



## **Wilmington Grammar School for Boys**

### **DT Teacher**

**Salary: MPS/UPS (including fringe area allowance)**

**Start Date: September 2023**



# The Post

## **DT TEACHER: WILMINGTON GRAMMAR SCHOOL FOR BOYS**

Wilmington Grammar School for Boys is an 11-18 selective Boys' Grammar School, with a co-educational sixth form.

We are seeking to appoint an outstanding DT teacher. Our Technology Department thrives on the notions of inclusion, creativity and enthusiasm for the subject. Our newly re-written KS3 curriculum is designed to build skills over time towards GCSE. We have specialist teachers delivering a wide range of technology skills and uptake at GCSE is good for Food and Nutrition, Designing the Built Environment and Design Technology. We also have a very successful Level 3 programme in professional Construction Practice which is taught across WG6.

The ideal candidate will be passionate about the Technology curriculum and how this can be taught in an inspiring way to maximise exam success, spark students' passion for the subject, and to help students to lead successful future lives. They should also be able to evidence a proven track record of high impact in teaching, learning and curriculum excellence, to support strong outcomes and learning experiences. The ability to extend students' engagement beyond the school day, through extra-curricular would be an advantage.

The Technology Department comprises of 3 specialist teachers and 2 technicians. The Head of Department has overall responsibility for the teaching of all curriculum areas within Technology which includes Food and Nutrition, Designing the Built Environment and Design Technology. The Department has specialist classrooms including a food room, workshops and design suite. The person appointed will be joining an experienced and supportive team.

At KS3 students are taught in groups of 20 exploring the three curriculum areas of Food, Design Technology and Designing the Built Environment. Year 7 focus on skills and safety through potential projects, cooking recipes and designing a kitchen. Year 8 develop their skills and knowledge through F1 in schools, manufacturing products and cooking more complex recipes. Year 9 complete practical projects in electronics and mechanisms, produce more nutritious recipes independently and design a sports pavilion using Revit professional CAD software.

Technology is an optional subject at GCSE – there is good uptake and it enjoys considerable success for both food preparation and nutrition GCSE and the Designing the Built Environment Design and Technology course. At A Level we work with our colleagues across WG6 to offer the Level 3 Professional Construction Practice course.

The successful candidate will:

Inspire students at GCSE and Advanced level. The department currently teaches Level 2 Designing the Built Environment, Design Technology and Food Preparation and Nutrition (Exam Board Eduqas).

- Enable students to achieve the highest possible standards
- Be committed to professional improvement
- Knowledge of and the ability and desire to regularly display contemporary teaching and learning pedagogies.
- Be a person willing to commit to the ethos and vision of the school, including participating in the wider life of the school

Wilmington Grammar School for Boys is a Good school with a strong track record of achievement. We are part of the Endeavour MAT family of schools, and we pride ourselves on setting consistently high expectations, securing exceptional outcomes and delivering high quality standards of teaching and learning for all.

As an employee of Endeavour MAT the successful candidate will benefit from strong career development opportunities, a transparent pay structure and fantastic colleagues.

As a Trust we are fully committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment.

School-based roles are exempt from the Rehabilitation of Offenders Act 1974 but you are not required to disclose convictions or cautions that are 'protected', as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013).

***Shortlisted candidates will be asked to self-declare any information that would make them unsuitable to work with children.***

***All offers of employment are subject to an Enhanced DBS check.***

# School Vision and Values

WGSB promotes the fundamental British values of democracy, the rule of law, and mutual respect and tolerance of those of different faiths and beliefs.

**Personal Excellence** is an aspiration for all students in order to fulfil their potential. This is achieved in WGSB by providing a personalised and appropriate curriculum with high quality teaching and learning opportunities and the setting, monitoring and support of challenging but realistic personal targets. WGSB encourages whole child enrichment and will provide varied opportunities and dedicated support for students to develop their individual personal skills and talents.

**Respect & Friendship** is the foundation of the cheerful and secure culture that exists at WGSB. Students, staff and all who represent the school community will be expected to value and care for themselves and each other. Students will learn about and experience a variety of historical and contemporary spiritual, cultural and religious beliefs. The school community will actively support those who are less fortunate than ourselves. We are proud of the harmony which exists amongst our multi-cultural intake.

**Innovation & Creativity** are two of the key core attributes that determine an outstanding performance in our modern society. WGSB will continually strive to develop and improve the highest quality of learning that it can provide for its students by introducing appropriate, outstanding, educational practice from national and international sources. Students in turn will be provided with many opportunities to develop and demonstrate their own innovation and enquiry skills, leadership, self-reflection and creativity throughout their school career.

**Determination** is a characteristic that will develop self-belief and the resolve to succeed. The determination of WGSB to provide an outstanding educational experience to its students can only be matched by the fortitude of those same students to utilise the opportunity.

**Equality for all** WGSB will ensure provision is made for the same high quality education irrespective of ability, age, gender, race or religion. Students will be expected to demonstrate the same ethics themselves.



# Job Description – DT Teacher

## **Overall Job Purpose**

To achieve excellent outcomes for our students through the delivery of inspirational teaching strategies.

All teachers are leaders of learning and are committed to delivering the school's vision and the high ambitions for the school's future. Their proactive support leads to sustained improvements and raised standards across the organisation, as members of both departments and tutor teams. They are accountable for specific identified and agreed operational functions within the teams to which they belong and which form part of their day to day work.

## **Main Duties and Responsibilities**

To meet all requirements as appropriate of the Teachers' Standards.

### Teaching & Learning:

- To teach students according to their educational needs, including the setting and marking of differentiated work to be carried out by the student in school and elsewhere
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students
- To undertake a designated programme of teaching
- To ensure a high quality learning experience for students which meets internal and external quality standards
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus
- To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and independent study
- To undertake assessment of students, underpinned by the principles and practice of AfL and as requested by external examination bodies, faculty and school procedures
- To mark, grade and give written/verbal and diagnostic feedback within the guidelines of the department

### Operational / Strategic Planning & Quality Assurance:

- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the subject area and faculty
- To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the School, department and the students
- To contribute to the Curriculum Area/Department's development plan and implementation.
- To contribute to enrichment activities
- To contribute to the whole school's planning activities
- To help to implement school quality procedures and to adhere to those
- To contribute to the process of monitoring and evaluation of the faculty/subject area in line with school procedures

#### Curriculum Provision and Development:

- To ensure that the curriculum area provides a range of teaching which complements the school's strategic objectives
- To assist in the process of curriculum development and change to ensure continued relevance to the needs of students, examining awarding bodies and our Aims and Strategic Objectives.

#### Staff Development, Recruitment & Wellbeing:

- To take part in the school's CPD programme
- To continue personal development including subject knowledge and teaching methods
- To engage actively in the Performance Management Review process
- To ensure the effective/efficient deployment of classroom support
- To work as a member of a designated team and to contribute positively to effective working relations within the school

#### Communications:

- To communicate effectively with the parents of students as appropriate
- Where appropriate, to communicate and co-operate with bodies outside the school
- To follow agreed policies for communications in the school
- To take part in marketing and liaison activities such as Open Evenings Parents Evenings, liaison events with partner schools.
- To contribute to the development of effective subject links with external agencies.

#### Care Guidance and Support:

- To be a Form Tutor to an assigned group of students and to contribute to Tutor time and other tutor based curriculum activities
- To promote the general progress and well-being of individual students and of the Tutor Group
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life
- To evaluate and monitor the progress of students and keep up-to-date student records
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved

Whilst every effort has been made to explain the main duties and responsibilities of the post, the list of tasks is not exhaustive. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition during their employment.

# Person Specification

Area	Essential	Desirable
Education and Qualifications	<ul style="list-style-type: none"> <li>• Good degree and teaching qualification</li> <li>• Qualified teacher status</li> <li>• Evidence of professional development relevant to the role</li> </ul>	
Experience and skills	<ul style="list-style-type: none"> <li>• Experience as a classroom teacher in a secondary setting</li> <li>• An excellent classroom practitioner</li> <li>• Understands how and believes they can improve student outcomes</li> <li>• Excellent understanding of assessment processes and how to use these to support planning and raise student achievement</li> <li>• Experience of working with other teachers and supporting professionals to extend their understanding of educational issues</li> <li>• Ability to lead own professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to offer another subject</li> <li>• Ability to lead an extra-curricular activity</li> </ul>
Knowledge and skills	<ul style="list-style-type: none"> <li>• Knowledge of current curriculum development in their subject</li> <li>• Knowledge of a wide range of pedagogic approaches to cater for different learning styles and ensure that all students are engaged</li> <li>• Sound understanding of personalising the educational experience for students</li> <li>• To be able to effectively interpret, analyse and use data</li> <li>• Excellent interpersonal and communication skills (including written, oral and presentation)</li> <li>• Excellent organisational skills</li> <li>• Preparedness to challenge under performance</li> </ul>	<ul style="list-style-type: none"> <li>• Coaching and mentoring skills</li> </ul>
Special aptitudes	<ul style="list-style-type: none"> <li>• Strong written communication</li> <li>• Effective behaviour management</li> <li>• Reliability and integrity</li> <li>• Capacity to work hard, under pressure, to meet deadlines</li> <li>• A good record of attendance during the last two years</li> <li>• Adaptable and amenable with respect to working practices</li> <li>• Possesses a Growth Mind-set</li> </ul>	



## Career with Endeavour MAT - What We Can offer You

As well as offering a competitive salary: a supportive working environment; modern facilities; allocated parking space; use of school gym and a collegial staff team, we can also offer you the opportunity to advance your career with us.

You will be joining an Academy Trust already established in developing practitioners, and nurturing excellent future leaders, with unrivalled opportunities for progression; whatever your aspirations are as a senior leader.

A significant reward of working within our Trust schools is that you will have the opportunity to work with some of the most talented, engaged and motivated students and staff in the country. Our common values of respect, integrity, determination, equality of opportunity and self-management instil in our students a strong work ethic and our supportive culture provides what many of our existing staff describe as a 'family feel' within our MAT.

As well as offering you a competitive salary and access to a generous pension scheme, there are also many additional benefits of working within one of our Trust schools, some of which are summarised below:

- A supportive and collegiate staffing team
- A strategic programme of personalised CPD is offered, to help you plan your future career
- As a Trust with both selective and non-selective schools, staff secondment opportunities are available
- Access to a range of career enhancing qualifications including National Professional Qualifications (NPQML, NPQSL, NPQH and NPQEL), as well as industry specific qualifications e.g. AAT; BIFM and Masters degrees
- Staff social events
- Staff enrichment opportunities e.g. Art classes, Book Club and Sporting activities
- Opportunities to participate in a varied programme of school trips, including visits to Thailand, Spain, Winter Sports in the USA etc.
- A policy of promoting from within (where possible).
- Access to coaching and mentoring and an assortment of intra school and Trust to Trust collaborative opportunities



# Application Process

The closing date for applications is Midnight on Sunday 16<sup>th</sup> April 2023, although applications will be processed as they arrive and an early appointment may be made beforehand. Interviews will be held w/c 17<sup>th</sup> April 2023.

Please submit your application via the Vacancies page on the Wilmington Grammar School for Boys website: [www.wgsb.co.uk](http://www.wgsb.co.uk)

Applications should include a supporting statement explaining how you meet the person specification and why you consider yourself to be an ideal candidate for this post.

We would encourage you to visit our school prior to an application. Please contact Emma Edwards [eedwards@wgsb.co.uk](mailto:eedwards@wgsb.co.uk) to make the arrangements.

**Please note we will assess applications as they arrive and reserve the right to close the application process early.**