

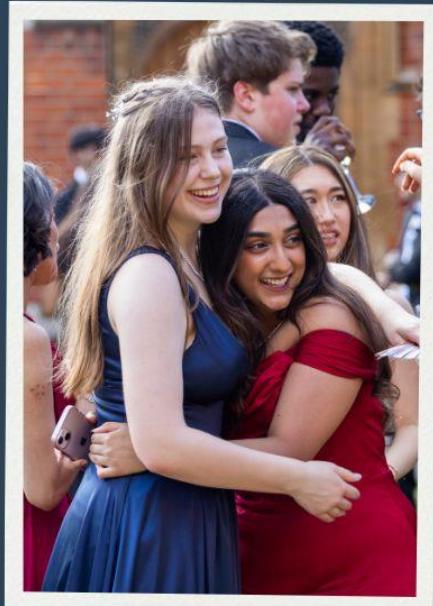
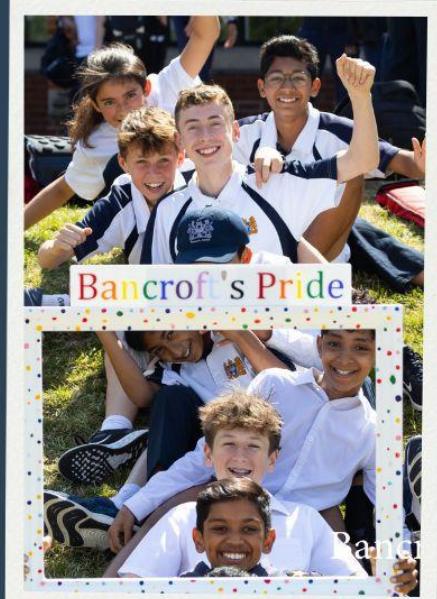
Bancroft's

Independent Co-educational Day School 7–18

Job pack for the position of

Teacher of Design Technology





Welcome from the Head

Thank you for your interest in joining our vibrant, friendly and purposeful Bancroft's School community. Whatever their role, all Bancroft's colleagues work in a spirit of shared endeavour to create the conditions for our pupils to enjoy their time at school, to be inspired and supported to do their best, and to be ready to thrive in their adult lives.

Bancroft's is a long-established 7-18 independent school with an excellent reputation for academic success within a holistic and nurturing educational framework. Highly regarded and much sought after in the local market, the School is financially robust with a clear and positive vision for the future. Though proud of our traditions, we are open-minded and imaginative in our approach to staff recruitment. We are especially keen to hear from applicants who would add to the ever-increasing diversity of our workforce.

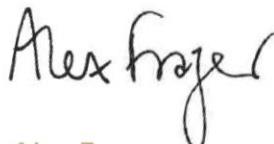
On the teaching side we welcome colleagues from the state and independent sectors as well as those joining the profession as Early Career Teachers. Our teachers benefit from extensive professional development and enjoy working with bright, highly motivated pupils across the full range of academic, pastoral and co-curricular contexts and pursuits.



We recruit support staff from a wide range of professional backgrounds and are equally keen to consider candidates versed in the education sector as well as those who bring transferable experience and additional perspectives. Ongoing training of support staff is a high priority and we are proud to develop colleagues' skills during their careers with us.

Please look at our website and the information in this pack for a more detailed understanding of what a role at Bancroft's could offer you. I hope we have the opportunity to meet you at interview.

With best wishes


Alex Frazer
Head of Bancroft's



Watch
our pupils
interview
Alex

Our School Values

 Balance

 Kindness

 Excellence

 Curiosity

 Integrity

 Courage



2025 WINNER
TE Awards
for Innovation
in Education



Being Bancrofts



240
clubs and
activities

Co-Educational
Day School
founded in
1737



4 **Houses**

*North
East
West
School*

250 **Staff**
Members

71%
of all **GCSE** ✨
papers graded
at **9-8** in
2025

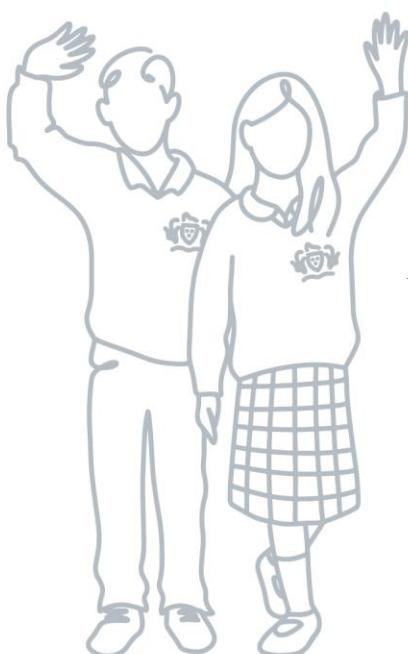
A*-A
75% of A Levels
were graded
A*-As
in 2025

17
acres of
playing fields

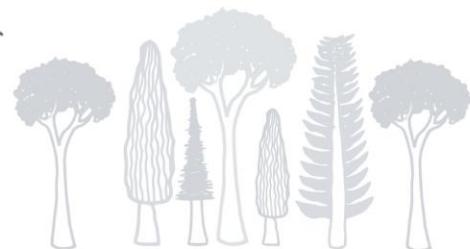


sports fixtures
in 2024/2025

1080
books borrowed
from the library in 2025



Located on the border
of **London** and **Essex**
with direct access
to **Epping Forest**



1150
pupils aged between
7-18 who join at
7+, 11+ or 16+

95%
of our Year 9 pupils
participate in the
Duke of Edinburgh's Award



The *Department*

The Design Technology and Engineering Department is modern and innovative, with dedicated and determined staff, and has expanded in recent years to include a new workshop/CAD space.

We are committed to making a difference by delivering worthy, compelling and exciting learning experiences for young people at Key Stage 3 and beyond. We believe that creative learning opportunities in Design Technology and Engineering alongside the wider curriculum, together with innovative teaching methods, will inspire our pupils to challenge themselves and gain in confidence.

The Design and Technology and Engineering accommodation suite comprises:

- A large multi-function workshop, equipped with a range of CAD/CAM facilities, cutting, turning brazing and drilling machines
- Two further workshops, with power tools and additional CAD/CAM machines
- Two ICT suites, each with 18 desktop PCs, capable of 3D modelling and design

Students currently study for the OCR Design and Technology course at GCSE and the subject is exceptionally popular within the school. Over 80 pupils study Design and Technology at GCSE across years 10 and 11 and we encourage students to focus their project work upon solving 'real-world' problems within an engineering context. This has proven key to the subject's success, and this is demonstrated not only by our results, but our success in other initiatives, such as the Arkwright Engineering Scholarship. At A level, we follow the Design and Technology course set by OCR where we have equally encouraging numbers of students who take the subject.

Design Technology and Engineering plays a prominent part in the co-curricular program of the school, and we offer many activities for students to participate in outside of the classroom. These include: skateboard building, VEX Robotics, F1 in Schools Competition, Beekeeping, the Greenpower challenge and the Bancroft's Biplane project. All staff within the department are expected to play an active role in the activities offered developing the profile of Design Technology and Engineering within the wider school community.

The *Role*

We are looking for an enthusiastic and dynamic candidate to join our Design Technology and Engineering department. The successful candidate will be able to demonstrate sound subject knowledge, high academic standards and an ability to enthuse pupils of all ages. Activities designed to challenge pupil thinking and develop independent study skills are central to teaching at Bancroft's and a willingness to contribute to resources in this area is essential.

Applications are welcomed from experienced Design Technology teachers and Early Career Teachers, who will be fully supported by the school.



The *Person*

Person Specification:

	Essential	Desirable
Education	Have a good honours degree in a relevant subject	QTS/PGCE in DT
Experience	Experience of teaching DT at secondary school level	Experience of teaching high ability students Experience of teaching DT at A Level
Skills	The ability to develop and maintain good relationships with students and colleagues The ability to use IT appropriately to support teaching and learning Have a good understanding and awareness of safeguarding procedures Be willing to contribute to the co-curricular and pastoral life of the school Excellent communication skills	Commitment to ongoing professional development
Personal Qualities	Enthusiastic Confident Diligent Creative	

Key *Responsibilities*

Below is a summary of the key responsibilities of the Teacher of Design Technology

- To deliver subject curriculum to pupils
- To inspire pupils to develop a passion for learning
- Teaching pupils through the School at Key Stages 3, 4 and 5, including examined groups at GCSE and A Level
- Marking, assessment and grading within the department, always setting the highest standards of personal organisation and administration
- Attending regular meetings of the department, both formal and informal, to discuss policy, teaching methods, approaches to the subject and the sharing of common problems and concerns
- Adhering to departmental policies and to meet School deadlines insofar as it applies to the department
- Where required, assisting in the induction of new staff into the department
- Engaging in ongoing professional learning, including an annual review

Responsibilities in relation to the pupils and to what is taught:

- Keeping abreast of developments in the subject, maintaining contacts with professional associations
- Participating in discussion, within the department, on the development of appropriate syllabuses and schemes of work at all levels
- Developing new teaching and learning resources and sharing them with pupils and colleagues
- Ensuring pupils are properly prepared for exams and entered for exams and overseeing course work
- Participating in the setting and marking of internal exams and determining appropriate grade boundaries thereafter
- Assisting with trips and other co-curricular activities in relation to the department
- Giving appropriate guidance to pupils who wish to study the subject at further levels
- Maintaining the image of the subject as an interesting and valuable one. Keeping learning environments stimulating and interesting

Key *Responsibilities*

Responsibilities in relation to the School:

- Carrying out School policy, including the School safety policy, in the context of the department
- Contributing to the co-curricular life of the school
- Communicating departmental matters to the Head of Department, discussing examination results and raising issues of concern
- Setting and marking entrance exams and interviewing where necessary
- Supporting the use of ICT within the department
- Presenting the department at Open Days etc. as the need arises and in prospectuses
- Ensuring that the facilities used by the department, including equipment and teaching areas, are maintained in an appropriate condition

All teachers are expected to contribute to our pupils' holistic development and the co-curricular life of the school, outside their timetabled day and beyond their curriculum subject. This may include events, training or rehearsals, for example, after school and at weekends, and running or staffing residential trips, as well as a standard expectation of regular clubs for both curriculum extension and the co-curriculum.



Working at Bancroft's

Bancroft's offers a generous benefits package, including:

 <p>Competitive salaries</p>	 <p>Pension scheme options – TPS or our Defined Contribution Scheme</p>	 <p>Income Protection Insurance</p>	 <p>Death in Service Insurance</p>
 <p>Complimentary lunches</p>	 <p>Use of school gym and swimming pool</p>	 <p>Optional subsidised private health care</p>	 <p>Fee remission for children of staff members</p>
 <p>Friendly and welcoming common room, which organises regular social events</p>			<p>Location</p> <p>M25</p> <p>M11</p> <p>Epping Forest</p> <p>5 miles from the M25</p> <p>London</p> <p>Essex</p> <p>Closest Stations: Woodford (underground) Chingford (overground)</p>
 <p>Outstanding support for ECTs</p>	 <p>Generous holiday allowance</p>	 <p>Cycle to work scheme</p>	<p>Commitment to supporting ongoing professional development</p> <p>Right next to Epping Forest which creates a peaceful and countryside feel whilst being so close to London and transport links.</p> <p>Travel Options by Bus: 179 397 657 20</p>

At Bancroft's, we believe that diverse teams are stronger teams and that the more inclusive we are, the more our staff and pupils will feel a sense of belonging. To enable us to make reasonable adjustments, please let us know of any physical or learning differences (including neurodivergence) when you submit your application.

In their *own words...*



Alice Grimwood

Teacher of Biology
and Junior Housemistress
Joined in 2012

“I love that I can teach much more than just Biology! My other loves have also found a home and I’m often up mountains either skiing or on gold Duke of Edinburgh.”

Ananthi
Amirthananthar
Teacher of Chemistry
Joined in 2023

“Teaching here is progressive, collaborative, and forward-thinking, allowing me to hone my skills while being part of something exciting.”



“I feel valued at Bancroft's, and I appreciate that there does not seem to be a strong sense of hierarchy, rather the pursuit of shared goals across the staff and student body.”



John Raw
Teacher of Biology
Joined in 2012

“I love the fantastic classroom environment - students and teachers alike have a genuine love for learning and this is reflected in the level of focus in lessons as well as the great discussions that occur both in and out of the classroom.”



Laura Mason

Second in Charge of English
and Head of Year (Sixth Form)
Joined in 2023

“Moving from a city 200 miles away for a relocation, I knew I had to find the right school where I would be happy as I settled into London life.”



Nathan Bugg
Design and Technology Teacher
Joined in 2024

“I was at Bancroft's for my second PGCE placement. This was a very positive experience; I found all the staff to be open and supportive and students were engaged and keen to be challenged in their learning.”



Tara Bird
Prep Class Teacher and
Head of PSHEE and RS
Joined in 2023

“Bancroft's Prep has a culture of acceptance and kindness. Everyone, children and staff, are considered and valued. I feel like that is what sets Bancroft's apart from other schools.”



Daniel Siggins
Director of IT
Joined in 2011

“Bancroft's is a truly special place. The culture here is one of attentive professionalism, thoughtfully prioritising the needs of everyone in the community, while also finding joy in everything we do, even in the face of adversity.”

In their *own words...*



Rachael Doogan
Head of Academic Drama
and Activities Co-Ordinator
Joined in 2022

“The culture is supportive, with strong foundations of listening and kindness. Teachers also have a lot of autonomy in the classroom which I haven't seen at other schools.”



Alistair Whibley
Teacher of History, Head of Year,
and CPD Co-ordinator
Joined in 2021

“It is hard not to feel a sense of pride in being part of the Bancroft's community on a regular basis - watching performances, celebrating success, and witnessing acts of kindness.”



Amanda Clark
Prep School Administration
Assistant and Lead First Aider
Joined in 2009

“The children are at the heart of everything I love about my role. Their curiosity, energy, and creativity bring so much life to the school. Each day is different, and their excitement for learning is infectious.”



Diana Kondrasina
Catering Team
Joined in 2022

“At Bancroft's, we're each a piece of a shared puzzle that fits together with care. Watching our pupils grow is a daily privilege.”



Talk
Education

“Bancroft's pupils are an aspirational, hard-working bunch, with plenty aiming for and winning places at top universities including Oxbridge, UCL, LSE, Imperial College London, Durham, Bristol and Edinburgh.”



**The Good
Schools Guide**

“A contemporary, forward-looking school, with traditions but without entitlement. Academic excellence a given, it is the opportunities offered outside the classroom which ultimately set Bancroftians up for life.”

And the *award* goes to...

Winner of the
Alice Rose
**Award for Innovation
in Education**



recognising schools where children feel nurtured, supported, and free to grow.

Winner of the
**Pastoral
Care Champion
Award 2025**



celebrating excellence in
wellbeing and pastoral support.

Finalist for
London
**Independent School
of the Year 2025**



one of only six schools
shortlisted across the capital.

How to Apply



To apply for this position through *My New Term*, please submit a completed application form by following the link on our Vacancies Page.

Bancroft's School is an Equal Opportunities employer and is committed to safeguarding and promoting the welfare of children, young people and expects all staff, contractors, Governors and volunteers to share this commitment.

Successful candidates will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

In line with KCSIE, Bancroft's will carry out online searches on shortlisted candidates as part of the process of assessing suitability.



Scan or click
to view our
vacancies page

