PERINS SCHOOL

IN OMNIA EXCELLENTIA

Team Leader of Design Technology

Post Title:	**Team Leader of Design Technology**
Type of Contract:	**Permanent**
Reporting to:	**Director of STEM**
Salary Range:	**MPR/UPR**
TLR:	**TLR 2a**

Perins School, Pound Hill, Alresford, Hampshire, SO24 9BS

www.perins.net recruitment@perins.hants.sch.uk 01962 734361

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Letter from the Headteacher:

Dear Applicant

Thank you very much for the interest that you have shown in this position at Perins School. The successful candidate will have an important contribution to make to our growing and successful school and I hope that you will find the enclosed information helpful.

You will see from the information enclosed that Perins School is one that places individuals at the heart of everything we do, whether that be staff, students or the wider community. We are therefore committed to the well-being and professional development of all of our staff and, as such, we see this as the potential start of a new professional relationship with us. Following a wonderful journey of development and expansion, we are now a popular, oversubscribed 11-16 school that is highly regarded locally and nationally. In 2017, we were featured as one of Tatler's top state schools in the country.

Our ethos is one of 'working with' and not 'doing to'. Our staff choose to go the extra mile and, as such, our extra-curricular offer is second to none. We have ensured that through high quality provision we are known nationally for our sporting teams and activities with over 650 students regularly participating in sporting events outside of the school day. Over the past few years, we have also expanded our provision within the creative arts. The annual drama production in particular has been a great source of both personal and professional pride – and we can say with confidence that a Perins Youth Theatre production is so much more than just a 'regular school production'. Our reputation, in both the school and across the wider community, has grown exponentially with each drama production we have staged, and the positive feedback we receive year-on-year continues to surpass our expectations. In 2016, over 350 pupils auditioned for Phantom of the Opera. And this was surpassed in 2017-18 with over 400 auditioning for Beauty and The Beast. The many other opportunities provided by all areas of the school ensure that hundreds of students remain on site until up to 6pm each day and this encourages positive working relationships between staff and students that are truly enabling. Participating in the

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extra-curricular activities has proven to be a wonderful experience for all those involved and one which we hope will stay with our staff and students for the rest of their lives.

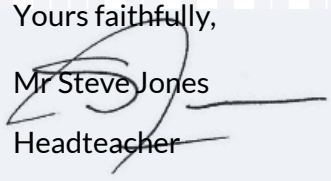
It is our belief that this strong and distinct ethos, combined with aspirations to excellence in everything we do, combined with exceptional levels of pastoral care, enables us to provide an outstanding quality of education.

At Perins School, however, we are never complacent and are committed to moving our school forward to become an outstanding provider of holistic education. There is a strong and supportive culture across the School which enables staff to focus on providing high quality teaching for all our students. Indeed, our staff are warm and welcoming, our parental community are engaged and supportive of the School and our students are a joy to teach and know. We are also wholly committed to retaining the best of the past traditions of excellence, and our relentless drive for continual improvement results in outstanding success in a wide range of areas.

I sincerely hope that you find the information provided informative, our tone welcoming and the position attractive to you. All appointments to our staff are important; however, the appointment of the right staff to secure the continued success of Perins School is essential. Our most recent Ofsted report confirms our status as an exceptional School. However, there is still much ahead of us and the Trustees, Local Governing Board, Senior Leadership Team and I are ambitious for our students to experience the most outstanding education and achieve the highest possible outcomes that they are capable of achieving.

If you believe you can contribute to our exciting future, I would be delighted to receive your application.

Yours faithfully,



Mr Steve Jones

Headteacher

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Perins School :

Thanks to the local philanthropist Henry Perin, Perins School has been educating the youth of Alresford for over 300 years and is one of the oldest schools in the county. Henry Perin died in 1696 leaving funds in his will to build a school in Alresford to educate "19 poor men's sons". He stipulated those 6 boys should come from New Alresford, 5 from Old Alresford, 4 from Bishops Sutton and 4 from Cheriton. The school was founded in 1698 and a group of trustees, the rectors from the four parishes, established to oversee the school.

The school was built on the corner of West Street and The Dean in Alresford. The building still stands and is now home to the Shapla Indian restaurant. Perins moved to its current location in 1910 having outgrown the original building though this continued to be used for borders. The new Perins School provided 7 new classrooms including a science laboratory and was seen as a major development in education.

Perins is now a school of approximately 1200 students with 7 feeder schools from the local area, and a large percentage of students travelling from Basingstoke.

Pride in Perins :

At Perins school we believe every member of our community has this set of basic rights. For teaching staff, the "right to learn" is extended to include the "right to teach". To assist in driving our ethos the following Perins values underpin our clear succinct set of rights.

The Perins values are examined in detail alongside key citizenship issues in discrete timetabled Life Studies lessons, which allow for discussion, leading to a greater depth of understanding of the key features and expectations that make Perins the school it is today and prepares our students for the world beyond school.

Throughout the "Perins Experience", Form Tutors, Heads of Year and Heads of House all work with a sense of unity to promote the Perins values setting clear citizenship goals, which work in tandem with our wider expectations of our Perins community working with each other, and for each other.

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The Perins values are evident and are embedded in the school curriculum subjects and throughout our extra-curricular offer, making Perins a desirable place for people to come in order to undertake their learning or teaching journey.

Our school community has true ownership of its values and what can only be described as a clear "Pride in Perins."



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Role Overview:

We are seeking to appoint an exceptional Design Technology Teacher and leader to the post of Team Leader of Design Technology. The successful applicant will demonstrate a passion for the subject and have a clear vision for outstanding provision of Design Technology. We welcome applications from middle leaders with a strong track record of leading a department, as well as those who have other leadership experience or experienced teachers ready for their next challenge.

Perins School is a lovely place to work, with supportive colleagues and great students. Our motto "In Omnia Excellentia" (Excellence in Everything) reflects our aspirations that every student has the opportunity to progress and develop in all areas preparing them for the future. We value the richness and diversity of the educational experience we offer, both within and beyond the classroom.

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Key Responsibilities
Job Purpose:

- To develop and model the excellent standards of teaching within DT
- To continually develop all areas of outstanding teaching
- Further develop the ethos of “In Omnia Excellentia”
- To be key in the use of data for the learning across the department
- To manage learning and behaviour management across KS3 and KS4 within the Design Technology Department
- To manage and motivate the team

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Teaching and Learning

- Excellent teaching demonstrating a wide understanding and knowledge of pedagogy
- Oversee the construction of departmental schemes of work, leading their regular review and improvement as par of excellent departmental practice.
- Support the management of classroom behaviour so that a climate for learning is sustained for all colleagues
- Where applicable, organize and monitor Innov8/School Direct, PGCE and ECT colleagues

Performance Management

- Contribute to a culture of self-evaluation through shared reflection, use of data, and peer observation
- As part of the annual review, set targets which are challenging to secure improvements in performance, and which reflect school and department improvement agendas
- Lead departmental self-review and quality assurance processes, including observations, to identify good practice and areas for development

Knowledge, Skills and expertise

- Maintain an understanding of methods of data analysis to support individual student achievement.
- Have an understanding of ICT development which match school developments
- Keep current with professional developments within the subject area at local, regional and national levels.

Contribution to School life

- Contribute to the development of school policy through the appropriate consultative bodies, including working parties

- Support whole school development through contributing to the strategic direction and development of the subject area and the ways in which this can contribute to school improvement
- Encourage students to develop external links that enrich the quality of the subject provision

Personnel

- Monitor the department all to ensure that all staff take part in programme of continuous professional development
- organise the performance management programme for technology
- mentor students as needed in the school to establish a foundation of high achievement

Pupil outcomes

- Using appropriate data, set challenging targets for individual students and review individual progress against internal and external information
- Ensure an assessment protocol is embedded at Key stage 3 which is informative in transition to, and integrates with Key Stage 4 assessment procedures
- Ensure robust moderation of assessments exists to ensure correct outcomes are attributed to the students
- Ensure the intervention programmes are undertaken with school target groups, and individuals identified by the department where data suggests that progress targets are not going to be met
- Develop and sustain the capacity for individual students to follow accreditation programmes that best fit their capacity for improvement and success

Resources

- Co-operate with the line manager on matters related to staff development
- Work with the line manager to maintain the quality of teaching environment

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Person Specification

Qualifications, skills and abilities:

- Good degree in appropriate subject
- PGCE or recognized teaching qualification
- GSCE grade C or higher in maths, English

Experience

- Have relevant experience teaching within a Design Technology Department
- Experience of involvement in extracurricular activities
- Evidence of successful use of ICT within teaching and learning
- Evidence of ability to develop positive and effective relationships with students, staff, governors, parent/carers and other stakeholders
- Proven record of delivering outstanding attainment and progress in your subjects
- Self-motivated and resilient
- Experience of identifying, implementing, and evaluating strategies for improving attainment
- Experience of leading, coaching, and mentoring teachers as well as delivering staff training
- Experience of successful behaviour management

Professional Qualities

- An excellent communicator who is able to work effectively with students, parents and colleagues
- Good or outstanding classroom practitioner with evidence of setting appropriate expectations to advance learning and engage and motivate student
- Ability to establish productive working relationships and work well in a team
- An excellent communicator, both orally and in writing
- Commitment to the promotion of equal opportunities for all
- Evidence of a commitment to the safeguarding of all young people
- Engagement with new technologies, their use and impact

Personal Qualities

- Enthusiasm, energy and personal dynamism
- Approachable, friendly and patient
- Good sense of humour
- Able to prioritise and meet deadlines

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- A liking and respect for young people
- Appropriate professional relationship with colleagues, parents and children
- High level of integrity, honesty and fairness
- Demonstrate personal enthusiasm for the learning process

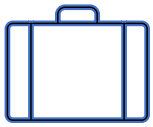
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Benefits:



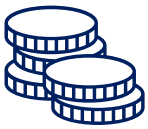
Remuneration All our teaching positions are based on the national teaching scale. If you are a UQT, we will assess your experience, and remunerate appropriately. Support staff salaries are based on HCC grades.



Holiday Our teachers have an additional week in the October half term. Support staff have a generous annual leave allowance, that is either wrapped up in your monthly pay (term time only contract) or can be taken at any time during the year (52 week contracts)



Pension Teaching staff benefit from the Teachers Pension, and Support staff benefit from membership in the Local Government Pension scheme. These pension schemes are renowned for their generosity.



Discounts We offer a wide range of voluntary discounts via our partners KAARP



Employee Assistance Programme We offer resources and programmes to support your physical, mental and financial wellbeing. We also have a team of Mental Health First Aiders within the MAT who you are able to reach out to should you need to. We also offer an Employee Assistance Programme for those that may need it.



Preschool and Nursery Reduced nursery and preschool fees and term time only packages at Patchwork Day Nursery and Pre School based on Perins School site.

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After school club reduced fees at Alresford Youth Association's afterschool club based at Sun Hill Junior School



Training We have a strong CPD ethos, and encourage life-long learning. Regular CPD sessions are held at school



Free onsite gym



Free tea and coffee, and ample staff social areas including garden. Weekly 'cake break' hosted by each department



Cycle to work scheme



Free car parking

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Guidance on the information you need to include in your application form

In order for you to be considered for the position, it is important that you complete the application form fully. This ensures that all applicants are providing us this the same type of information. Please use the information available to you and your knowledge of the role to assist you in completing the application form. Incomplete application forms will delay our recruitment process.

Personal Information

Enter your personal details in this section. During the recruitment process, we will contact you by email. Some spam filters may re-direct our emails to the spam folder within your email account. Please check your account regularly to minimise the risk of missing an email from us.

Employment history

Current Employer

Enter information about your current employer. If this is your first job after school or college, please give details of weekend, evening jobs, or work placements.

Previous employers

Please provide information about all of your previous employers including permanent, temporary or interim roles. To do this, simply add more sections.

You must give a **full** history in chronological order since leaving secondary education, including periods of any post-secondary education / training, part-time and voluntary work. If you have any gaps in your employment, please indicate the reasons for this.

Include full time employment, with start and end dates.

Provide explanations for periods not in employment or education / training and reason

Formal education

Enter your educational qualifications such as NVQs, GCSEs, O-Levels, A-Levels, AS Levels, Highers, and Degrees. Include all subjects and grades/scores.

Job specific information

The questions in this section will depend on the role you are applying. Ensure you complete all questions.

Safeguarding children and adults

The Perins MAT is committed to safeguarding children and promoting the welfare of children, young people and adults. We expect all employees, workers and volunteers to share this commitment. All our recruitment and selection practices reflect this commitment.

For roles working with children and children's data, we comply with the "Safer Recruitment" national guidelines. Ideally, we will take up references before the interview for these roles; however, we do understand that with some positions this is not always possible. We will always be discrete, and if the role that you are applying for allows, you will have the option to let us know if you do not want us to contact your current employer.

Employment references for Safer Recruitment roles should not be from a colleague. They should be from your manager, supervisor or someone who is in a position of authority. It is our preference that referees are provided from **different** schools if you have worked in school environments previously.

If you are not currently working with children or adults but have done so in the past, it is important that you provide a reference from this employer.

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Help us to speed up the references process:

- Ensure the email addresses and phone numbers you have provided for your referees are correct
- Do not to put two referees from the same place of work
- Let your referees know when you are offered the role
- Tell them that they will shortly be contacted for a reference
- Ask them to complete the reference as soon as possible

What happened after you submit your application?

If your application is not successful

Due to the amount of applications we received, we are not in a position to let you know if you have not been shortlisted. If you have not heard from us, and require feedback about your application, please do email us on recruitment@perins.hants.sch.uk

If you are selected to attend an interview or an assessment day

We will notify you via email or phone and let you know the date and time of the interview. It is very difficult for us to change the date of the interview once it has been agreed internally.

Remember to check your spam folder when accessing your emails.