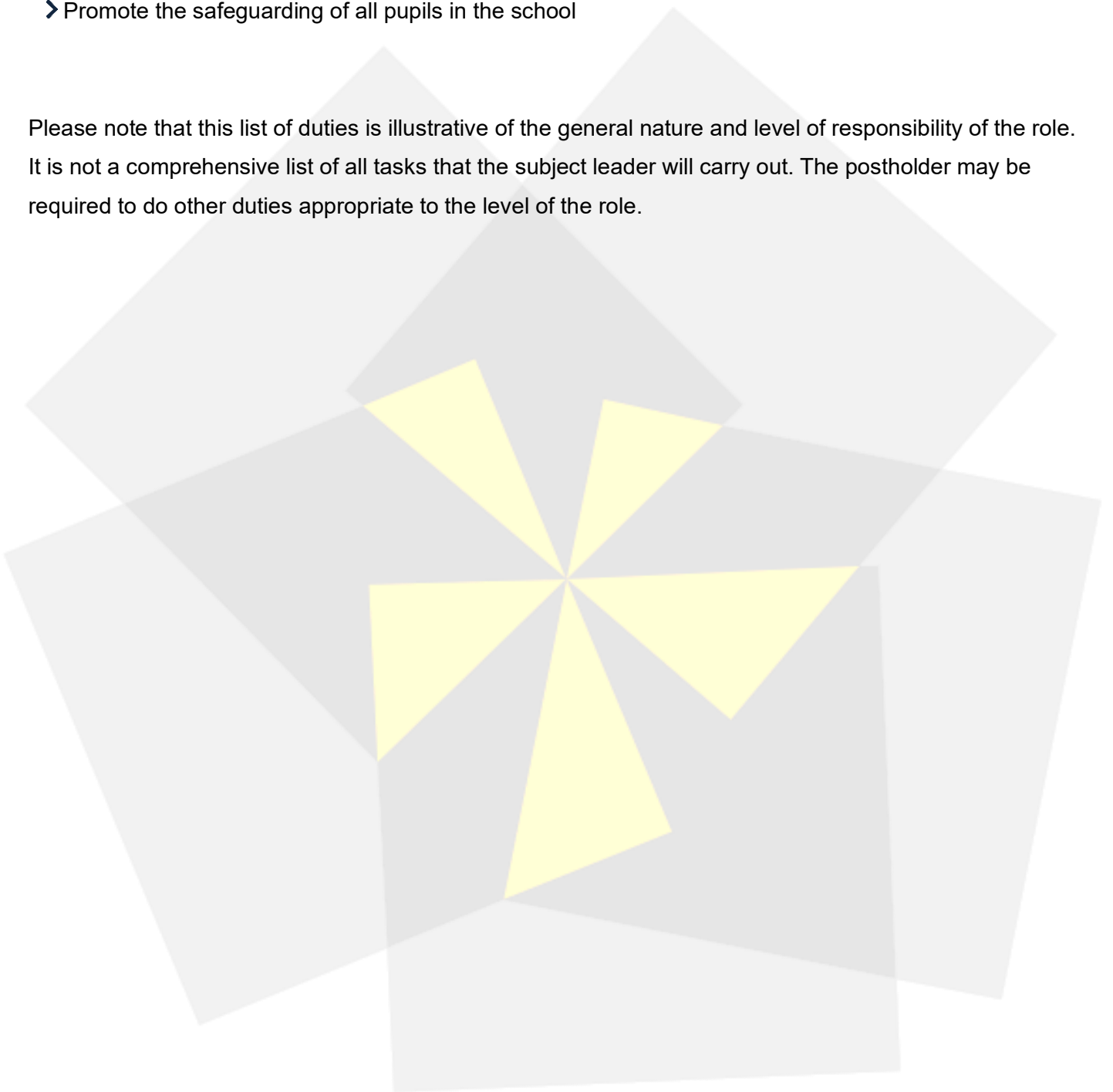
This job description sets out the duties at the time of drafting but may be amended from time to time without incurring a change in the grading of the post.

Other areas of responsibility

Safeguarding

- Work in line with statutory safeguarding guidance (eg Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
- Work with the DSL to promote the best interests of pupils, including sharing concerns where necessary
- Promote the safeguarding of all pupils in the school

Please note that this list of duties is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the subject leader will carry out. The postholder may be required to do other duties appropriate to the level of the role.



PERSON SPECIFICATION

It is expected that the person appointed will have the following qualifications, experiences, knowledge/skills and personal qualities and/or special requirements for the post.

1. Qualifications

- A good Honours degree or higher qualifications
- Qualified Teacher Status or currently completing a course of professional training leading to QTS.
- Any other relevant qualifications specific to the post.

2. Experience

- A proven record of successful classroom teaching
- Experience of teaching across the full age range and ability spectrum.
- School experiences which have provided a thorough preparation for this post.
- Experience of monitoring and evaluating students' progress.
- Experience of initiating implementing and managing development within the subject area would be desirable.
- Form tutor experience would be desirable.

3. Knowledge/Skills

- Knowledge of current educational issues.
- Ability to teach up to GCSE level.
- Administrative skills to support the work of the department.
- Excellent classroom management skills.
- The ability to communicate effectively with students and adults.
- Secure knowledge of current curriculum developments.
- Understanding of the learning process.

4. Personal Qualities

- Commitment to the best interests of the students.
- Willingness to take responsibility.
- Enthusiasm and sense of humour.
- An ability to co-operate with colleagues.
- Reliability and resilience.
- Ability to use a variety of teaching strategies.
- Ability to monitor and evaluate students' progress.
- Excellent written and communication skills.
- Excellent presentation skills and smart appearance.
- Excellent organisation, prioritisation and time management skills.
- Excellent classroom behaviour management skills.
- Ability to use ICT to enhance teaching and learning.

5. Special Requirements

- Commitment to raising standards.
- Commitment to safeguarding and promoting the welfare of young people.
- An enthusiastic and effective team player.

APPLICATION PACK

John Spendluffe Technology College Overview

JSTC is a non-selective 11-16 co-educational school in a selective area. We are a popular and over-subscribed school of around 630 students. Despite being a secondary modern school we have the full ability range of students, including gifted and talented. We are proud of the work that we do with our young people to enable them to challenge themselves academically and reach the highest of aspirations. At our most recent Ofsted inspection we were rated as 'Good' in all areas. We are very proud of our achievements; we will continue to develop and provide the best possible education for our young people. We are a single academy trust but have developed strong networks and links with a range of partner and other schools locally and throughout the county.

An Attractive Location

JSTC is situated in the small, quaint, rural market town of Alford on the edge of the Lincolnshire Wolds, an Area of Outstanding Natural Beauty (AONB). Lincolnshire is a large county with a variety of beautiful landscapes: flat fens, coastal marshes, clay vales and the rolling uplands of the Wolds, attracting an abundance of wild flora and fauna. Morning drives across the stunning and tranquil Wolds frequently creates wonderful memories and conversation with colleagues. The school is well placed and at the centre of the community of Alford with good road links to major urban centres in the East Midlands. Housing is extremely low priced compared to other areas of the UK and new build developments are enhancing the housing choices available in the region.

The School Site

The school site has been enhanced in recent years to include two new classroom builds, a refurbished Humanities teaching block, a remodelled, modern canteen, and refurbishment of the original, attractive 1930s building. Car Park facilities on site are free. The school has its own all-weather pitch, sports hall and gym facilities which are all available for staff and community use.

Ethos and Values

Supporting our students and their families to achieve the highest possible aspirations to a bright future lies at the heart of our daily work in school. High quality, extensive pastoral provision enables us to fulfil this mission. Our aim is to empower our students to become '*resilient, respectful and responsible*' in readiness for the next step of their educational journey. We are committed to serving each other, the students, and the wider community.

Our Students

Our students are our best ambassadors. They come from a wide rural and coastal area, with the majority travelling by bus to school. Many students are not confident about their talents and abilities when they first arrive but through the hard work of our staff, we enable our students to develop and thrive into young adulthood. Students take part in a range of activities in and out of the classroom and visitors are frequently impressed with their courtesy, and the pride that they have in their school. Our students behave well and want to learn. Some students find academic work difficult and our experienced SEND team work hard to ensure that students have an appropriate curriculum and personal support. JSTC offers its students excellent opportunities to develop skills for life as well as academic qualifications. We want all of our students to develop into caring, active citizens.

JSTC has a strong coaching culture; a wide range of staff coach KS4 students to help them improve their resilience, independence, and self-efficacy.

Committed and Friendly Staff

Our dedicated staff believe passionately in improving outcomes for all students and this can be seen in the positive relationships with each other and in the classroom. Staff are happy to teach at JSTC and want to stay. There is a low turnover of staff each year as we believe in providing opportunities for career progression at JSTC.

Staff Wellbeing

Working in a school can be demanding and we therefore ensure that staff wellbeing is at the core of our development. The school has a highly supportive ethos with respect to both staff and student wellbeing. The Wellbeing Learning Community is an active forum of different staff who engage in evidence-based practice to promote good mental health and wellbeing for students and staff.

Our Education Support Employee Assistance Programme provides impartial, confidential support and general advice on wellbeing, workload, and work-life balance. This EAP can provide fast-track counselling, financial and debt advice and legal support. Extra coaching support is available to leaders and line managers. In school, trained Mental Health First Aiders can support staff for a range of feelings such as low morale, loss and bereavement, isolation, fear, stress and anxiety. This is fully funded from the school for all of our employees.

Staff enjoy engaging in social activities outside of school – particularly at the end of terms. There is sport to get involved in, such as football, netball and running; there are creative activities involving art and cooking too.

New Staff Induction

You will be warmly welcomed into our friendly school and supported in all areas of your practice so that you can enjoy and feel confident in your role. JSTC offers a comprehensive and personalised induction training programme to all new staff. The New Staff Induction Team support all staff who are new to our school or their role, or returning after absence, regardless of their position. Staff are fully supported through a series of live and recorded training sessions.

Professional Development

The Governors, Headteacher and Senior Leaders remain committed to recruiting high quality staff to the school. Staff professional development and career progression are an important part the school's caring culture.

JSTC is committed to providing staff with opportunities to access nationally recognised professional development qualifications. We want our staff to enjoy their roles, develop their professional practice and flourish in their careers.

