



Richard Barnes
Academy



Richard Barnes Academy

Application Information Pack

Construction Skills Instructor



Working together to transform lives through education



Principal's Welcome



Dear Applicant,

We are delighted that you are considering joining our team at Richard Barnes Academy. Our two-campus alternative provision helps young people change their lives through positive relationships and a focus on our pillars: Safe, Character, and Ambition. We support those who struggle with conventional education or need time in an alternative setting due to life events.

We are an inclusive school, dedicated to supporting and raising the aspirations of every young person. Our learners work towards meaningful qualifications to transition back to mainstream school or onto Post-16 courses. We believe in the potential of all young people to become successful adults, supported by strong relationships with our staff.

One of our greatest assets at Richard Barnes Academy is our staff, who go above and beyond to promote a love of learning which enhances pupils' achievement and supports their personal, social and emotional development. We offer our staff a supportive and inclusive work environment where you can make a significant impact on students' lives, helping them achieve their full potential.

We are privileged to be part of the Thomas Deacon Education Trust, which shares our commitment to enhancing educational outcomes for all students across its diverse range of primary and secondary academies. As a staff member here, you will benefit from exceptional professional development and support, both within our school and through a variety of exciting development and training opportunities offered by our locally based trust. By collaborating with a network of like-minded schools, we ensure that our staff have access to the best possible opportunities for growth and development, no matter where they are in their career journey.

I am pleased that you are interested in finding out more about our Academy. We would warmly welcome visits from prospective candidates interested in being part of our team.

Warm regards,

Claire Everton | Principal



Job Description

Job Title	Construction Skills Instructor
Reports to	Vice Principal for Quality of Education
Salary/Grade	Unqualified teacher scale/Main Pay Scale
Date Last Evaluated	March 2026
Core Purpose	To be responsible for planning and delivering high-quality construction lessons that inspire, motivate, and challenge pupils. The role is crucial in supporting the school's vision of providing a nurturing and inclusive environment where all pupils can reach their full potential through a varied and engaging curriculum. To work collaboratively with the wider school team to ensure the successful implementation of the school's policies and practices.

Key Responsibilities

Teaching and Learning

- Plan and introduce the Btech Construction qualification.
- Create a learning environment including appropriate resources to deliver the construction qualification
- Plan and deliver engaging, differentiated, and well-structured construction lessons that cater to the diverse needs of pupils, in accordance with RBA's policies, schemes of work, and the agreed demands of the curriculum.
- Ensure that lessons promote a love of learning and intellectual curiosity and provide opportunities for pupils to consolidate and extend their knowledge and understanding.
- Set clear targets based on prior attainments for pupils' learning and monitor, assess, and report on their progress regularly.
- Maintain good order and discipline in the classroom, following the behaviour policy and promoting a positive, safe, and inclusive learning environment.
- Establish appropriate links with the local community, including industry, to prepare pupils for the opportunities, responsibilities, and experiences of adult life and learning.
- Participate in meetings, discussions, and management systems necessary to coordinate the work of In Toto Ed as a whole.

Skills and Competencies

- Excellent subject knowledge and understanding of the construction curriculum.



- Ability to plan and deliver engaging, differentiated, and well-structured construction lessons that cater to the diverse needs of pupils.
- Strong behaviour management skills and the ability to maintain a positive, safe, and inclusive learning environment.
- Effective communication skills, both verbal and written, to liaise with pupils, parents, carers, and colleagues.
- Proficient in using a range of assessment methods to monitor pupil progress and inform future planning.
- Commitment to continuous professional development and a willingness to share best practice with the wider school team.
- Ability to work collaboratively and contribute to the overall development and success of the school.
- Empathy, patience, and a genuine passion for supporting the learning and personal development of pupils with special educational needs.

General Responsibilities

- Comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.
- Create and maintain positive and supportive relationships with staff, parents, business, community and other stakeholders.
- Be aware of the School's duty of care in relation to staff, students and visitors and to comply with all health and safety policies at all times.
- To engage with appropriate training opportunities to promote professional effectiveness in this role.
- Participate in the ongoing development, implementation and monitoring of the Trust and Academy Improvement Plans.
- To treat all information acquired through employment, both formally and informally, in strict confidence.
- To be aware of the school's responsibilities under the General Data Protection regulations (GDPR) for the security, accuracy and relevance of personal data held on such systems and ensure that all processes comply with this.
- Be aware of and comply with policies and procedures relating to child protection, reporting all concerns to the Designated Safeguarding Lead.



- Be aware of and comply with the codes of conduct, regulations and policies of the Trust and Academy and its commitment to equal opportunities.

The duties and responsibilities listed above describe the post as it is at present. It cannot be read as an exhaustive list of duties and may be altered at any time with Academy approval.

Note: Every job description in the organisation will be subject to a review either:

- On an annual basis at the time of the annual appraisal meeting, or
- As a result of a change in strategic direction, or
- As a result of a team/operational requirements, or

It is the shared responsibility of the post holder and their manager to ensure that the job description is kept up to date.





Person Specification

Attribute	Essential or Desirable	Assessment
Qualifications		
Degree in relevant subject(s)	E	A
Recognised teaching qualification and Qualified Teacher Status (QTS) - Where overseas trained, appropriate NARIC certificates must be provided and any qualifications must be at least equivalent to UK	D	A
Knowledge & Understanding		
The subject(s) to be taught, at a level and breadth sufficient to challenge the most able students and achieve high outcomes throughout all key stages.	E	A/I/L/R
The National Curriculum and National Literacy and Numeracy Strategies for the appropriate Key Stage(s).	E	I/L/R
Effective teaching and learning styles, including the theory and practice to implement effectively for the individual needs of all children.	E	A/I/L
The monitoring, assessment, recording and reporting of student progress.	E	A/I/R
The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection.	E	A/I
Effective strategies for working with students with Special Educational Needs, including Gifted & Talented students.	D	A/I
Recent, relevant curriculum developments in the subject area and their impact on teaching and learning.	D	A/I
Skills & Abilities		
Promote a positive and inclusive Academy identity for all students.	E	A/I
Establish a purposeful learning environment where all pupils feel secure and confident.	E	A/I/L
Set high expectations for all students and demonstrate a commitment to raising educational achievement.	E	A/I/L
Plan and implement an effective teaching programme, including the assessment of all students, creating appropriate records.	E	A/I
Inspire and enthuse young people by creating high-quality learning opportunities and use effective strategies to monitor and promote student motivation and morale.	E	A/I/L
Effectively deliver a range of inclusive teaching and learning strategies to maximise progress and achievement and offer equality of access to the curriculum for all students.	E	A/I/L/R
Use ICT effectively as an integral part of teaching and learning.	E	A/I/L/R



Organise own work effectively to meet deadlines, including student assessment and provision of reports to parents, staff and other internal and external stakeholders.	E	A/I/L/R
Build effective relationships with colleagues and to be an active team member.	E	A/I/R
Establish and develop good relationships with students, parents and external organisations.	E	A/I/R
Manage difficult situations and deal with sensitive issues tactfully and diplomatically.	E	A/I
Adapt to change and the introduction of new working practices.	E	A/I/R
Develop strategies for creating links with the community and external organisations.	D	A/I
Experience		
Delivering student-centred learning in Construction	E	A/I
Planning, designing and delivering schemes of work to national exam board/course specifications.	D	A/I/L
Personal Commitment		
Demonstrate and adhere to TDET and Academy's Core Values.	E	A/I
Commitment to equality and diversity in the workplace.	E	A
Adhere to GDPR guidelines and the Academy's internal procedures.	E	A
Adhere to the Academy's Safeguarding and Prevent policy and procedures.	E	A/I
Adhere to TDET's Health and Safety policy and procedures.	E	A

Assessment methods

A – Application
R – References

I – Interview

T – Task/Activity

L – Lesson Observation



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