



**JOHN LYON SCHOOL**

**Lead Teacher of Design & Technology**

**START DATE: September 2026**

# HEAD'S WELCOME

**Thank you for your interest in joining our team here at John Lyon School.**

As a leading co-educational independent school in North West London, we are proud to offer an exceptional all-through education for pupils aged 2 to 18. Many of our pupils begin their journey in our pre-nursery or Prep school and progress confidently into the Senior School and Sixth Form, emerging as well-rounded, intellectually curious, and socially responsible young people, ready to make their mark on the world.

At the heart of John Lyon is an enduring belief in the individual potential of every pupil. We are deeply committed to academic excellence, but equally to the development of character, creativity and resilience. Our classrooms are places of challenge and encouragement, where pupils are inspired by expert teachers to inquire deeply, think independently and strive for excellence.

Our School Values: Ambition, Community, Creativity, Enquiry, Excellence, Heritage, Innovation and Resolve, shape our culture, inform our teaching, and define the experience of those who study and work here.

Our pupils flourish not only in academic disciplines but through a rich and varied co-curricular programme. Sport, STEAM, music, drama, leadership and service opportunities are integral to school life and central to the holistic education we offer. As a Microsoft Showcase School, one of just 82 in the UK, we also place a strong emphasis on digital innovation, ensuring our pupils are prepared for the evolving demands of the modern world.

John Lyon is part of a broader educational ecosystem through John Lyon's Foundation and the Harrow Family of Schools, including Harrow School and its international network. This distinctive connection offers our staff and pupils a wealth of collaborative opportunities and global perspectives, enhancing the educational experience in powerful and meaningful ways.

This is an exciting time in the School's development. We are growing, evolving, and continually raising our standards to deliver the exceptional facilities, inspiring environments and comprehensive care our parents expect and our pupils deserve. If you are inspired by our mission and would like to contribute to the next chapter of our journey, we would be delighted to receive your application.

John Lyon is a warm, ambitious and forward-looking community. Our school environment is a deeply rewarding place within which to work, and both staff and pupils are encouraged to grow, achieve and thrive. Those who join us become part of a collaborative culture grounded in shared values, where passion for hard work and a commitment to excellence is celebrated and supported.

We look forward to receiving your application.

**Rose Hardy**  
**Head**



# ABOUT JOHN LYON

Founded in 1876, John Lyon School began as a day school for local boys in Harrow and the surrounding areas. It was established following the success of Harrow School, which John Lyon founded in 1572 after receiving a Royal Charter from Elizabeth I to create a free grammar school for children and youth. Over the past 150 years, the School has become co-educational and now provides an all-through education after merging with our Prep school (formerly Quainton Hall).

## THE COMMON ROOM

John Lyon has a very friendly and diverse Common Room with a mix of colleagues living locally, in London and as far afield as Hertfordshire, Bucks, Berkshire, Essex and Surrey. Many academic staff join the School straight from university whilst more experienced staff have taught in either Independent schools, state Schools or both. The Common Room runs a termly programme of wellbeing activities which is well supported by academic and support staff.

This includes theatre trips, celebratory meals, yoga, charity quiz nights and fixtures in archery, football, cricket, hockey and golf.

## OUR ETHOS

John Lyon has a richly deserved reputation for providing an excellent all-round education that combines high academic standards with excellence in Sport and the Arts and outstanding pastoral care. The School is a friendly and purposeful place. Learning is both broad and deep, and we offer a unique education that embraces opportunity and excellence both within and beyond the classroom. At John Lyon every pupil matters.

## OUR VALUES

John Lyon has a clear set of values that are vital to our community. Our values shape who we are, what we do and how we do it. Each value is woven into School life and our admissions process. Our Values are tangible and meaningful; they enable us to promote and teach a set of principles to our pupils that will help them thrive as happy individuals.



AMBITION



EXCELLENCE



INNOVATION



RESOLVE



HERITAGE



COMMUNITY



ENQUIRY



CREATIVITY



# Lead Teacher of Design & Technology

*Reports to: Deputy Head (Academics)*

## JOB DESCRIPTION

### THE DEPARTMENT

Design & Technology was introduced into the School's curriculum three years ago and has quickly become one of the most successful and popular subjects offered. The subject is compulsory for pupils in Years 7 and 8, and it continues to attract strong interest as an option subject from Year 9 onwards. Pupils follow the Cambridge IGCSE course, studying the Resistant Materials pathway, which provides a solid foundation in both practical skills and design thinking. In its first year of external assessment, the department achieved outstanding academic results. Approximately one third of the cohort attained the highest possible grade, reflecting both the quality of teaching and the enthusiasm and commitment of our pupils.

The School has a purpose-designed Design & Technology Laboratory with the latest technology to enable the realisation of pupils' most creative imagination. This addition complements the STEAM Laboratory and STEAM Makerspace that facilitate soldering, 3D modelling, 3D printing, laser cutting and robotics. The department benefits from the expertise of a full-time technician.

The department's co-curricular clubs have received national and international recognition in recent years. This year, one of our VEX Robotics teams was invited to compete in the US Robotics Open Championship in Iowa, USA, and the VEX Robotics World Championship in St. Louis, USA. Similarly, our Greenpower electric racing car has travelled to motorsport tracks across the UK to compete against other schools.

The department also leads numerous educational visits, often in cross-curricular collaborations with other STEAM focussed departments. These have included: The Design Museum, 3D Printing Blast Studios, The Science Museum, Rutherford Appleton Laboratories and Thorpe Park STEM Fair.

## MAIN RESPONSIBILITIES

### I. Leadership:

- Lead the Design & Technology department with enthusiasm and strong subject expertise, inspiring a love of learning and ensuring departmental practice aligns with the strategic vision set by the Deputy Head (Academic).
- Drive high academic standards and maximise student achievement in Design & Technology.

- Promote a culture of reflective teaching within the department, encouraging staff to engage with current educational research and innovative pedagogies.
- Model outstanding classroom practice in Design & Technology to inspire, guide, and develop teaching staff

## **2. Teaching and Learning:**

- Lead the ongoing development of a rich and challenging Design & Technology curriculum, from Year 7 to Year 11, ensuring that schemes of work and resources are thoughtfully designed, inclusive, and regularly reviewed.
- Track pupil progress and skill development, intervening where necessary to ensure that all pupils are supported both in and outside the classroom.
- Ensure effective assessment within the department and the development of examination skills, enabling pupils to maximise their potential in end-of-year examinations.
- Use baseline data and enhanced results information to drive departmental improvement.
- Monitor the quality of teaching and learning through regular lesson observations and departmental work scrutiny.
- Work with the Learning Support department and the Excellence Team to ensure all pupils are supported and encouraged in their learning.
- Engage with the School's Diversity, Equity and Inclusion programme through the department's curriculum, co-curricular activities and visits.

## **3. Staff Management and Development:**

- Line manage Design & Technology teaching staff and the Design & Technology Technician.
- Assist with recruitment, induction, and professional review processes for teachers, ensuring high standards within the department.
- Lead weekly Design & Technology department meetings.
- Engage with professional development, both informally and through CPD and Staff Professional Review processes, to maintain and enhance teaching excellence.
- Identify and address training and development needs for teachers, proactively supporting their growth and effectiveness.

## **4. Academic Enrichment:**

- Ensure appropriate co-curricular activities, including educational visits, are offered to pupils in every year group.
- Promote Design & Technology within the wider school community, including liaising with the Prep division.
- Engage in cross-curricular activities with other Senior School departments.

## **5. Operational Responsibilities:**

- Manage the department budget responsibly, ensuring that resources, equipment, and workshops are safe, well-maintained, and conducive to high-quality practical work.
- Work closely with the Design & Technology technician to ensure smooth delivery of practical work and compliance with all health and safety regulations.

- Oversee risk assessments, workshop protocols, and staff training to maintain a culture of safe, purposeful practice.

## ADDITIONAL RESPONSIBILITIES

- Attend regular Heads of Department and staff meetings and training sessions.
- Represent the School and department at *School in Action*, Open Day and Open Evening events.
- Be available as a tutor to an assigned tutor group and to carry out related duties in accordance with the general job description of Form Tutor.

## GENERAL DUTIES

- Safeguarding and Child Protection
  - Act in accordance with the School's Safeguarding and Child Protection Policy and complete all required training.
  - Promote the welfare and safeguarding of all pupils at all times, taking appropriate action where concerns arise.
- Confidentiality and Data Protection
  - Handle sensitive information discreetly and in line with GDPR and School policies.
  - Maintain confidentiality regarding pupils, staff, parents, and governors at all times.
- Teaching and Learning
  - Deliver high-quality teaching in accordance with School policies and expectations.
  - Plan, prepare, and review lessons and schemes of work to meet the needs of all pupils.
  - Assess, record, and report on the development, progress, and attainment of pupils as required.
- Pupil Development and Pastoral Care
  - Support the academic, social, and emotional development of pupils.
  - Uphold high standards of pupil behaviour in line with the School's Behaviour Policy.
  - Undertake Form Tutor responsibilities (where applicable) and contribute to the wider pastoral care of pupils.
- Health, Safety and Wellbeing
  - Take reasonable care of your own health and safety and that of others.
  - Follow the School's Health and Safety Policy and report any concerns or incidents promptly.
- Professional Conduct
  - Maintain high standards of personal and professional behaviour, acting as a role model for pupils.
  - Support and uphold the ethos, aims, and values of the School.
  - Build positive and professional relationships with pupils, parents, and colleagues.
- Flexibility and Contribution to School Life
  - Undertake any other duties that may reasonably be required by the Head or Senior Leadership Team.
  - Contribute fully to the wider life of the School, including co-curricular activities, events, and trips.

- Professional Development
  - Participate in the School's appraisal and professional development processes.
  - Take responsibility for keeping knowledge and skills up to date, including compliance training.
- Equality, Diversity and Inclusion
  - Promote inclusive practices and equality of opportunity across all aspects of School life.
  - Challenge and report inappropriate behaviour or discrimination in line with School policies.
- Team Contribution
  - Work collaboratively with colleagues to support pupil learning and wellbeing.
  - Share good practice, resources, and ideas to contribute to the effectiveness of the academic team.

It should be noted that a job description is not an exhaustive list of activities, and employees may be asked to carry out other duties commensurate with the grade of the post. The job description may also be amended to take account of changed circumstances, and employees will be consulted if this is necessary.

## PERSON SPECIFICATION

<b>Qualifications &amp; Knowledge</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
Suitable qualifications, including a bachelor's degree and QTS status	X	
Understanding of Safeguarding and Child Protection Protocols	X	
Teach Design & Technology effectively throughout the ability range (Key Stages 3 and 4)	X	
<b>Skills &amp; Abilities</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
Ability to generate enthusiasm for the subject to motivate pupils	X	
Good interpersonal and communication skills with pupils and colleagues, including listening and respect	X	
Demonstrate excellent in-depth knowledge of the subject curriculum and application	X	
Can demonstrate high standards of classroom management	X	
Manage assessment, recording and reporting pupils' progress	X	
Leadership experience		X
Ability to teach a second subject effectively throughout the age and ability range		X
Commitment to personal and professional development		X
Willing to be involved in the wider activities of the School		X
Confidence to contribute their own ideas and initiatives to the philosophy of the School.		X
Practical understanding of administrative demands		X

The post holder's responsibility is to promote and safeguard the welfare of children and young persons for whom they are responsible, or with whom they come into contact, and to adhere to and ensure compliance with the School's Safeguarding and Child Protection Policy Statement at all times. If, in the course of carrying out the duties of the post, the post holder becomes aware of any actual or potential risks to the safety or welfare of pupils in the School, they must report any concerns to the School's Designated Safeguarding Lead.



## John Lyon School

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London, HA2 0HN  
020 8515 9400

## John Lyon School

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London, HA1 0RX  
020 8515 9500