



**North East
Learning Trust**

Teacher – Design Technology
Hermitage Academy
Applicant information pack

Teacher – Design Technology (Product Design)

Required September 2021

Grade: Main Pay / Upper Pay Scale

1 Year Fixed Term Contract

Full Time

The North East Learning Trust are seeking to appoint an inspiring and highly motivated Design & Technology Teacher who specialises in Product Design. This appointment is to cover maternity leave and will be based at Hermitage Academy, where you will have an exciting opportunity to join a school that is undergoing real change.

Hermitage Academy is a mixed 11-18 comprehensive school with over 1000 students from Chester-le-Street and the surrounding areas.

Our vision is simple and is shared by all schools across the North East Learning Trust family. It is that every child experiences excellence every day.

Our primary aim is for each young person to be both courageous and caring, resilient and determined as they strive for excellence.

We are committed to:

- the pursuit of excellence in all that we do;
- a broad education designed to enable every young person to achieve their full potential and make the most of their talents;
- a calm, purposeful atmosphere where young people are cared for and able to learn with confidence;
- a healthy, happy, disciplined and supportive environment which promotes an independent work ethic and a love of learning;
- engendering respect for individuality and difference so that all will feel secure and equally valued;
- a nurturing sense of social responsibility, spiritual and personal development;
- fostering integrity, confidence, resilience, creativity, good manners and sensitivity to the needs of others.

The successful candidate will have:

- relevant training and experience of successful teaching and learning
- high expectations and standards in achievement and behaviour
- a firm belief and strong commitment to inclusive education
- a clear understanding of how children are motivated and learn effectively
- a creative approach to encourage children to take ownership of their own learning

- energy, commitment, enthusiasm and initiative
- the ability to work collaboratively and flexibly as part of a highly skilled team
- the ability to deliver outstanding teaching

Deadline: Closing Date: 28th February 2021

Interviews are aiming to take place week commencing 1st March 2021.

How to apply:

Please could you complete and return the Application Form together with a supporting letter to school by 28th February 2021. The letter should outline the reasons why you wish to work at the North East Learning Trust, what you would bring to the post, and the experience and attributes that have prepared you to take on the role.

Application forms should be completed and returned with a supporting letter to samantha.lish@hermitageacademy.co.uk or by post to Samantha Lish, Hermitage Academy, Waldrige Lane, Chester-le-Street, DH2 3AD.

Job description

Post title: Teacher - Design & Technology (Product Design)
Responsible to: Head of Department
Responsible for: Supporting the Teaching and Learning of Students
Salary Band: Main Pay Scale / Upper Pay Scale

Job Purpose:

You will be required to carry out the duties of a schoolteacher as set out in the current School Teachers' Pay and Conditions Document.

You will be required to teach the students across the age and ability range within the North East Learning Trust. You will be a committed and enthusiastic member of staff, developing positive working relationships with students, teaching staff, other professionals and parents/carers.

Duties and Responsibilities:

- To plan and deliver lessons effectively to meet the varied and special educational needs of students and to maintain appropriate records of teaching.
- To mark and assess the work of students in accordance with school and departmental policies and to maintain appropriate records of student attainment and progress.
- To set and mark homework in accordance with school policy.
- To manage behaviour effectively to ensure a good and safe learning environment, in accordance with the school's behaviour policy and to ensure that students complete school planners.
- To contribute to the appearance and ethos of the Trust through the maintenance of a pleasant learning environment within the classroom and departmental areas.
- To actively celebrate the achievement of students using school systems to praise and reward.
- To participate in general supervisory duties in accordance with published duty rotas.
- To participate in required meetings with colleagues and parents/carers
- To liaise with colleagues in other departments as appropriate.
- To participate in professional development and Performance Management reviews in line with school policy.

Enhancing own knowledge, skills and understanding

- To continuously develop your range of teaching and learning strategies for supporting the development and progression of individual students.
- To keep up to date with developments and initiatives in the subject area.

Professional development and raising awareness

- To be an active member in the school to ensure students receive the high standard of learning
- To work with relevant staff to identify and address the needs of students.
- To plan differentiated material to support all students.
- To participate proactively in professional development initiatives.

Curriculum and Extra-curricular Provision

- To contribute in developing/reviewing/revising schemes of work and engaging and challenging resources.
- To contribute to the creation, planning and organisation of extra-curricular activities to promote the subject and enhance students' learning.

Sharing information

- To ensure the efficient exchange of information regarding students both within the school and with other institutions/external agencies, as necessary.

Support and Monitoring

- To mark and record students' work in line with departmental and school policies.
- To assess in line with departmental and school policies the ability of individual students; transfer that assessment to school records and to reports for parents; to communicate assessment details and data to tutors in preparation for parents' progress evenings.
- To prepare and conduct assessments of students' learning as and when required and submit data regarding students' progress into the school management information system.
- To liaise with others involved in supporting students' learning.
- To foster good relationships and liaison with parents/carers.

Pastoral

- To be a Form Tutor for an assigned group of students and to carry out related duties.
- To support students' social and emotional needs.
- To develop and maintain links with subject and pastoral staff to support, monitor, assess and evaluate the progress of individuals
- To participate in general supervisory duties in accordance with published duty rotas.
- To attend assemblies as required.
- To promote and safeguard the welfare of students.

Management of Information

- To ensure the maintenance of accurate and up-to-date information concerning students' learning and progress.

Communication

- To ensure effective communication/consultation as appropriate with the parents/carers of students.

General

- To carry out duties as appropriate to the position of a classroom teacher within school.
- To carry out duties as appropriate to the position of a pastoral tutor.
- Employees will be expected to comply with any reasonable request from a line manager to undertake work of a similar level that is not specified in this job description.

The duties and responsibilities highlighted in this Job Description are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and extent of the post and the grade has been established on this basis.

Health and Safety:

It is the responsibility of individual employees at every level to take care of their own health and safety and that of others who may be affected by their acts at work. This includes co-operating with the Trust and colleagues in complying with health and safety obligations to maintain a safe environment and particularly by reporting promptly and defects, risks or potential hazards. Specifically:

- To report any incidents/accidents and near misses to your line manager
- To ensure own safety and safety of all others who may be affected by the Trust's business

Safeguarding

The Trust has a Child Safeguarding policy and procedure in place and is committed to safeguarding and promoting the welfare of all its students, each student's welfare is of paramount importance to us and you are expected to share this commitment. All staff will fully comply with the Trust's policies and procedures, attend appropriate training, inform the Designated Person of any concerns, record any potential safeguarding incidents appropriately.

Person specification

	Essential	Desirable
Education/training	<ul style="list-style-type: none"> • Qualified Teacher Status • Specialism within the subject area of Design Technology and specifically, Product Design. • Good and relevant degree in Design Technology 	<ul style="list-style-type: none"> •
Experience	<ul style="list-style-type: none"> • Recent and successful teaching experience in the relevant subject area from KS4 – A-Level • Proven ability to plan and deliver successful and inspiring lessons in the relevant subject area • Proven track record of delivering excellent outcomes for students at all abilities. • A commitment to extra-curricular activities • Ability and experience of delivering lessons in the relevant subject area • 	<ul style="list-style-type: none"> • Experience of working with young people aged between 11-18
Skills, Knowledge and Aptitude	<ul style="list-style-type: none"> • Ability to work flexibly as part of a team • Ability to maintain a good learning environment • Excellent communication skills • Excellent organisational, planning and prioritising skills • Willingness to take responsibility • Ability to use own initiative • Resilient, mature approach • An appreciation of the value of learning • A desire to encourage all young people to succeed • 	<ul style="list-style-type: none"> • Ability to initiate activities to enhance provision within the subject area • Ability to adapt teaching to recognise new and emerging technologies •

Personal qualities	<ul style="list-style-type: none"> • Enthusiasm • Sensitivity to students' needs /self-esteem • Willingness to further develop professional skills • Meaningful contribution to extra-curricular activity • Reliable and conscientious • Desire and ability to learn new skills • High expectations of all students • Caring and supportive • Enthusiastic team player 	
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References:

Any relevant issues arising from references will be taken up at interview.

DBS and pre-occupational health:

The North East Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to receipt of a satisfactory DBS Enhanced Disclosure.

An enhanced DBS check and pre-occupational health check are an essential part of the selection and recruitment process.

Equal opportunities:

We are an equal opportunity employer. We want to develop a more diverse workforce and we positively welcome applicants from all sections of the community.

Applications with disabilities will be granted an interview if the essential job criteria are met.