



Technician (Maternity Cover)

APPLICATION PACK

[Letter from Headteacher](#)

[About St Gregory's Catholic School](#)

[School vision and values](#)

[School intent statement](#)

[Role description](#)

[Job description](#)

[Person specification](#)

[Application process](#)

Kent
Catholic
Schools'
Partnership



'Academies in Christ'
Part of the Archdiocese of Southwark

Every child is known and loved

Letter from the Headteacher

Dear Prospective Candidate,

Thank you for your interest in this exciting opportunity to join our dynamic team of dedicated professionals striving to provide our students with the very best Catholic education possible.

Our mission is clear and profound: to provide every student in our care with a world-class Catholic education, ensuring they are embraced by our inclusive and loving community. At the heart of our educational philosophy is the belief that **every child is known and loved**. Inspired by the life of St Gregory, we strive to empower our students, teaching them to understand their own unique value and dignity. Through this understanding, they can recognise and realise their God-given potential.

We aim for our students to become servant leaders, guided by principles of empathy and integrity, making unique and positive contributions to society and the world. We hold ambitious expectations for our students and challenge them to strive for the very best they can achieve. We enable our students to take personal responsibility for their education and development, overcoming barriers and owning their actions so that they can be rightly proud of their achievements.

At St Gregory's, we are dedicated to creating a safe environment for our students so that they can be themselves with confidence. Clear expectations are provided, allowing them to flourish academically, emotionally and spiritually. Our commitment to truly knowing each student enables us to provide a nurturing atmosphere where they can grow and thrive.

Central to our educational approach is the emphasis on personal and spiritual development. Opportunities for prayer, reflection, and collective worship form an integral part of school life. Through these experiences, students gain a deeper understanding of themselves and their spiritual formation. We encourage them to reflect on their lives, their beliefs, and the unique role they play in the world around them.

By joining us, you will play a crucial role in shaping the educational journey of our students. We would be delighted to discuss how you could become a part of our dynamic community, where a commitment to excellence, inclusivity and the values of our Catholic tradition defines who we are.

Thank you for considering St Gregory's as the place to inspire and be inspired.

Sincerely,
Mike Wilson
Headteacher
St Gregory's Catholic School



Every child is known and loved

About St Gregory's Catholic School



St Gregory's Catholic School is a Catholic secondary school and part of the Kent Catholic Schools' Partnership (KCSP). KCSP is a multi-academy trust (MAT) established by the Archdiocese of Southwark for Catholic education across Kent and it currently comprises 28 academies of which 23 are primary schools and five are secondary schools.

A seven-form entry secondary school located in Tunbridge Wells, St Gregory's is a popular destination for pupils from its Catholic partner primary schools in Tunbridge Wells, Tonbridge and Sevenoaks. As an inclusive academy, its dedicated staff, helpers and governance committee members work hard to ensure that every student is supported and challenged to be their very best. Each individual is encouraged to grow spiritually and intellectually, so that unique and positive contributions can be made to society and the world.

In its most recent denominational inspection in June 2024, St Gregory's was judged as 'Outstanding' for Catholic Life and Mission and 'Good' for both Religious Education and Collective Worship and, in its latest Ofsted inspection in October 2024, the school was judged as 'Good' in all areas. At the heart of the report is recognition of the school's mission to ensure that 'every child is known and loved' inspectors highlighted a "warm and welcoming environment", where students feel valued, supported and able to thrive.

Every child is known and loved

School vision and values

Our Vision

We provide every student in our care with a world-class Catholic education, welcoming them into our inclusive and caring community in which **every child is known and loved.**

We teach students to understand their own unique value and dignity, so they may recognise and realise their God-given potential and, inspired by the life of St Gregory, we empower them to approach the opportunities of their education with vigour. We aim for our students to adopt the role of servant leaders, acting with empathy and integrity to make unique and positive contributions to society and the world.

St Gregory's ALIVE values:

Ambition

Rooted firmly in Catholic teachings, we aim to nurture and guide our students to fulfil their God-given potential so they may achieve success. We support this by providing extensive opportunities in our students' education that include academic, co-curricular, personal and relationship guidance, as well as providing strong role models and teaching moral and ethical values.

Leadership

We strive to be a community of servant leaders, where individuals gain a clear sense of self and purpose, knowing their values and using these to guide how they enrich the community in which they belong.

Integrity

We teach our students to value honesty and have strong moral principles, using their discernment to govern their actions and take responsibility for their choices.

Vigour

Inspired by the life of St Gregory, we empower our students to work with vigour, so they approach all activities and opportunities with effort, energy and enthusiasm.

Empathy

We aim for our students to understand and value the feelings of others and for them to know they are loved and celebrated irrespective of their differences. We also give them the confidence to celebrate their own differences.

Every child is known and loved

School intent statement

Our school is a community centred on the Catholic ethos that strives for excellence, and teaches students the knowledge, skills and attributes they require to be effective 'life-long learners'. Students are happy and fulfilled, because they are nurtured in an environment where they are cared for, known and loved, and encouraged to be unique individuals. We pride ourselves on educating students academically, morally and spiritually, to go out into the world as socially responsible and successful individuals who have a strong sense of how they will use their skills and talents to make the world a better place. We do this by providing a curriculum rich in knowledge and skills, focused on strong relationships which encourage shared values and mutual respect.

At St Gregory's we develop young people who think deeply, are knowledgeable and are informed because they understand how to learn and the value of learning. Students make and articulate informed judgements, hold discussions and show compassion and empathy that enables them to make considered decisions and partake fully in wider society. St Gregory's underpins the Kent Catholic Schools' Partnership vision of a rich, child-centred curriculum that fosters a love of learning.

Our ambitious curriculum carefully sequences learning, so that students learn and apply knowledge and skills which are enhanced further with an exciting diversity of enrichment activities. We strive to provide world-class opportunities for our students, and seek to develop the 'whole person'. Our carefully considered curriculum is well planned, well-structured and thoughtfully sequenced, so that long term learning builds. Memory is fundamental and is developed by students thinking hard to retrieve knowledge, spacing concepts and skills in each subject, and interleaving them throughout the curriculum.

With Christ's love at the centre of all that we do, our curriculum aims to develop young people who:

- Are happy and feel fulfilled
- Are curious, enjoy learning and have high expectations for themselves and are ambitious for their futures
- Act as positive role models, guiding others by example
- Can make and articulate informed decisions and take responsibility for themselves
- Approach activities with effort and commitment, showing resilience and perseverance
- Demonstrate respect, compassion and empathy towards the beliefs and values of others

Every child is known and loved

Role description

The **Technician** at St Gregory's Catholic School provides practical, technical, and administrative support across the Design & Technology and Science Departments, ensuring that learning spaces are safe, organised, and fully equipped. They prepare materials, set up resources, and assist staff and students during practical activities. The role includes maintaining and repairing equipment, managing stock, and supporting health and safety compliance. The Technician also contributes to displays, coursework preparation, and general departmental administration. This fixed-term post supports the smooth running of the departments during a period of maternity cover.

Benefits of working at St Gregory's Catholic School

- A supportive and caring working environment for staff and students
- Training opportunities are provided for all staff
- Participation in overseas and UK school residential trips.
- Generous Pension scheme for all staff – 20.5% employer contribution for support staff
- Access to Kent Rewards which offers a range of local and national discounts in shops and health clubs, as well as discounts on travel, insurance and Kent Adult Education courses.
- Flu vaccination reimbursement.
- Eye test subsidy.
- Employee Assistance Programme which offers confidential, practical and emotional support including financial guidance, legal enquiries, counselling, and additional support services.
- State of the art Fitness Suite for staff to use free of charge.
- Chapel with opportunities for collective prayer and reflection, welcoming to those of all faiths and none and the opportunity for support from our Chaplain.



Every child is known and loved

Job description

Job Title:	Technician (Maternity Cover)
Contract Period:	*Fixed Term (1 September 2026 – 21 July 2027)
Salary Grade:	KSE £29,167 - £30,934, (pro-rated £22,622 - £23,993)
Hours/Weeks:	Monday to Friday, 37 hours/week. Term time plus 5 non-pupils' day
Line Manager:	Head of Department

*This is a temporary offer of employment to provide cover for the maternity leave of a member of staff. The contract is therefore fixed-term and linked to a specific temporary operational need.

Purpose of Job:

To provide technical, practical, and administrative support within the Design & Technology Department and Science Department, ensuring a safe, well-organised, and efficient learning environment for staff and students. The postholder will also act as the lead of the Science Technician team, coordinating technician support, overseeing the day-to-day operation of the service, and promoting effective and safe working practices across the Science Department.

Our Offer:

We create an environment where our staff can thrive and enjoy the work that they do which enables our young people to flourish, gain confidence, achieve and be happy. We have a reputation for being a very caring environment and we have a great record for investing in staff training and development.



Every child is known and loved

Job description

Key Duties & Responsibilities

1. Classroom & Workshop Support

- Support learning activities as directed by teaching staff, including preparing materials and resources.
- Assist students in accessing practical activities safely and effectively.
- Prepare bulk materials for KS3 and individual resources for staff and students.
- Maintain and update displays in classrooms and around the school, including for open evenings.

2. Equipment, Machinery & Resource Management

- Prepare, maintain, and carry out routine checks on equipment and machinery.
- Undertake weekly maintenance, simple repairs, and report any issues requiring replacement or specialist attention.
- Make racks, holders, and storage solutions for tools and equipment.
- Service machinery as required.
- Receive, monitor, and order stock; maintain accurate inventory records.
- Ensure safe and secure storage of all equipment and materials.

3. Health, Safety & Compliance

- Maintain a clean, safe, and orderly working environment, including daily cleaning of classrooms/workshops and specialist cleaning of fixed machinery.
- Carry out risk assessments for relevant activities.
- Immediately report any safety concerns to the Subject Leader.
- Follow all health and safety regulations, taking action where hazards are identified.
- Ensure safe handling, treatment, and disposal of materials, including hazardous substances.
- Support staff training related to safeguarding and health & safety.

4. Administrative & Clerical Support

- Provide general administrative support such as photocopying, printing, ordering equipment, and handling money collection/recording.
- Collate, photograph, and dispatch coursework for KS4 and KS5.
- Liaise with other departments (e.g., Art, Drama, PE, Site Team) regarding specialist equipment or shared resources.

Additional Duties (as required)

- Work with and safely manage hazardous materials.
- Contribute to the wider ethos and aims of the school.
- Support and collaborate with other professionals; attend relevant meetings when required.
- Comply with all policies relating to safeguarding, health & safety, security, and confidentiality, ensuring equal access for all students.

This job description outlines the main duties and level of responsibility of the post for the time being. It is not a comprehensive or exclusive list and it cannot anticipate future service demands. There is a clear expectation of the post holder that they will make a positive contribution to enhancing and adapting services.

Job descriptions will be reviewed, in consultation with the postholder, at least annually or whenever there may be a significant change to the role.

Every child is known and loved

Person specification

	Criteria	Essential / Desirable
Faith Commitment	Understanding of the distinctive nature of a faith school	D
	A practising Catholic	D
Qualifications	5 GCSE (A* - C) including English Maths and Science (or equivalent)	E
	Health & Safety & COSHH Accreditation	D
	Accreditation in Basic First Aid	E
Knowledge & Experience	Knowledge and experience of Health and Safety and COSHH regulations	E
	Practical knowledge and experience of science in a laboratory environment, or Food/Textiles Technology and/or Art	E
	Ability to use relevant technology, e.g. computer, video, photocopier	E
	Ability to relate well to children and adults	E
	Knowledge of policies and procedures relating to child protection, health, safety, security, equal opportunities and confidentiality.	D
	Knowledge of appropriate use of specialist equipment and materials (including handling hazardous substances safely) and ability to communicate this knowledge to staff and pupils.	D
	Experience of setting up Biology/Chemistry or Physics KS4 and KS5 practical	D
Skills, Qualities & Abilities	Empathy with pupils	E
	Ability to use ICT effectively	E
	A commitment and understanding of the use of ICT within the curriculum	E
	Excellent communication and interpersonal skills	E
	Excellent organizational skills and practical multi-tasking	E
	Good numeracy/literacy skills at NVQ equivalent	E
	Ability to work constructively as part of a team, understanding school roles and responsibilities and your own position within these	E
	Ability to remain positive and enthusiastic when working under pressure	E
	Ability to organise work, prioritise tasks, make decisions and manage time effectively	D
	Ability to apply an adaptable and flexible approach to achieving objectives, without direct supervision	D
	Willingness to participate in further training and development opportunities	D
	Ability to work on own initiative, including knowing when and why items for decision need to be referred upwards	D

Every child is known and loved

Application process

You are welcome to contact HR at HR@sgschool.org.uk if you would like to visit the school before submitting an application.

For ease of applying, we are happy to accept applications directly via Kent-teach using [CLICK HERE](#)

Should you be shortlisted for interview, additional information may be requested at that time.

Closing date for applications: 27 July 2026 at 09:00 am

Interview Date: 28 and 29 July 2026

Start date: 1 September 2026

All applicants need to have the Right to Work in the UK to be considered for this role. This vacancy may close on or before the specified closing date depending on the volume of suitable applicants. If you are unsuccessful, we will contact you accordingly

Safer Recruitment

St Gregory's is committed to safeguarding and promoting the welfare of children and this position is subject to satisfactory enhanced disclosure from the Disclosure and Barring Service. We are an equal opportunities employer.

Candidates will be subject to an online search if shortlisted. The search will not form part of the shortlisting process itself and shortlisted candidates will have the chance to address any issues of concern that come up during the search at interview.



Every child is known and loved