



JOB DESCRIPTION 2025/26

Teacher of Design and Technology

Responsible to the Head of Department

The Design and Technology (DT) classroom teacher is expected to pursue the stated aims of the DT Department and work within its established policies and procedures.

1 Principal Responsibilities

- To prepare and deliver high quality lessons within the context of the departmental scheme and the requirements of the National Curriculum/GCSE specification; and record details
- To ensure ongoing expert knowledge and understanding of subject matter and develop suitable and differentiated departmental resources, including curriculum schemes of work; primarily the role requires the ability to teach Product Design, but the Teacher will be required to teach other areas of the Design Technology Curriculum, e.g. Food Technology, Textiles
- To liaise promptly with the Head of Design and Technology on any queries or concerns relating to individual pupils
- To be aware of the range of abilities and needs of pupils, including those with SEN/D, within all teaching groups, including those which are 'setted', and meet their individual learning needs through highly effective differentiation and relational 'behaviour for learning' strategies
- To ensure that all learning activities are risk assessed in line with trust/school policies and professional guidance, as appropriate
- To model and require from pupils the highest standards of health and safety practice in the learning environment
- To create and maintain an orderly, attractive and stimulating learning environment through display and exhibition, conducive to motivation
- To maintain an accurate pupils' register of attendance for each class (and tutor group) in line with school policy, taking care that attendance is recorded promptly at the session start
- To set and mark purposeful and differentiated homework, keeping a full and accurate record of the task(s), date and deadline (in line with school homework expectations); this includes ensuring that homework is posted on 'ClassCharts' (or equivalent system)
- To adopt an effective relational approach to behaviour management, ensuring good conduct from pupils at all times in line with the school's Behaviour for Learning Policy and 'Ready, Respectful, Safe' expectations
- To assess, record and report achievement according to departmental and school assessment, recording and reporting protocols and National Curriculum/GCSE requirements

- To make full use of prior and current achievement data in order to set challenging targets for all pupils and to monitor rigorously their progress towards achieving these
- To provide regular and formative feedback to pupils on their progress and encourage and celebrate success whenever possible at whatever level
- To provide 1:1 or small group intervention for specified pupils as required and prepare reports on individual pupil progress according to an agreed intervention schedule
- To attend/input into: regular department meetings, designated working groups, open evenings and annual parents' meetings for each year group, as appropriate and in accordance with the school calendar and requirements
- To keep abreast of new developments in Design and Technology, and in pedagogy
- To contribute actively towards departmental, whole school and trust developments
- To ensure the safety of pupils at all times in the classroom, immediate vicinity and areas of supervision on/near the school site
- To assume responsibility for voluntary extra-curricular groups/clubs and period 6 sessions, where appropriate, in liaison with other members of the department e.g. revision clinics and booster classes
- To requisition promptly and comprehensively equipment and resources required for practical work from the Technician(s) in accordance with department policy

2 Additional Responsibilities

- To be a Form Tutor of an assigned tutor group and to carry out the duties in accordance with the generic job description under the guidance of the Head of Achievement, and maintain the tutor base in tidy order with a regularly updated tutor group noticeboard. Display of School Council minutes and other notices should provide a focal point in the room
- To contribute to the ethos of the school by promoting care and courtesy in the community and enforcing the codes of behaviour and uniform at all times, both inside and outside the classroom
- To be responsible for promoting and safeguarding the welfare of children and young persons for whom the post holder is responsible, or with whom s/he comes into contact, by adhering to and ensuring compliance with the trust/school Safeguarding and Child Protection Policy and relevant procedures at all times. If, in the course of carrying out the duties of the role, the post holder identifies any instance in which a child is suffering or likely to suffer significant harm either at school or at home, s/he must report immediately any concerns to the School's Designated Safeguarding Lead so that a referral can be made accordingly to the relevant third-party services
- To contribute to the period 6 programme, as appropriate
- To contribute actively to general supervisory duties in accordance with school policy
- To take part in the appraisal process in accordance with national policies and those of The De Curci Trust
- To attend/lead core CPD as required
- To ensure understanding of school policies and those of The De Curci Trust

- To comply with the requirements of the Trust's Code of Conduct, National Standards for Teachers, Springfield's Staff Handbook and all school/trust policies

3 Miscellaneous Notes

From time to time, teachers may be required to teach outside of their first subject. If this is required, then appropriate subject support will be made available.

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.

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. In allocating time to the performance of duties and responsibilities, the post-holder must use Directed Time in accordance with the school's policy published in the Staff Handbook and have regard to the Teacher's Conditions of Employment and the National Teachers' Standards.

This job description is not necessarily a comprehensive definition of the post. It will be reviewed annually and may be subject to modification or amendment after discussion.

You will be based predominantly at Springfield School. However, as you will be appointed to The De Curci Trust, you may be required to work in any of The De Curci Trust's academies or in any of the schools/academies that the Trust is supporting as reasonably directed by the CEO. The ability to travel independently between DCT academies/schools is therefore essential.

PERSON SPECIFICATION 2025/26

Teacher of Design and Technology

Key Qualifications and Experience	Essential	Desirable
A relevant degree / equivalent professional qualification in Design Technology	x	
PGCE or equivalent teaching qualification	x	
Qualified Teacher Status (secondary)	x	
Additional professional qualifications related to subject or education, e.g. Master's Degree, Doctorate		x
Recent teaching experience in an inclusive secondary school, including experience with relevant exam specifications, e.g. GCSE, and statutory frameworks	x	
Experience of acting as a Form Tutor and delivering pastoral curricula		x
Right to work in the UK	x	
Enhanced DBS and all required safer recruitment checks	x	

Key Skills and Abilities	Essential	Desirable
Ability to create and deliver high-quality, engaging, and inclusive lessons to students of all abilities	x	
Strong, consistent, and positive approach to discipline; relational practitioner	x	
Excellent interpersonal and communication skills for dealing professionally with students, parents, and colleagues – including those from outside of the trust	x	
Confidence using IT/technology safely to enhance learning and for administration	x	
Excellent personal organisation and time-management skills; ability to self-direct	x	
Experience of contribution to the professional development of others		x
Demonstrable commitment to continuous improvement	x	
Reflective practitioner – identifies and works to achieve own professional development	x	
Experience/knowledge of coaching others to improve teaching		x
Understanding of wider school accountability e.g. Ofsted		x
Excellent risk assessment and health and safety practice appropriate to specific role and the school environment	x	
Vigilance, emotional intelligence, and a deep understanding of protective protocols to ensure the safeguarding and welfare of children	x	
Ability and willingness to teach across the broader Technology curriculum	x	

Personal Attributes	Essential	Desirable
Highly resilient; ability to remain calm and consistent under pressure	x	
High levels of energy, motivation, and a commitment to student learning and well-being	x	
'Team-player' - collaborative approach to working with staff	x	
High standards of professional conduct, integrity, and confidentiality	x	
Flexible approach - adaptable to change and willing to contribute to extracurricular activities and trust/school initiatives	x	
Champions inclusion and equity	x	
Passion for subject and teaching	x	
Demonstrates their values by example – respect for others, integrity, honesty, compassion, hard work, self-motivation	x	
Attention to detail – understands/applies the importance of accuracy and compliance e.g. pupil data, data protection expectations	x	