



Internal Vacancy
Deputy Head of Technology
TLR 2B
Recruitment Pack
Start date: September 2026

(This vacancy is only open to existing members of Belper School and Sixth Form teaching staff)





Welcome

Thank you for your interest in this opportunity.

Belper School is in a really exciting phase of its development. Over the last two years we have worked together to establish a culture built around high expectations, collaboration and a relentless focus on ensuring every young person can thrive.

Middle leadership is central to that ambition. The quality of leadership within our faculties has a direct impact on the experience students have every day, and we are committed to developing and supporting colleagues who want to take the next step in their leadership journey.

This role offers an opportunity to work alongside the Head of Technology in shaping curriculum, supporting colleagues and driving continual improvement across the faculty. We are looking for someone who shares our values, believes in the power of collaboration and wants to play an active role in helping Belper continue to move forward.

I know that internal applications can sometimes feel daunting, but I would encourage anyone who feels they have the passion, values and potential for the role to apply. Leadership is about much more than experience alone; it is about building relationships, supporting others and making a positive difference to the lives of young people.

Thank you for considering this opportunity, and I look forward to reading your application.

Matilde Warden
Headteacher



THE TECHNOLOGY FACULTY

The Technology Faculty is a friendly, hard-working and highly collaborative team, committed to providing high-quality learning experiences that develop students' creativity, technical skill and genuine love of the subject. We believe passionately in learning through practical exploration and purposeful making, and our shared aim is to nurture confident, curious and capable young designers. The faculty comprises seven experienced teachers with a range of specialisms including Product Design, Textiles, Food and Construction. Strong professional relationships within the team, and across the wider school, support a culture of shared practice, reflection and continual improvement. We are also fortunate to be supported by a team of four highly skilled technicians, enabling staff to focus on delivering exceptional learning experiences while maintaining a safe, efficient and well-resourced working environment.

Our curriculum is rooted in real-world relevance. Students explore creative design, product development, the built environment, emerging technologies and the scientific and nutritional aspects of food. We place a strong emphasis on technical skill, high-quality making and the use of CAD/CAM technologies, continually evolving our provision to reflect current practice and industry expectations. Teaching is predominantly based around iterative design-and-make activities, with students increasingly working independently as they develop confidence and competence. This approach leads to excellent engagement, strong outcomes and high levels of student pride in their work. The faculty is exceptionally well resourced, benefiting from:

- Two IT suites with 25 workstations each, equipped with industry-standard software.
- Two fully fitted multi-material workshops.
- A specialist textiles workshop.
- Two food preparation classrooms, including one with commercial-standard equipment.
- Large-format CAD/CAM printing, cutting and plotting facilities.
- A laser cutter.
- Laser image transfer system and mug press.
- Four 3D printers.

At Key Stage 3, students follow a carousel model, rotating between specialist teachers and rooms, allowing them to experience the breadth of the subject. At Key Stage 4, students can study GCSE Design and Technology, GCSE Food Preparation and Nutrition, GCSE Textiles and BTEC Construction. In the Sixth Form, we offer Level 3 Food Science and A Level 3D Design, providing strong progression routes into higher education and industry.

As Deputy Head of Faculty, the successful candidate will play a key role in supporting the continued development of this successful team. Working alongside the Head of Faculty, they will help drive curriculum innovation, support colleagues, contribute to quality assurance activities and help ensure that all students benefit from consistently excellent teaching and learning.



THE ROLE

This is an exciting opportunity for an ambitious middle leader who wishes to lead a highly successful faculty and make a significant contribution to the wider strategic development of the school. As Head of Technology Faculty, the successful candidate will provide strategic and operational leadership for the department, ensuring consistently high standards of curriculum design, teaching, learning, behaviour and student achievement.

The successful candidate will be an excellent classroom practitioner who:

- has a genuine passion for Technology education;
- believes that every student can succeed;
- enjoys working collaboratively with colleagues;
- is committed to continually improving their own practice and that of others;
- understands that effective leadership is built on positive relationships, trust and service to others.

The role will involve leading the day-to-day running of the faculty, shaping curriculum development, driving quality assurance, supporting and developing colleagues and ensuring consistently high standards across the department.

The successful candidate will work closely with the Head of Faculty to support curriculum development, collaborative planning, quality assurance and the continued development of practical, creative and technical education across the department.

In line with our expectations of TLR holders, the successful candidate will contribute positively to the wider life of the school and help foster a culture where collaboration, professionalism and kindness underpin everything we do.



APPLICATION PROCESS

Role Details

Position: Deputy Head of Technology Faculty (TLR 2B)

Contract: Permanent

Start Date: September 2026

This vacancy is open only to existing members of the Belper School and Sixth Form Centre teaching staff.

Application

Please apply using the MyNewTerm internal application process.

As part of your application, please provide brief responses to the two questions below.

1. What contribution have you made to the Technology Faculty so far?

Please outline the ways in which you have supported the work of the faculty beyond your day-to-day classroom teaching. You may wish to refer to curriculum development, collaborative planning, support for colleagues, extracurricular activities, student outcomes or any other aspect of faculty life.

2. What do you believe you would bring to the role of Deputy Head of Technology Faculty?

Please explain the qualities, skills and experience you feel would enable you to be successful in this role, and how you would support the continued development of the Technology Faculty.

Closing Date

9:00am, Friday 12th June 2026

Interviews

Interviews will take place during the week commencing Monday 15th June 2026.

Belper School and Sixth Form Centre is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. As this post involves regulated activity, references and online searches will be conducted for shortlisted candidates, successful appointments are subject to an enhanced Disclosure and Barring Service check and relevant recruitment checks that comply with guidance in the most recent version of Keeping Children Safe in Education. We are committed to equality of opportunity in employment and services.



PERSON SPECIFICATION

Qualifications

Essential

- Qualified Teacher Status.
- Degree in a Technology -related subject.
- Ability to teach across the full 11–18 age range.
- Commitment to ongoing professional development.

Desirable

- Further professional qualifications.
- Leadership or NPQ qualifications.

Experience

Essential

- Successful classroom practice.
- Evidence of securing strong outcomes for students.
- Experience of contributing to curriculum development.
- Experience of working collaboratively with colleagues.
- Experience of using assessment information to inform teaching.

Desirable

- Experience of leading an aspect of faculty improvement.
- Experience of coaching or mentoring colleagues.
- Experience of quality assurance activities.

Leadership and Professional Competencies

Essential

- Commitment to high expectations for all students.
- Ability to build positive professional relationships.
- Ability to use initiative, exercise sound professional judgement and proactively contribute to the effective running and development of the faculty.
- Understanding of the demands of middle leadership and ability to balance classroom teaching with the wider strategic and operational responsibilities of the role.



- Excellent organisational skills.
- Ability to motivate and support colleagues.
- Commitment to collaborative working.
- Understanding of accountability and school improvement.
- Commitment to safeguarding and student welfare.
- Calmness, resilience and integrity.

Desirable

- Awareness of whole-school improvement priorities.
- Involvement in educational developments beyond the classroom.

Evidence for these attributes will be drawn from the application, references and interview process.



ROLE DESCRIPTION

Job Title

Second in Technology Faculty (TLR 2B)

Responsible to

Head of Technology Faculty

Main Purpose

To support the strategic and operational leadership of the Technology Faculty, helping to secure the highest possible standards of teaching, curriculum implementation, student achievement and professional collaboration.

Key Responsibilities

In addition to supporting the strategic leadership of the Technology Faculty, the postholder will normally hold responsibility for the leadership and development of an agreed area within the faculty, for example a subject discipline or key stage.

Vision

- Support the Head of Faculty in the day-to-day running of the department.
- Help implement the faculty improvement plan.
- Work alongside the Head of Faculty to lead the implementation of whole-school priorities and strategic initiatives within the Technology Faculty.
- Lead the strategic development of an agreed area of responsibility within the Technology Faculty (for example, a subject discipline or key stage), ensuring high standards of curriculum design, implementation and student outcomes.
- Lead and contribute to the design, implementation and evaluation of the curriculum within their designated area of responsibility, whilst supporting curriculum development across the wider Technology Faculty.
- Support collaborative planning and shared resource development.
- Ensure consistency in curriculum delivery across the faculty.

Culture and Communication

- Promote a positive, collaborative culture.
- Model the professional standards expected of all staff.
- Contribute positively to collaborative planning and all professional dialogue within the faculty.
- Consult with colleagues both formally and informally.
- Work collaboratively with pastoral leaders and SEND colleagues to ensure all students can succeed.
- Act as a positive role model for students and staff.



- Uphold and promote the Be Belper values.
- Contribute actively to the wider life of the school.

Challenge

- Model excellent classroom practice.
- Promote high expectations for behaviour, attendance and achievement.
- Support colleagues in developing high-quality teaching.
- Help identify and share effective practice.
- Support colleagues with behaviour systems where appropriate.
- Challenge practice and provision where necessary in order to secure the best possible outcomes for students.

Developing Others

- Be visible, approachable and available to colleagues, providing support, guidance and professional challenge where required.
- Support and coach colleagues where appropriate.
- Contribute to the induction, mentoring and development of Early Career Teachers, Initial Teacher Training students and colleagues new to the faculty, as appropriate.
- Help develop a culture of continual improvement.

Improvement

- Participate in learning walks, student work studies and curriculum reviews where required.
- Support assessment analysis following assessment windows.
- Contribute to evaluating the effectiveness of curriculum implementation.
- Help identify priorities and contribute to agreed actions.
- Monitor and evaluate the effectiveness of provision within their designated area of responsibility, identifying priorities and implementing actions for improvement.
- Undertake additional reasonable tasks and responsibilities, as directed by the Head of Faculty, in support of the effective leadership and operation of the Technology Faculty.
- Undertake any other reasonable duties commensurate with the level of responsibility attached to the post.