



HENLEY BANK HIGH SCHOOL

RECRUITMENT PACK



Proud to be part of the

GREENSHED
LEARNING

Henley Bank High School
Mill Lane
Brockworth
Gloucester
GL3 4QF



Telephone: 01452 863372

Email: admin@henleybankhighschool.co.uk

Dear candidate

Thank you for your interest in the role of Technician of Design Technology and Art at Henley Bank High School. We are proud members of the Greenshaw Learning Trust, a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing our own distinctive character.

The Trust is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

As one of the highest performing multi-academy trusts in the country, we currently have schools across South London, Berkshire, Surrey, Gloucestershire and South Gloucestershire, and Plymouth. We are continuing to grow and have further schools joining us on a regular basis.

We strive to be an inclusive and diverse employer and we encourage applications from underrepresented demographics. We recognise the need to achieve a good work-life balance and encourage discussions regarding flexible working across our schools and Shared Service teams. We aim to create the conditions under which our colleagues are able to thrive and to deliver exceptional work for the young people and communities which we serve. To get a feel of life at Greenshaw Learning Trust, please download our 'Why you should work for GLT' recruitment brochure on our jobs portal.

Henley Bank High School 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.

The school website provides a clear picture of our aspirations and our vision: however, please do not hesitate to contact us to seek further information from our School HR Manager, Jo Howells, jhowells@henleybankhighschool.co.uk. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.



Yours sincerely

Stephen Derry, Headteacher

ABOUT OUR SCHOOL

We are a successful secondary school based in Brockworth, extremely close to junction 11a of the M5. The school has consistently been achieving excellent academic results over the past few years with the GCSE results of 2023 being in the top 1% of results in the country, as well as the highest results for any non-selective school in Gloucestershire. We opened our Sixth Form in September 2024 and are really excited to see what the next stage in the school's journey will be. A crucial element of the school's vision is ensuring that we are preparing our young people for the world of tomorrow. This role plays an essential part in achieving this.

At Henley Bank High School, our aspiration is for all our staff and students to leave our school with practical wisdom gained through the teaching of intellectual, moral, civic and performance virtues. We build character implicitly, through our world class curriculum, teaching and learning in the classroom and explicitly through our Legacy Programme and Pastoral Systems. We aim to guide our students in becoming well rounded citizens of the future who can lead with honesty, integrity and resilience. The importance we place on this has been recognised through the school being awarded the Character Kitemark and Character Kitemark Plus accreditation. Our Legacy programme and values of **Ambition, Creativity, Confidence, Determination** and **Respect** are the foundations of our Character Education programme.

All students have an entitlement to a broad, balanced and relevant curriculum. We believe that all students with additional needs should be taught wherever possible, with their peers in mainstream classes by subject specialists who use a range of teaching methods and strategies to develop students' knowledge, skills and understanding. Henley Bank High School was the winner of the NASEN Award for Secondary Provision which demonstrates the value that we place on our support provided within the classroom across all subjects within the school.

TERMS AND CONDITIONS



CONTRACT

Permanent

SALARY

- Salary calculated in line with NJC pay scale Grade E, points 4-8, £25,185.00 - £26,824.00 per annum FTE (£21,719.00 - £23,132.44 per annum pro-rated). Starting salary and pay points will be aligned with relevant regional NJC spine on appointment, dependent on the location of the posthold.

HOURS OF WORK

- 36.00 hours per week - Monday to Thursday 8.15am - 4.00pm and Friday 8.15am - 15.45pm (with a 30-minute unpaid lunch break), Term Time only, plus Inset Days.

PLACE OF WORK

- Henley Bank High School, Mill Lane, Brockworth, Gloucester, GL3 4QF

PENSION SCHEME

- Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Local Government Pension Scheme (LGPS) or a Personal Pension Scheme. Details of the Local Government Pension Scheme are available at: <https://www.lgpsmember.org>

HOLIDAY ENTITLEMENT

- The postholder will be paid an enhancement for holiday pay, which is included in the salary details above

PROBATION PERIOD

- New employees are required to complete a six-month probationary period.

STATUTORY CHECKS

All employment offers are made subject to checks in line with Government guidance (some of which are dependent upon the role/individual). These include: online checks, evidence of identity and right to work in the UK, an enhanced Disclosure and Barring Service check, overseas criminal record check if the successful candidate has worked or resided overseas in the last five years, confirmation of a satisfactory medical report, satisfactory references, evidence of qualifications, DfE teaching/management barred list check.

JOB DESCRIPTION

Post:	Technician of Design Technology and Art
Responsible to:	Head of Art and Technology
Responsible for:	Supporting the Technology and Art department, its students and the day to day running of the department.

ROLE OVERVIEW

The role of the Technician of Design Technology and Art is to provide technical support, encourage a learning experience which provides students with the opportunity to achieve their individual potential within Design Technology and Art, prepare equipment, maintain the workshop environment, and ensure safety for students and staff.

The successful candidate will:

- Prepare equipment, maintain the workshop environment, and ensure safety for students and staff
- Prepare and maintain classrooms and workspaces for use by staff and students ensuring that an orderly, safe and healthy environment is provided for teaching activities
- To control and safely store all chemicals and specialised solutions, ensuring that current Health and Safety, COSHH and ESCC requirements and regulations are adhered to

MAIN DUTIES AND RESPONSIBILITIES

- To prepare and assemble teaching resources and equipment for use by the teachers and students
- To be responsible for the safe storage of equipment and materials including the disposal of waste products in accordance with the relevant regulations, guidelines and school procedures
- Compile and complete risk assessments as appropriate to the work area and undertake regular checks of all equipment used
- Undertake regular stock checks, placing orders for approval by the Head of Department to maintain stock levels required
- To maintain an inventory system for items within the department
- Ensure all stock rooms are tidy and in good order
- Receive incoming goods, check delivery notes, store materials and confirm receipt
- To support teaching staff with the organisation and preparation of displays of subject materials or students work
- To engage with and support teachers and students during lessons
- Carry out servicing of machines and equipment to ensure safety and reliability. This will include cleaning, oiling, sharpening, removing dust and minor repairs
- Maintain necessary safety signs and record equipment checks
- To support in the food technology department where appropriate.
- To assist with the preparation of whole school productions and events
- Some lifting and movement

STAFF DEVELOPMENT

- To continue personal development in the relevant areas, including subject knowledge and teaching methods.
- 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 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 and expects staff and volunteers to share this commitment.

The duties and responsibilities in this job description are not restrictive and you may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.

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.

	Essential	Desirable
Qualifications and training		
Hold at least 5 GCSE's or equivalent, which must include at least a Grade C/4 in Maths and English	x	
Experience as a Technician in a school setting	x	
Knowledge of technical areas, relevant policies, legislation requirements	x	
A vocational or academic qualification in the relevant subject area NVQ level 3 or above		x
Knowledge of Health and Safety, COSHH and ESCC regulations (training can be provided)		x
First Aid Certificate (or willing to undertake training)		x
Skills and experience		
Able to demonstrate a commitment to school improvement and raising achievement for all students	x	
Able to follow processes	x	
Knowledge of technical areas, relevant policies and legislation requirements	x	
Excellent problem solving, communication and organisational skills	x	
Have the ability to use relevant technology and specialist equipment effectively	x	
Able to operate and maintain machinery and the surroundings	x	
Able to monitor supplies of resources and equipment and order more when required	x	
Excellent knowledge and a genuine passion for supporting with DT and Art subjects	x	
Experience of working with children who present with anxiety and other social emotional and mental health difficulties		x
Proven successful experience of working with or caring for children in any setting		x
Personal attributes		
Efficient, accurate and excellent attention to detail	x	

High levels of professional integrity, energy and enthusiasm	x	
Flexible and responsive to change	x	
Excellent communication with children	x	
Able to follow processes and have the ability to problem solve	x	
Be dependable, able to follow instruction and respond to management directions	x	
Have the ability to work independently and as part of a team	x	
Have a willingness to extend skills through appropriate training	x	
Have good organisational skills and ability to manage own time effectively	x	
Have good working ICT Knowledge	x	
An awareness of the wider community and its perceived challenges		x
Knowledge and understanding of how to remove barriers to learning		x
Hold a Full UK Driving licence and owner of car		x

THE RECRUITMENT PROCESS

APPLICATION

To apply for a vacancy, please register for an online account and complete the online application form on the GLT website. In the application form you should demonstrate how you meet the requirements set out in the person specification. Include specific examples which support your application. You will have the opportunity to upload additional documents in support of your application if required.

Please ensure you enter your correct email address when registering for your online account. This is the email address we will use to contact you about your application.

Applications must be received no later than 11.59pm on Tuesday 30th September 2025. Applications received after this date will not be considered. We reserve the right to interview candidates as applications are received and close the advert prior to the closing date should an appointment be made.

INTERVIEW PROCESS

Interviews will be arranged when suitable applications have been received. Shortlisted applicants will be invited by email to attend an interview. References may be taken up after shortlisting. Please indicate on your application form if you are happy for us to do so. As part of your interview, you may be asked to undertake a practical test related to the knowledge and abilities in the person specification.

TAKING UP POST

The successful applicant will take up the post as soon as possible.



GREENSHAW
LEARNING TRUST



ORU Sutton,
7 Throwley Way,
Sutton SM1 4AF



020 3988 0218



info@greenshawlearningtrust.co.uk



www.greenshawlearningtrust.co.uk



Mill Lane,
Brockworth,
Gloucester GL3 4QF



01452 863372



admin@henleybankhighschool.co.uk



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