

# Subject Leader Design Technology/Resistant Materials: Application Pack

Permanent, Full-Time

Main or Upper Scale plus TLR 2-1 (£3,527 pa)



**KINGS NORTON**  
GIRLS' SCHOOL & SIXTH FORM



Opening a World of Opportunities



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## Welcome from the Headteacher and WMAT CEO

8<sup>th</sup> May 2026

Dear applicant

This is an exciting opportunity for an exceptional teacher and leader to join the team at Kings Norton Girls' School and Sixth Form to open a world of opportunities for our students. This is a permanent, full-time role, with a TLR 2i responsibility. The post is available from September 2026. Applications are welcome from either main or upper scale teachers.

This opportunity is a key middle leader role in an outstanding, ethnically and culturally diverse school. We achieve excellent pastoral and academic outcomes for students within a culture of care and well-being for both students and staff. KNGS is a happy and caring community, where every student is valued as an individual, their talents recognised and nurtured. Our vision is to 'Open a World of Opportunities' for our students whilst ensuring that everyone in our school community demonstrates respect and courage, in order to flourish.

The successful candidate will be joining a highly successful school team. The arts and whole school progress and attainment indicators show that students consistently achieve well above the national average. You should be able to teach KS3 and KS4 and will have the responsibility of overseeing the strategic direction and development of the subject across these key stages.

Above all, we are looking for a leader and teacher with the enthusiasm and skills to make a real difference to the success of our students, with the drive and ability to move a successful department even further forward, enabling the whole team to deliver lessons that support all students to reach their full potential. The successful candidate will have access to extensive leadership and CPD opportunities including working with a wide range of schools in our local network. We also offer a cycle to work scheme and Employee Assistance Programme.

Please refer to information about the faculty, our school, job description and person specification contained in this pack. A wealth of information is also available on our website <https://www.kngs.co.uk/>. We hope that what you have read inspires you to learn more about our school and apply for this role. Applications must be submitted online via the My New Term portal, using the school's application form; we do not accept CVs. Your supporting statement should address the key elements of the person specification and be no longer than 1200 words. A separate covering letter is not required.

Should you wish to discuss this opportunity prior to applying, please contact Mr Peter Steele, Subject Leader via email [psteele@kngs.co.uk](mailto:psteele@kngs.co.uk) or on 0121 675 1305. Should you have any questions about the application process, please email Mrs Wilson, PA to the Headteacher [dwilson@kngs.co.uk](mailto:dwilson@kngs.co.uk)

Completed applications should be submitted by **8am on Monday 18<sup>th</sup> May 2026**. The selection process will take place week commencing **18<sup>th</sup> May 2026**.



Thank you for your interest in this exciting opportunity; as CEO of WMAT and Headteacher of Kings Norton Girls' School and Sixth Form, I look forward to receiving your application and learning more about what you could bring to KNGS.

Yours sincerely

Mrs Nicola Raggett

WMAT CEO and Headteacher



***Commitment to Safeguarding and Safer Recruitment Practices:*** We welcome applications from candidates of all backgrounds. WMAT is committed to safeguarding and promoting the welfare of children and young people. Online searches will be conducted as part of the pre-employment checks.

*This role is not exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. All shortlisted candidates will be subject to online checks, they will also be asked to complete a criminal records self-disclosure form and successful candidates will be subject to Disclosure and Barring Service (DBS) checks at enhanced level, along with other relevant employment checks. This role has been identified as public facing in accordance with Part 7 of the Immigration Act, and therefore the ability to fulfil all spoken aspects of the role with confidence in English will be required.*



## About the School and Faculty

### The Arts Faculty and Resistant Materials Department

The Design and Technology Department sits within the Arts Faculty consisting of Art, Photography, Drama, Music, Media, Food and Textiles. The subject is taught in a spacious multi-purpose room with a workshop and a design area which includes computers used for research and digital design development. The school is a high achieving school, determined to develop the best in every student. This includes not only the development of subject knowledge but also student's practical skills. Consequently, we are seeking to appoint someone to the Design and Technology team who has a passion for helping students to develop their knowledge, skills and understanding of design and technology so that they can excel. Sharing the team's enthusiasm for the subject will help to inspire students. Students' progress is made more accessible through adaptation that accounts for students who are more able and those with special needs. There is a technician working alongside teaching staff, supporting students to flourish.

- **KS3 Curriculum:** At KS3 DT/Resistant Materials is taught in an 8-week rotation along with food preparation and nutrition, textiles and drama/dance (this role solely supports DT/resistant materials lessons). Students learn different aspects of the design process including research, design ideas, following or forming a specification, developing designs and evaluating. A large element of each unit will involve students using workshop tools and equipment to manufacture their products. Learning and applying Computer Aided Design is also covered. Students are highly motivated in this subject, and we are very proud of the high quality of designing and making that our students show. They work hard and achieve high results. Students also dedicate time outside of their set lessons and it is not unusual to have a handful of students in during a break or lunch keen to continue with their manufacturing.
- **KS4 Curriculum:** EDUQAS Design and Technology GCSE (1-9) sees students study a wider range of materials. Knowledge of paper and card, timber, metal, polymers, fabric, electronics and system and control are taught. Students investigate material characteristics and apply their findings through design and make projects. Their folder work demonstrates their understanding of environmental factors and application of quality control. The department is a well-respected and resourced part of Kings Norton Girls' School, and we value the part the department plays in contributing to the wider life of the school and the South Birmingham Arts Community.

### Background, Ethos and School Developments

**The school:** Kings Norton Girls' School and Sixth Form is an outstanding school within the West Midlands Academy trust (WMAT). The school was founded in 1910 and occupies a leafy twenty-three-acre site in one of Birmingham's most pleasant residential areas on the south side of the city. It is a very local school, with the vast majority of students living within 2 km of the school. This has enabled the development of a strong community feel and neighbourhood links. The school develops confidence in its students which, together with their enthusiasm for learning and their determination to succeed, creates a powerful dynamic for continued improvement. Staff well-being is a high priority, and as part of this, an Employee Assistance Programme is provided. Our vision and values are central to all we do as staff, students and school board members; our aim is to: ***'Open a world of opportunities. Demonstrating respect and courage in order to flourish.'***

**Our students:** There are presently 1,092 students on roll and the staffing establishment is 125, which includes the Headteacher, 67 teachers and 57 support staff. Team working is strong and we pride ourselves in the quality of our



relationships and the tangible mutual respect and care which is in evidence across the school, which reflects our school values.

The Sixth Form is full and oversubscribed with 280 students across Years 12 and 13. In 2015 we had our first intake of boys into the sixth form; numbers here have increased significantly.

The school is a popular choice and is always over-subscribed with applications of 820+ for the 160 places in Yr 7 and 350+ for sixth form places. Our catchment for year 7 entry in 2025 was 2.005 km. In 2025 GCSE attainment was excellent with 86% of all grades at 4+, 73.8% at 5+ and 21.8% at 7+. We were praised by the Rt Hon Bridget Phillipson, Education Secretary on the excellent outcomes achieved by our disadvantaged students during 2024–2025. In 2024, the results at GCSE were outstanding with a Progress 8 of +0.64. In 2025 A level results achieved an average grade of a B- with 30.4% of all grades at A\*-A.



**School Leadership:** In our 2025 OFSTED inspection, it was confirmed that Leaders have a meticulous understanding of their school. Staff feel supported and empowered in their roles, are well informed and staff say that leaders engage well with staff in relation to their workload. The senior leadership team consists of

- Headteacher
- Deputy Headteacher: Curriculum
- Deputy Headteacher: Students
- Assistant Headteacher: Data, Timetable, Examinations
- Assistant Headteacher: Teaching and Learning, Pupil Premium
- Assistant Headteacher: SENDCO
- Associate Assistant Headteacher: DSL (currently on maternity leave)
- Business Manager (0.2 FTE) and Chief Finance and Operations Officer of WMAT (0.8 FTE)

This well-established team are supported by 7 Faculty Leaders, 5 Heads of Year, Head of Sixth Form and a wider team of Subject and Key Stage Leaders. Staff work very closely to ensure the highest standards and aspirations in all aspects of school life. Our faculty structure is as follows: -

- English
- Maths



- Science: Including Computer Science and Psychology
- Humanities: Including RE, History, Geography, Sociology and Business Studies
- Arts: Music; Drama; Art; Textiles; Design and Technology; Food, Preparation and Nutrition and Health and Social Care
- PE
- MFL: Offering French in Year 7, French and Spanish in Y8 with both languages available at KS4.

Our full curriculum structure can be found at <https://www.kngs.co.uk/curriculum/overview/>

**Our networks:** We are widely connected locally, working closely with South Network Schools, this brings a richness of collaboration around leadership, curriculum and inclusion. As part of this network the school is involved in developing and delivering on strategies to raise students' achievement and provides significant support for both teaching and support staff. As a member of WMAT, this has not changed and the additional benefits of cross school collaboration remain extremely valuable.

**Professional Development:** Professional development is a significant aspect of life at the school and is integrated into the school week. Staff are encouraged to deepen their subject knowledge and professional skills at all stages of their career. All staff new to the school participate in an induction programme and there is continued support for career growth.

Professionally this is a school with the very highest of expectations and aspirations but equally is richly rewarding. Staff are friendly, welcoming and supportive of colleagues. Our purpose is to ensure that the students, and the staff, all achieve the highest standards of which they are capable.





### Key Facts and Statistics about the school

Type of School	Multi Academy Trust. Non-selective comprehensive girls' school, age range 11-16: Co-educational sixth form post 16.
Location	South Birmingham in the suburb of Kings Norton, West Midlands.
Age range	11—18
Number of students	1092
Number of staff	1 Headteacher, Teaching 67, Support 57
Date school established	1910
External recognition	<b>Ofsted rating:</b> Outstanding, July 2019. Ungraded inspection January 2025, maintained and improved standards.
Attendance	95.5% (pre-Covid), 94.1% May 2025.
Pupil Premium	Year 7 to 11, 30%
SEN	18%
EAL	12%

### The school's academic achievements 2025

GCSE Results	<p>% gaining 7+ in English and maths 18.2%</p> <p>% gaining 5+ in English and maths 61.3%</p> <p>% gaining 4+ in English and maths 82.4%</p> <p>English Grade 4 or above: 89.4%</p> <p>English Grade 5 or above: 80%</p> <p>English Grade 7 or above: 42.1%</p> <p>Maths Grade 4 or above: 84.4%</p> <p>Maths Grade 5 or above: 63.8%</p> <p>Maths grade 7 or above: 23.3%</p> <p>Entering EBACC: 82.5% (compared with national average of 40.5%)</p> <p>Achieving EBacc: 5+ 43.8%, 4+ 63.1%</p>
A Level Results	<p>A* - A all entries: 30.7%</p> <p>A* - B all entries: 59.4%</p> <p>A* - E: 97.5%</p> <p>Average grade: B-</p> <p>Value Added: -0.07 2025; +0.12 2024</p>
Progress 8	+0.64 (2024); +0.67 (2023)
University Admissions	Our students progress to high quality destinations; they are successful with applications to Russell Group universities, Oxbridge, an increasing number of apprenticeships, conservatoires, many other top universities and carefully planned gap years.



## About West Midlands Academy Trust (WMAT)

WMAT has approximately 500 staff and 4000 students. At the heart of our Trust is our vision: “Achieving more together.” This vision drives everything we do, as we work to equip young people with the knowledge, skills, and mindset to thrive academically, socially, and personally, not only during their time in school, but also in the workplace and in life. The Trust’s culture is driven by our vision of “Achieving more together” which is realised through:

- A relentless focus on delivering an excellent quality of education across all our academies, ensuring strong progress and attainment for all students.
- A commitment to personal development and well-being for both staff and students.

At WMAT, we believe in “achieving more together” through shared commitment, strong leadership, and a focus on continuous improvement, creating a brighter future for every student. The Trust’s vision is supported by its values of:

- Integrity
- Collaboration
- Aspiration
- Respect
- Equality and Inclusion.

We pride ourselves on: -

- Genuine collaboration between academies, where sharing expertise and providing mutual support is fundamental.
- Collective responsibility, ambition, and high expectations for all staff and students across the Trust.
- Supported accountability, driven by a collaborative, reciprocal and robust Trust quality assurance programme, to ensure we achieve our goals together.
- High-quality, tailored staff professional development to support continuous growth.
- A staff-focused culture, where the role of leaders is to facilitate exceptional provision, enabling staff to perform at their best for the benefit of our students.

We also understand the importance of respecting individual school identities, whether through their names, logos, uniforms, timetables or curricula. While we adopt a strategic approach that is responsive to the needs of each school, we recognise that one size does not fit all as we look towards future opportunities.

Our operational model focuses on: -

- Earned autonomy with accountability, offering schools variable delegations and freedoms based on performance and need.
- Shared services that maximise efficiency, reduce costs, and enhance school leadership capacity to prioritise educational provision.
- Central policies designed to foster collaboration, ensure compliance, and ease workload pressures. School led policies such as Behaviour for Learning, reflect the individual needs of the school.
- Financial sustainability is also a key priority for us. The Trust and the individual schools within it are financially secure and sustainable.
- School led budgeting with a focus on each school being financially self-sufficient, ensuring resources are allocated effectively to teaching and learning, and pupil support alongside strategic estates and resource management.



- We prioritise “good growth”, expanding the Trust thoughtfully to ensure the right schools join at the right time.
- A conducive physical environment that sets high expectations for learning and work, supported by an efficient central team and infrastructure.

We are proud of many developments over the past year, both at Trust and individual school level. Now WMAT is at a point of change, with exciting opportunities for growth; these are based on our strong foundations in all aspects of educational excellence, finance and operations, leadership and management and Trust and school governance.

### Executive Leadership Team

- Chief Executive Officer: 0.4 FTE
- Chief Finance and Operations Officer: 0.8 FTE (currently seconded until January 2027)
- Three Headteachers of the founding schools at point of transfer/conversion.

### Shared Services (currently)

- Head of HR: 1.0 FTE, permanent.
- IT Lead: 0.4 FTE, currently seconded until January 2027
- Estates Lead: 0.4 FTE, currently seconded until January 2027
- Marketing Lead: Full time, currently seconded until January 2027

**Finance teams:** Three school teams now work in central location at Swanshurst School, in order to realise greater efficiencies across the Trust’s financial functions. KNGS finance staff work on a weekly rota basis at the KNGS site.





## Job Description

**Role Description and line management:** Responsible to the Faculty Leader for teaching aspects of the role and the Head of Year team for form tutor role. The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions document and the Teachers' Standards of 2011. As a teacher at this School, you are expected to act in accordance with the ethos of the school at all times and follow all policies. You can expect to have opportunities to contribute to the growth of the school, and for your professional development to be furthered.

### Subject Leader DT/Resistant Materials

- To oversee the strategic direction and development of the DT/Resistant Materials curriculum across the school, including KS3 and GCSE.
- To write schemes of work and ensure that they are reviewed regularly and updated as necessary.
- To induct, support and monitor staff appointed to teach DT/Resistant Materials.
- To ensure that appropriate targets are set for all students in the subject and monitor the effectiveness of this target-setting.
- To use appropriate data (whole school and departmental) to track, monitor and impact positively on student progress.
- To review subject outcomes in the light of national examination results and identify teaching strategies aimed at improving teaching and learning.
- To lead departmental self-review including the monitoring and moderation of student work, homework and where appropriate carry out lesson observations and student conversations.
- To review the outcomes of monitoring and draw up action plans as appropriate.
- To ensure accurate subject reporting and assessment procedures across the department.
- To work within the faculty to share and support the development of good practice across the team.
- For others teaching the subject: To communicate effectively so that they are confident with the expectations for delivery, providing and seeking feedback in order to raise achievement.
- To ensure that the school's behaviour, SEN and inclusion policies are implemented within the subject.
- To deploy resources efficiently and effectively to ensure high quality teaching and learning.
- To organise and implement enrichment opportunities to support students studying DT/Resistant Materials.
- To co-ordinate examination entries for the subject.
- To write the Development Plan and complete self-evaluation for the subject area.
- To liaise with members of the Leadership Team and Heads of Year and other curriculum areas as appropriate.
- To participate in the school's performance management process, line managing department members as appropriate.
- To line manage the DT Technician.
- Ensure all health and safety qualifications are maintained and up to date.

### You are required to carry out the duties of a classroom teacher as detailed below:

- Teach DT/Resistant Materials at KS3 and KS4.
- Prepare lessons and maintain a record of work for each teaching group.
- To adapt teaching to ensure all students flourish. To mark and assess work and feedback to students in line



with the school and faculty/department assessment policy.

- To set homework of a meaningful and appropriate nature, having regard to students' abilities.
- In cases of foreseen absence, to set meaningful and appropriate work for all classes.
- Monitor student's progress, maintain records and report on the development, progress and attainment of students in accordance with school and curriculum area policy.
- To participate as appropriate, in meetings at the school which relate to the curriculum and administration or organisation of the school.
- To take all reasonable steps to maintain good order and discipline among students and monitor their attendance.
- To safeguard student's health and safety, both when they are authorised to be on school premises and when they are engaged in authorised school activities elsewhere, alerting the Health and Safety Officer immediately to hazards on site and following risk assessments.
- To prepare students for external examinations and participate in internal moderation.
- To participate in the school pastoral system, providing guidance and advice to students and to attend parent/teacher consultation evenings.
- To carry out such duties as may be requested by the Headteacher in accordance with school policy.
- To participate fully in the school's arrangements for appraisal.
- Liaise with Subject Leaders for Food Preparation and Nutrition and Textiles to support KS3 DT Rotations.

**Additional Duties:** To act as a Form Tutor

Form Tutors are responsible to the five Heads of Year or Head of Sixth Form. Form Tutors are responsible for overseeing the academic progress and pastoral care of all members of their tutor groups, liaising with parents and overseeing routine administration relating to student welfare. You are required to carry out the duties of a form tutor as detailed below:

- To be the first point of contact for students in their tutor group and to play a major part in fostering positive approaches to work, to the school and in the community as a whole.
- To set the tone for the day ahead.
- To support the Heads of Year and be a key figure in developing a positive ethos, high standards and a secure environment in which students can flourish.
- To be a key figure in promoting the school's ethos on attendance, punctuality and uniform.
- To develop and maintain an interest in the welfare of individuals and the form group and to establish good relationships and engender a community spirit within the form.
- To deliver the PSHE programme (to include Attendance Weeks) and Citizenship/Health Day.
- To set up and maintain positive lines of communication with parents
- To support successful provision and transition of their students through participation in related year group and whole school events.
- To ensure that students set realistic targets using all available data and to review those targets in line with school review processes.
- To celebrate the achievements of students in their form.
- To deliver the tutorial programme.



**Ethos and Values:** Ensure that the school's ethos and values are promoted.

**Other:**

- To carry out other duties commensurate with the grade and nature of the post.
- To participate in the school's arrangements for performance management and continued professional development.
- Contribute to whole school policy development through communication routes and consultative procedures
- The post-holder is expected to make themselves aware of and comply with KNGS Health & Safety Policy, including functions delegated to their role within the policy
- To actively participate in professional development opportunities as required by the school for the role.

This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once every two years and it may be subject to modification or amendment at any time after consultation with the holder of the post.

**Conditions of Employment:** The above responsibilities are in accordance with the requirements of the Education Act 2002 and statutory orders in terms of duties and working time (including those special provisions relating to the proportion of teaching time within working time for guaranteed time specifically for assessment, planning and preparation), also any local agreements, local authority circulars and guidelines giving interpretations of teachers' conditions of employment.



## Person Specification

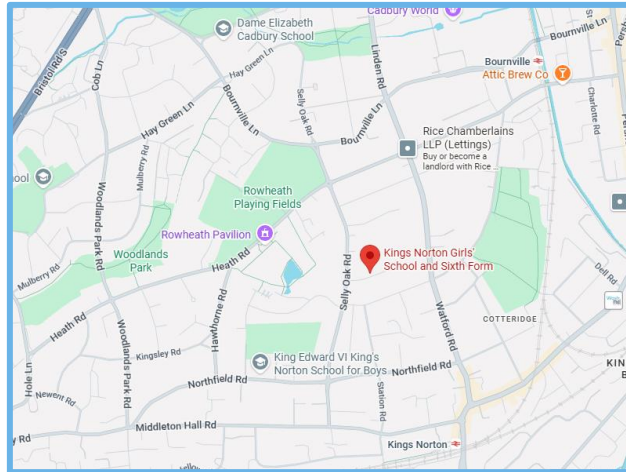
The following outlines the key skills and experiences required for this position. The shortlist process will assess each candidate against the criteria listed below, expecting candidates to demonstrate knowledge and understanding of each area, and to show evidence of having applied (or awareness of how to apply) this knowledge and understanding in an appropriate context. You should refer to these requirements when completing your application, and short-listed candidates will be expected to demonstrate these through the subsequent selection process.

<b>Professional Development</b>	<ul style="list-style-type: none"><li>• A degree in an appropriate discipline.</li><li>• Qualified teacher status.</li><li>• Evidence of recent and relevant professional development.</li><li>• Up to date knowledge of developments in specialist subject and their implications</li></ul>
<b>Teaching and Learning</b>	<ul style="list-style-type: none"><li>• Demonstrate high quality teaching strategies.</li><li>• Ability to teach effectively at KS3 and KS4.</li><li>• Analyse data, to evaluate the performance of students and groups of students.</li><li>• Use data to plan and impact on student progress.</li><li>• Take a lead in observing lessons and giving feedback.</li><li>• Manage behaviour in own classroom and across the school.</li></ul>
<b>Strategic direction and development of the school</b>	<ul style="list-style-type: none"><li>• Successfully initiate, lead and manage change and improvement.</li><li>• Plan strategically.</li><li>• Identify realistic and challenging targets for improvement and to take successful action towards achieving them.</li><li>• Contribute effectively to the work of the arts faculty team.</li><li>• Commitment to promoting the vision and ethos of the school.</li><li>• An understanding of and respect for the confidentiality required by the post.</li></ul>
<b>Leading and managing staff</b>	<ul style="list-style-type: none"><li>• Lead and manage a team to successfully achieve agreed outcomes.</li><li>• Use the outcomes of self-review to improve standards across the team.</li><li>• Communicate effectively to a wide range of different audiences.</li><li>• Be an effective team player who works collaboratively and effectively with others.</li><li>• Motivate, inspire and promote effective working partnerships within the subject team.</li><li>• Act as a role model for students and staff.</li><li>• Devolve responsibilities, delegate tasks and monitor and evaluate effective implementation.</li><li>• Deal sensitively with people and resolve conflicts.</li><li>• Support and develop the professional skills of others.</li></ul>
<b>Other</b>	<ul style="list-style-type: none"><li>• Be undaunted by a challenge and show resilience and determination to succeed</li><li>• The promotion of equal opportunities, relating positively to and showing respect for all members of the school and wider community.</li><li>• Providing a high quality and stimulating learning environment.</li><li>• Support the wider life of the school.</li><li>• Safeguarding and promoting the welfare of children. A successful enhanced DBS check, and completion of a satisfactory health questionnaire.</li></ul>



## Our local area

Kings Norton Girls' School and Sixth Form is located in the leafy suburb of Kings Norton, closely bordered by Bournville which benefits from green open spaces. The area is renowned for its exceptional schools at both primary and secondary level. KNGS is well connected to local transport links, including the Birmingham Cross City rail line from Redditch to Lichfield, with 2 adjacent train stations: Kings Norton and Bournville.



KNGS is part of the South Area Network (SAN) of Secondary schools. KNGS takes an active part in the SAN, a grouping of 21 secondary schools in South Birmingham that includes mainstream (both mixed and single sex) alternative provision and SEND specialist settings. SAN focuses on collaboration, professional development, and sharing resources through initiatives, this culminates in a cross-network training afternoon between schools each February and celebration of the Arts at an event in June. The SAN also facilitates a collaborative sharing panel to support those students that may be struggling in their home school, with all schools playing an active part in both referring and receiving student referrals.

The area our school serves, offers a strong sense of community with a mix of residential neighbourhoods and local amenities. Our school is within easy reach of the 2 other schools in our Trust; Hall Green Secondary School and Swanshurst School, this supports collaborative working.

### Privacy notice for job applicants

This privacy notice advises job applicants of the school's data protection responsibilities on the collection and processing of their personal information. We collect and process your personal data as part of the recruitment process in relation to the role you are applying for. We are committed to being transparent about how we collect and use that data and to meeting our data protection obligations. We are required to explain how and why we collect such data and what we do with that information. This notice will also provide information as to what you can do about your personal information that is held and processed with us. We have appointed Matt Henry, Data Protection Officer as the person with responsibility for ensuring that applicants' personal information is held and processed in the correct way. He can be contacted at [mhenry@wmatrust.co.uk](mailto:mhenry@wmatrust.co.uk). Questions about this policy, or requests for further information, should be directed to him.

You can find our privacy notice on our website at <https://www.kngs.co.uk/wp-content/uploads/2022/05/Privacy-Notice-Job-Applicants-v2-May-2022.docx.pdf>

Submission of your application form confirms that you have read and understood our privacy notice.