



<b>Job Title</b>	<b>Teacher of Design &amp; Technology</b>
<b>Grade/Salary</b>	Main Pay Scale / Upper Pay Scale, commensurate with experience
<b>Job Type</b>	Part-time, 3 days a week (set days to be confirmed)
<b>Date Required</b>	1 <sup>st</sup> September 2026
<b>Closing Date</b>	11 <sup>th</sup> May 2026 @ Midday
<b>Interview Date</b>	As soon as possible
<b>Reporting To</b>	Head of Design & Technology

**Required for September 2026 an inspirational, enthusiastic, well-qualified and committed colleague with the vision and creativity to contribute to our Design & Technology Faculty.**

We are looking for an intelligent, hardworking, creative, ambitious and well researched professional who will never back away from a challenge, who is not afraid of hard work and who loves identifying and removing barriers and thereby making a difference. Our Design & Technology Faculty covers Textiles, Food and Product Design at Key Stages 3 and 4 and Textiles at Key Stage 5.

### Specific Responsibilities

- To plan, deliver and teach Design & Technology lessons and sequences of lessons at both KS3 and KS4 to meet the individual, personal and academic developmental needs of students and so build their capacity as independent learners.
- To follow the Scheme of Work and assessment programme as provided in Design & Technology to ensure that all students make progress.
- To be accountable for student progress by liaising with teaching and support staff to monitor and support individual children and teaching groups.
- To participate in the development of appropriate syllabuses, materials and schemes of work.
- To be Form Tutor of an assigned form and to carry out related duties in accordance with the general job description of Form Tutor.

### General Responsibilities

- To carry out a share of supervisory duties in accordance with published rosters
- To participate in appropriate meetings with colleagues and parents relative to the above
- To assess student progress to provide detailed feedback to students and to the Head of Design & Technology.
- Motivate and progress students' learning by using clearly structured, engaging teaching and learning strategies.
- Promote and support the inclusion of students, including those with specific needs, both in learning activities and within the classroom
- Use behaviour management strategies, in line with school policies and procedures, to contribute to a purposeful learning environment and positive engagement





### Additional Duties

- Contribute to the overall ethos, work and aims of the school by attending relevant meetings and contributing to the development of policies and procedures within the school
- At all times carry out duties with due regard to the school's safeguarding and Health and Safety policies
- To work within and encourage the school's Equal Opportunity policy and contribute to diversity policies

### Key Attributes

- Ability to organise and prioritise workloads
- Have highly effective communication skills (both written and verbal)
- Demonstrate a high level of attention to detail
- Ability to identify stakeholders' needs quickly and deal with queries
- Demonstrate reliability, tact, diplomacy, confidentiality and sensitivity are paramount to this post
- Work in a team with collective goals, whilst being able to work on your own initiative
- A firm yet caring approach
- The ability to undertake a variety of tasks, often at the same time
- The ability to "Think outside of the box"
- The ability to relate to both students and adults
- Be a hard worker

***The duties above are neither exclusive nor exhaustive and the postholder may be required by the Headteacher to carry out appropriate duties within the context of the job, skills and grade.***

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### About the School

Our school is a strong, caring community with an ethos based on our three core values; supporting to students to achieve; providing opportunities for enrichment in order to extend students' education within and beyond the classroom; preparing students for the wider world and life beyond school with key life skills and learning relevant to their life, both in the present and in the future.

We have high expectations of all members of our school community, with aspirations for everyone to be the best they can be, in all that they do. Visitors to the school regularly comment on the calm and welcoming environment; we very much look forward to welcoming your child to our school.

Our OFSTED inspection in October 2024 validated the impact of the significant work that has taken place to develop the character and culture of the school. Inspectors commented that students articulated that they felt happy, safe and that diversity is valued. It was noted that "pupils, staff and parents and carers agree that this school has improved since the previous inspection" and this is further evidenced through the Parent View responses, with 83% of responses recommending the school, an increase from 46% just under two years ago.

There is further evidence to support the impact of these positive changes including Local Authority reviews and student and parent voice, alongside a significant reduction in the number of fixed term suspensions. Attendance has also improved with data in line with the national figures for 2023-24 and a marked reduction in persistent absenteeism.





Teaching & learning across the school has shown increased consistency following the introduction of the Teaching and Learning toolkit but there is further work to be done around assessment for learning and adaptive teaching to ensure that students make more progress than is currently the case.

We are delighted that given the rapid improvements made, the inspection team have full confidence in the school having the capacity to improve further the effectiveness of teaching that pupils experience.

Early Career Teachers undertake a fully inclusive and supportive induction programme and are mentored continually throughout their term of training to ensure guidance is on hand at all times. This is complemented by the robust two-year Early Career Framework programme.

Our Governing body is committed to safeguarding and promoting the welfare of all children and young people and expects all staff and volunteers to share in this commitment. The successful applicant will be offered a position subject to full pre-employment checks including an enhanced DBS clearance, satisfactory medical checks and 2 satisfactory references.

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## About the Trust

We are a successful Multi Academy Trust based in the South-East of Essex and currently manage four local secondary schools. Each school within our Trust is a place where we believe in the power of education to transform lives.

Our philosophy is centred around the belief that schools can achieve better educational outcomes for students by working together as a collective entity. The Compass Trust is founded on the principles of collaboration, innovation, and inclusivity, with the aim of providing a supportive and nurturing environment that enables schools to flourish and students to succeed.

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## Additional Benefits

As a valued member of our team, you will be entitled to the following benefits (***\*Subject to eligibility criteria***)

- Employer Pension Contribution
- Access to the "Cycle to Work" scheme
- Eye test vouchers in partnership with Specsavers
- Access to our Employee Assistance Programme (includes confidential counselling and online discounts)
- Virtual GP Access - including minors 16 and under
- Annual onsite flu vaccination programme
- Free tea and coffee provided daily
- Discounted Tastecard subscription
- A wellbeing week every term (this includes no afterschool meetings)





## How to apply

When applying for this position, please use The Bromfords School application form, which can be found on our school website under Vacancies, or click here - <https://www.bromfords.essex.sch.uk/Vacancies/>

Please note, we reserve the right to close this vacancy early, call applicants to interview, and appoint, prior to the closing date

We encourage visits from prospective candidates to meet members of our school community and to experience our school at first hand. If you would like to do this, please contact Kathy Rich, PA to the Headteacher on 01268 627848 or via email to [recruitment@bromfords.essex.sch.uk](mailto:recruitment@bromfords.essex.sch.uk)

We look forward to hearing from you.





Category	Essential	Desirable
<b>Application</b>	<ul style="list-style-type: none"> <li>Supportive reference/s</li> <li>Well-structured supporting letter</li> </ul>	
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Qualified Teacher status</li> <li>Degree in a relevant subject</li> </ul>	<ul style="list-style-type: none"> <li>Post graduate study or qualification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Evidence of successful classroom teaching</li> <li>Track record of teaching and motivating all ages and abilities</li> <li>Ability to demonstrate high standards of classroom practice</li> </ul>	<ul style="list-style-type: none"> <li>Previous teaching experience</li> <li>Involvement in /commitment to extracurricular activities</li> <li>Experience teaching at A-level</li> </ul>
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>Ability to motivate and encourage students across the age and ability range</li> <li>Ability to work successfully as part of a team, sharing good practice</li> </ul>	<ul style="list-style-type: none"> <li>Ability to communicate effectively in a variety of situations</li> <li>Ability to offer teaching in other subject disciplines</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>A good practitioner</li> <li>Ability to operate as part of a team.</li> <li>Ability to initiate, develop and implement policies</li> <li>Ability to motivate pupils</li> <li>Ability to learn from experience</li> <li>Ability to effectively collect, analyse and evaluate data</li> <li>Ability to use ICT to support the role</li> <li>Ability to plan, deliver and monitor effective intervention</li> </ul>	
<b>Special Knowledge</b>	<ul style="list-style-type: none"> <li>How to improve learning and teaching in Drama</li> <li>AfL strategies</li> <li>Active strategies to raise achievement</li> <li>Awareness of current educational practice, developments and curriculum reforms</li> </ul>	<ul style="list-style-type: none"> <li>Whole school awareness of current practice, developments and curriculum reforms</li> </ul>
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>Commitment to inclusive comprehensive education</li> <li>Vision and imagination</li> <li>Sensitivity to the needs of others</li> <li>Ability to work under pressure</li> <li>Ability to adapt to changing needs and circumstances</li> </ul>	

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|  | <ul style="list-style-type: none"><li>• Integrity</li><li>• Excellent written communication</li><li>• Excellent verbal communication</li><li>• Presentation skills</li><li>• Honesty</li><li>• Resilience</li><li>• Good time management</li><li>• Personal organisation</li><li>• Tenacity</li><li>• Ability to be a role model</li><li>• Maintaining perspective</li></ul> |  |
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