Alderbrook School & Sixth Form

AMBITION | BRAVERY | KINDNESS

Alderbrook School Recruitment Information Pack

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Temporary Teacher of Design and Technology

At Alderbrook, we exist so that every student can achieve, belong and thrive – at school and beyond.

This is a rare and exciting opportunity to join us as a Teacher of Design & Technology from April 2026 to the end of the academic year in the first instance.

We are looking for a colleague who is passionate about inspiring and engaging our students, through their own love of Design and Technology. We would welcome applications from ECT's as well as more experienced teachers, who exemplify and share our Alderbrook values of Ambition, Bravery and Kindness. The ability to teach Textiles is desired but not essential.

Whilst our school is undeniably high achieving, we also pride ourselves as having built a renowned reputation locally for pastoral care and inclusivity. We are a truly comprehensive school in every sense of the word.

We are looking for a person who:

- is passionate about supporting and developing independent, confident learners
- is committed to inclusive education
- can sustain high quality teaching and learning
- is willing to actively contribute to all aspects of school life including our rich and diverse extra-curricular and enrichment programme
- holds the values of Ambition, Bravery and Kindness at the centre of everything they do

We are proud to offer:

- **hard working, engaging, enthusiastic** students who want to learn
- a **supportive and welcoming** staff and trustee board, who are familiar to staff and know our school well
- a highly **successful, ambitious** school – determined to build on the standards we currently achieve for all learners
- **consistently** high GCSE and A Level results, placed above local and national averages year on year
- a full commitment to – the professional development of colleagues
- a happy working environment where **staff wellbeing** is prioritised by school leaders
- a private **medical health plan** for staff (and their children who are in full-time education up to the age of 24)
- a **laptop** to members of teaching staff
- a **well-resourced** school with extensive grounds
- a **long established** record of low staff turnover.

As part of your application, please share the reasons why your application should be considered and why you wish to work with the students here at Alderbrook.

We will consider applications for both full time and part time hours.

Prospective candidates are welcome to visit the school or arrange a telephone call with us to have an informal chat. Please contact Mrs Anna Whittington on the email address below if you would like to book a visit or a call.

Tel: 0121 704 2146

E-mail: vacancy@alderbrook.solihull.sch.uk

Closing date: 9.00am Monday 23rd March 2026

We can't wait to hear from you!

The School is committed to the safeguarding and welfare of young people. Pre-employment checks will be carried out in line with the Department for Education's Keeping Children Safe in Education Statutory Guidance.

Key Information Sheet

Visits to school

If any prospective candidates would like to visit Alderbrook, then we are offering tours on the following dates:

- 9.00am Wednesday 18th March
- 9.00am Thursday 19th March

The tours will offer the opportunity to have a look around our school and meet our pupils and staff.

To book a place on one of these tours, please email Mrs Anna Whittington at vacancy@alderbrook.solihull.sch.uk

Application process

Applicants must apply by no later than 9am on the closing date of Monday 23rd March 2026. All applicants are strongly advised to read the job description and person specification for the post prior to submitting their application.

Selection process

Applications will be ranked against the person specification for the role and shortlisted applicants will be invited to interview. There may be a further shortlisting process on the interview day itself. Any job offer is subject to successful references, medical clearance and an enhanced DBS check.

Online check

In line with the Department for Education's Keeping Children Safe in Education 2025, an online search will be undertaken for applicants shortlisted for interview. This search will be carried out on publicly available online information and will not include social media searches. If any information is found it will be shared with the interviewee on the day of interview.

Pay

The salary range for the post is MPR/UPR.

Alderbrook is committed to the principle of equal employment opportunity and as such we ensure that all applications are treated appropriately and fairly with decisions never made based on gender, sexual orientation, marital or civil partner status, gender reassignment, race, colour, nationality, national or ethnic origin, religion or belief, disability or age.

Job Description

Alderbrook School has a responsibility for, and is committed to, safeguarding and promoting the welfare of children, young people and vulnerable adults, and requires all staff and volunteers to share this commitment.

Post Title	**Teacher of Design & Technology**
Salary grade & hours	MPR Full-Time
Accountability	All staff work under the reasonable direction of the Headteacher or Deputy Headteacher with delegated responsibility. Accountable to: Head of Technology

You are required to carry out the duties of a School teacher as set out in the Educational (School Teachers' Pay and Conditions of Employment) Order 2015 and as subsequently modified.
www.gov.uk/government/publications/teachers-standards

Within the School:

i) to commit to the safeguarding of all students.
ii) be an efficient and effective Form Tutor (if required) under the guidance and direction of the appropriate DOC and to teach aspects of the personal, social and health education programme.
iii) to be a member of a duty team, when assigned, and carry out such duties punctually and efficiently.
iv) to uphold school discipline and regulations as appropriate and to foster and promote equal opportunities in practice.
v) to attend staff/parents' meetings as the Headteacher may reasonably require within the total directed time limit of 1265 hours per annum.
vi) to participate in the appraisal process as laid down in the guidelines issued by the school, and to carry out those duties in a discreet and confidential manner and to commit continuing your own continuing professional development.
vii) to support school policies and priorities as led by SLT.

Within the Curriculum Area:

i) to teach high quality lessons across the age and ability range under the direction and guidance of the Head of Dept and to teach classes as designed within an agreed framework of syllabus and procedure including:
- preparing lessons thoroughly and keeping accurate and current records of work set.
- marking students' work promptly, thoroughly, carefully and in line with school policy.
- keeping adequate records of students' progress and completing reports to parents\carers within agreed time scales and according to departmental/school policy.

ii) to keep facilities, resources and equipment in good order promoting an atmosphere conducive to learning
iii) to undertake some reasonable and specific responsibilities within the organisation/administration of the department. These to be dependent on interest/experience and to be agreed with the Head of Dept.
iv) to give other such assistance as the Head of Dept / Headteacher might reasonably require from time to time and to foster close, collaborative and cooperative contacts with colleagues within the department and with colleagues engaged in cross curricular activities.

General:

i) to perform any other related duty, the Headteacher may allocate within a reasonable work schedule.
ii) to adhere to school policies & procedures

All jobs are subject to change and this job description may be reviewed annually or at any other mutually convenient time

Signed: _____Teacher of Design and Technology

Signed:_____ Tom Beveridge (Headteacher) Date: _____

Person Specification

Alderbrook School has a responsibility for, and is committed to, safeguarding and promoting the welfare of children, young people and vulnerable adults, and requires all staff and volunteers to share this commitment.	
Post Title	**Teacher of Design & Technology**
Salary grade & hours	MPR Full-Time
Responsible to	Head of Technology

	Essential	Desirable	Measured by
Education & Qualifications	A degree level qualification in Technology and a post-graduate qualification in Technology Be qualified to teach KS3 –KS4 Technology in the UK.	Further Study Ability to teach Textiles.	Application, References
Skills & Abilities	Ability to demonstrate excellent classroom practice - to deliver consistently high quality lessons, well matched to the needs of different groups. Evidence of using creative and imaginative approaches in teaching. Willingness to keep abreast of new developments both within subject and within teaching and learning. Good interpersonal skills with high professional standards in all communications with students, staff, parents/carers and other stakeholders. Highly organised with effective time-management skills; able to prioritise appropriately, meet deadlines and pay attention to detail. IT literate	Enthusiasm for initiating enrichment and enhancement activities and events, which capture the interests of staff and students. Ability to contribute to the department's development plans.	References, Interview

Experience & Knowledge	Relevant classroom experience of teaching KS3/4 Technology. Up to date knowledge of the National Curriculum for KS3 and KS4 Technology. Experience of planning and delivering innovative lessons Knowledge of a wide range of AfL and differentiation strategies for use with both SEND and Able, Gifted and Talented students. Awareness of current pedagogical issues. Pastoral experience of working with students.	Evidence of relevant in-service training. Subject / teaching and learning interests which complement and extend the expertise within the department.	Application, References
Core Qualities	Role model for students in terms of positive attitude, high levels of commitment, constructive communication, high standards of behaviour, appropriate dress. High expectations of all students and commitment to promote positive behaviour.		Interview, References
Other Requirements	Candidate will be appointed subject to an enhanced DBS check.		
Compiled by: Mrs G Hobbs, Deputy Headteacher		Date: March 2026	

About our School

Alderbrook is a thriving, successful and welcoming community demonstrating a common purpose – to ensure the very best for all of our students. The name is often abbreviated to 'ABK', and this affectionate nickname also demonstrates our school core values of Ambition, Bravery and Kindness. These three words really do exemplify what our school is all about, as all members of our community – students, staff, parents and trustees – embody these values. Our aim is to be ambitious, brave and kind in everything that we do, and we are proud to be a truly comprehensive school providing an education of a high quality for all our students.

We are committed to enabling all our young people to develop into happy, well prepared and confident adults, secure in the knowledge of the role they can play in their own development. We offer an extensive range of opportunities to stimulate and enhance the growth of our students into mature and responsible adults with a sense of purpose. At Alderbrook, we exist so that every student can achieve, belong and thrive – at school and beyond.

In the last Ofsted inspection in April 2023, the inspectors reported that "*Alderbrook school leaders and pupils share the same high aspirations*", and that "*Pupils' well-being is at the forefront of leaders' vision, including pupils' mental health*".

We deliver a broad and challenging curriculum to enable students to gain a deep knowledge and understanding of the world around them. We are proud of our inclusive approach, which is informed by the principle that a stimulating and personalised education is an entitlement for every child. This is consistently reflected in our examination results which, year-on-year, are above national averages at GCSE and A Level and place us as one of the highest performing schools in the Borough.

However, Alderbrook is about so much more than academic success. We are passionate about our students becoming well-rounded young people who are prepared for life beyond school. We are incredibly proud of our comprehensive enrichment programme and recognise the importance of sport and creativity.

We couldn't achieve any of this without our wonderful staff, so their happiness and well-being is essential. We have a well-established Staff Wellbeing Group, led by a senior member of staff, and we offer staff a number of different options and services to support their wellbeing. Furthermore, our Talent Management Framework supports the professional development of staff in all roles in school. Later in this pack you can read what our staff say about what it's like to work here at Alderbrook.

What our staff say about working at Alderbrook …

"*Alderbrook is an amazing place to work because of the staff that work here! It feels like my second home where everyone supports each other. I love that Alderbrook puts its heart and soul into every single student; their growth & resilience, encouraging individuality and success. Staff welfare and camaraderie is also a core value of all staff and that's why I don't want to work anywhere else."* Sally, Support Staff

"Alderbrook continues to be a place with a genuine heart and soul! The sense of camaraderie and support is incredible. As a professional, one can grow and develop here, with plenty of opportunities to try new things and take on new challenges. Most importantly, it's amazing to see how much our students appreciate the hard work that goes into teaching them, it's a real privilege to see them thrive and know that I have played a part in that." Raluca, Teaching Staff

"I thoroughly enjoy working at Alderbrook, because it is truly like a family. Every staff member is thoughtful and supportive throughout the whole school. The staff events are a great chance to get to know everyone and there are multiple throughout the year! I truly can't imagine myself working elsewhere because once you join, you are truly part of the Alderbrook family." Amber, Teaching Staff

"*Alderbrook is an amazing place and I feel it is an incredible privilege to work here. What makes this school so special are the people- the staff and the students*." Stu, Support Staff

"I am proud to have spent my entire teaching career at this school. Despite so many changes over time, we have always remained quintessentially Alderbrook because teachers have always been supported to teach in whatever way is stylistically suited to them. We are uniquely defined by an inordinate amount of personal investment and loyalty on the part of staff and a ceaseless commitment to building the strongest possible relationships with the young people we teach and care about dearly. Alderbrook remains a wonderful place to spend my working days." Richard, Teaching Staff

"I love working at Alderbrook because everyone is genuinely friendly and I can teach my subject properly as students want to learn. Alderbrook gives me a great sense of job satisfaction as I have been given professional development opportunities that I have never had anywhere else" Vanessa, Teaching Staff

"*I'm proud to work at Alderbrook and be part of the Alderbrook school community. At Alderbrook, staff wellbeing is a priority and is at the heart of everything. All staff have access to regular training, comprehensive professional support and hybrid/flexible working initiatives which support and promote work life balance. I feel valued and empowered to thrive and succeed professionally whilst being supported by colleagues that care, making Alderbrook a great place to work."* Claire, Support Staff

"I've been at Alderbrook for over twenty years because this is a school that truly invests in its people. At every stage of my career, I've been supported, challenged and encouraged to grow. Our leaders spot potential and help you realise it. Our ECT community is exceptional, and the opportunities to refine your craft are endless. It's the kind of place you join…and want to stay for the next twenty years!" Sita, Teaching Staff

"I like working at ABK because you are immediately welcomed into the school community and are part of a team that works extremely hard for all its pupils and its staff. You help, support and laugh with each other." Margaret, Support Staff

"Alderbrook restored my love for teaching. Staff and students are so proud to be part of the Alderbrook community, we have such a strong identity, and it really feels like being part of a big family. At Alderbrook you are really looked after and cared for." Megan, Teaching Staff

Our Commitment

1. Relationships are positive and transformational
2. A culture of wellbeing and development for all
3. A broad and ambitious curriculum for all students
4. Students, and particularly our most vulnerable, are at the heart of all we do
5. We work in collaboration with many schools serving one community
6. We work to eliminate discrimination and ensure equality of opportunity

Our shared vision is underpinned by a commitment to our values of ambition, bravery and kindness.

Ambition	Bravery	Kindness
• We hold ourselves, colleagues, and students to the highest expectations. • We deliver lessons that enable every student to succeed, never giving up on anyone. • We show ambition through professionalism, high standards, and commitment to growth. • We learn continuously, support one another, and engage fully in school life. • We act with reliability, positivity, and a shared belief that together we achieve more.	• We take responsibility to become better, every day. • We act with honesty, integrity, and courage, even when it's hard. • We embrace challenges, step beyond comfort zones, and inspire others to do the same. • We show resilience by learning from mistakes and encouraging others to take risks. • We welcome feedback, seek help when needed, and work together to overcome obstacles.	• We treat everyone with respect, empathy, and warmth. • We celebrate every success and recognise the value in every student and colleague. • We act kindly each day, knowing our behaviour sets the example for students. • We embrace diversity, show tolerance, and respect all cultures, backgrounds, and perspectives. • We support one another by sharing, checking in, and going above and beyond to meet needs.

ALDERBROOK