



Samuel Whitbread Academy Application Pack

Lead Practitioner in Design Technology





CONTENTS

1. Introduction
2. About BEST
3. About Samuel Whitbread Academy
4. How to Apply
5. Job Description
6. Person Specification

www.bestacademies.org.uk



INTRODUCTION

Welcome to Samuel Whitbread Academy and the Bedfordshire Schools Trust. Thank you for expressing an interest in our current vacancy.

We have collated this application pack to provide you with all the information you should need to enable you to apply for this role.

However, if you would like any further information or would like to make a visit to our academy, please contact:

Rob Graves

Assistant Principal

rgraves@bestacademies.org.uk

Tel: 01462 629900

Samuel Whitbread Academy

Shefford Road, Clifton, Shefford, Bedfordshire SG17 5QS

www.samuelwhitbread.org.uk



ABOUT BEST

The Bedfordshire Schools Trust (BEST) is a multi-academy trust providing exceptional education across our community of 11 schools and five nurseries.

Since forming in 2016, we have grown significantly into one of the largest trusts in the county. We now educate 8,000 children across the area, from nursery age to advanced level study, and have over 1,000 members of staff.

It is our aim to grow the BEST in everyone, and everything we do is driven by our values. We will:

- Always put children first
- Collaborate to support and compete to challenge
- Provide community-based provision
- Have the courage to be compassionate

Our aims can only be achieved if we recruit, retain and develop the highest quality workforce – and we want those we employ to be valued in the workplace.

As a single employer, we are able to offer all our staff a fantastic range of benefits, including an excellent working environment, opportunities for career development and training, and discounts and deals that will help save you money.

Full details can be found in our BEST People staff benefits brochure, available for download from our MyNewTerm careers page, or on our website at

www.bestacademies.org.uk/jobs

The formative years of BEST have been a real success story – and we are looking forward to an exciting future, too.



ABOUT SAMUEL WHITBREAD ACADEMY

Samuel Whitbread Academy is a large, rural upper school with approximately 1,700 students including a Sixth Form approaching 450 students. The school is situated on the outskirts of the town of Shefford, in Bedfordshire, and has all the variety and energy of a fully comprehensive secondary school.

In our most recent Ofsted report (March 2023), we were judged as Good by inspectors. We are committed to continuing our journey to reach Outstanding and are constantly striving to develop our practice and raise outcomes.

The size of the Academy and membership of BEST means that opportunities available to staff are incredibly varied and wide-ranging. We have a growing reputation for developing an exciting and innovative culture of research within the Academy and believe high quality CPD for staff and a focus on workload and wellbeing results in confident, compassionate and happy staff who strive to do their BEST.

Design, Engineering and Food Technology (DEFT) is a well-established Department that produces excellent results at both A-Level, BTEC and GCSE. The Department is all in one block on the Samuel Whitbread Academy site.

We teach GCSE Design Technology, GCSE Engineering, and GCSE Food Preparation and Nutrition, A level Design Technology, Level 3 Food Science and Nutrition and Level 3 BTEC Engineering. At KS3, Year 9 have one hour of Food Technology and one hour of Design per cycle. The class sizes are kept at a maximum of 20 students and we try to ensure that each class has the same teacher for the whole two years of their examination course.

The DEFT Department has four designated Workshops which are equipped for wood, plastic and metals manufacture. We have three laser cutters, 3D printer, mill, lathe and routers for CNC operations as well as standard workshop tools and machinery.



There is one specific classroom equipped for soldering. We have three fully equipped Food Technology kitchens as well as a large food storage room, which is equipped with a catering style fridge-freezer. There are also individual classrooms for theory-based lessons, each comes equipped with a projector or interactive whiteboard.

Within the DEFT Department we are also fortunate to have four designated computer rooms. Two of these are equipped with CAD software: Solid Works, 2D design and Circuit Wizard. The large range of equipment within the DEFT Department is well maintained by two full-time Technicians, both of whom offer support to staff and students alike.

Building on the success that the Department already has, we are continuing to work with business partners and universities to show the different career paths post -16 and post-18 to our students. We strive to offer an increasing range of extra-curricular activities and experiences that enhance and engage students and enable them to succeed and achieve in the Design, Engineering and Food Technology disciplines.

We are a friendly, supportive and proactive team who compete in competitions both at a regional and national level. We actively encourage business partner participation in our STEM activities, taking part in numerous trips and visits throughout the year both within the UK and abroad. We are a valued department within Samuel Whitbread Academy and have full support from the Senior Leadership Team for the activities we undertake and the learning opportunities we provide.



HOW TO APPLY

We use an application form, rather than asking for CVs, for most vacancies. This ensures all applicants present their information in the same standardised format and tell us only what we need to know.

Apply online via the MyNewTerm website at www.mynewterm.com before the closing date.

Closing date: Midnight on Sunday 26th January 2025

Interview date: w/c Monday 27th January 2025

BEST is an equal opportunities employer and we are committed to encouraging equality, diversity and inclusion among our workforce.

We are committed to safeguarding and promoting the welfare of children. All offers of employment will be subject to satisfactory pre-employment checks and references, including enhanced Disclosure and Barring Service (DBS) clearance.

Strictly no agencies.

We look forward to receiving your application.



JOB DESCRIPTION

Job Title	Lead Practitioner in Design Technology
Based at	Samuel Whitbread Academy
Salary/Grade Range	Lead Practitioner Pay Scale Points 1-5
Responsible to	Head of the Design, Engineering & Food Technology Department
Liaising with	Principal, Senior Leadership Team, teaching/support staff, LEA representatives, external agencies and parents

Purpose of Role

- To model and lead the improvement of Teaching and Learning in the Design, Engineering and Food Technology (DEFT) Department and across the Academy.
- To raise the standards and quality of teaching through various CPD activities (including mentoring, coaching and deliver of subject specific CPD and whole school CPD)
- To help middle leaders achieve outstanding leadership practice in their areas with bespoke programmes of coaching and CPD.
- To promote excellence within DEFT in order to encourage and support students in making progress that is in line with, or above expectations.
- To aid the promotion of DEFT at Samuel Whitbread and across BEST.

Duties and Responsibilities

- To contribute to the DEFT Department's improvement plan and its implementation.
- To plan and prepare courses and lessons that are ambitious and academic.
- To use student data to inform Department target setting, lesson planning and to identify underachieving students in particular groups.



- To ensure all student data is held centrally and used effectively by the department.
- To implement targeted DEFT intervention across all years and monitor academic progress.
- To support the review of teaching strategies and lead pedagogical development.
- To contribute to and lead when required Department meetings and subject specific CPD.
- To contribute and support the quality of SCITT / ECT mentoring across the Academy and professional tutoring.

Specific Duties:

- To assist the Senior Team and Curriculum Team Leader/s in monitoring learning and teaching in DEFT and across the Academy.
- To carry out / support with the monitoring and review of teaching and learning across the Academy
- To play a key role in discussing issues relating to teaching and learning in the department, as well as across the Academy.
- To ensure a high-quality learning experience for all students that will stimulate learning appropriate to pupil and student needs.
- To monitor the objectives and tasks identified within the Department Development Plan.
- To facilitate the writing, evaluating, monitoring and reviewing of outstanding schemes of learning that enhance the teaching of and support student progress in Engineering / DEFT.
- To lead the development of pedagogy through monitoring, evaluating and supporting learning in lessons.
- To exemplify outstanding practice in the classroom and be open to others observing this.
- To play an active role in supporting the Head of DEFT to develop effective PR across the Department and help facilitate appropriate CPD within DEFT.



- To work with the Head of DEFT, teaching staff, SLT and other agencies in order to take appropriate action to improve or eliminate inadequate teaching.
- To maintain an up-to-date database on student progress and monitor identified sub-groups in within the subject area and the Department.
- To keep abreast of new developments in the DEFT curriculum, attending regular network meetings and feeding back developments.
- To actively and effectively promote the work of the Academy to all stakeholders.
- To liaise with colleagues in middle and upper schools to ensure a smooth transfer of information.
- To interpret comparative data regarding pupil and student performance and using this to differentiate and assess.
- To lead the appraisal of relevant staff, ensuring that underperformance is addressed and supported effectively and that achievement is celebrated and rewarded.
- To fulfil all teaching and form tutor duties.
- To maintain discipline in accordance within BEST and individual Academy's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.

Please note, while every effort has been made to explain the duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from the Principal to undertake work of a similar level that is not specified in this job description.



PERSON SPECIFICATION

Job Title: Lead Practitioner in Design Technology (Engineering Specialist)

Attributes	Essential	Desirable
Education & Qualifications	<ul style="list-style-type: none"> • Relevant Degree • Teaching Qualification • Evidence of Continual Professional Development. 	<ul style="list-style-type: none"> • Design /Electronics/Engineering related Degree • Master's Degree in relevant related subject
Professional Experience	<ul style="list-style-type: none"> • Successful teaching at KS3, KS4 and/or KS5 • Leadership experience and curriculum development • Leading a course/subject in Design Technology • Understanding and application of strategies to raise standards across the ability range through effective teaching and learning • Sensitivity to the learning needs of all pupils • Demonstrate understanding of using comparative data, together with information about pupil's prior attainment to establish benchmarks and set targets for improvement • Identify usage of current good practice in assessment techniques and the monitoring of pupil progress across all key stages. 	<ul style="list-style-type: none"> • Experience of PR
Professional Knowledge, Skills and Understanding	<ul style="list-style-type: none"> • Experience of leading a whole-school initiative • Demonstrate application of information and communication technology for development of learning and teaching in the subject • Ability to inspire, enthuse and motivate pupils and staff • Excellent classroom management to encourage positive behaviour • Demonstrate creative problem solving and good communication skills • An ability to work within staff teams to secure understanding of progress data as well as performance data, academy procedures and interventions to facilitate improvement 	<ul style="list-style-type: none"> • Experience of initiating/developing new courses. • Experience of having led a team in any other context • Evidence of improving a school's results to achieve outstanding levels of student performance • Experience of having tackled under-performance



	<ul style="list-style-type: none"> • Time management skills and a capacity for hard work and an ability to priorities effectively with good administrative skills • The ability to think creatively and imaginatively to anticipate and solve problems and identify opportunities. 	
Personal Qualities	<ul style="list-style-type: none"> • Commitment to improving standards of teaching and learning • Enthusiasm and drive to achieve excellence in all aspects of their work • Determination to tackle • under-performance • Presence/leadership qualities and an ability to lead by example • Organisation and self-motivation • Reliability and trustworthiness • An ability to work effectively and to be innovative in problem solving • Sense of proportion and a sense of humour 	
Physical	<ul style="list-style-type: none"> • Ability to perform all the physical duties and responsibilities of the post. 	
Other	<ul style="list-style-type: none"> • Willingness to be flexible • Willingness to undertake further training including Lead Practitioner qualifications • A commitment to equality principles and practices • Willingness to undertake risk assessment training • Willingness to take part in residential trips and visits • Knowledge of relevant safeguarding / child protection legislation and best practice • Value and respect the views and needs of children and young people • Appropriate DBS clearance (before the post is taken up) 	

We are committed to the safeguarding and promotion of children's welfare and offers of employment are subject to DBS clearance

