

## THE HOLT SCHOOL

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### **Teacher of Technology Permanent Full Time Starting Date September 2019 NQTs very welcome to apply**

**Main pay range/upper pay range depending on skills and expertise  
demonstrated at interview**

**If you are passionate about inspiring students to achieve their full potential we would encourage you to apply. Visits prior to application are warmly welcomed.**

**Opportunities are available for staff to benefit from personalised pathways of CPD including coaching and leadership training for middle and senior leaders.**

The successful candidate will be:

- able to teach Food & Nutrition, Textiles and Resistant Materials
- a confident and highly effective classroom teacher able to teach all Key Stages
- willing to participate in aspects of wider school life

We can offer:

- a strong and effective department
- staff able to leave site during their PPA periods
- Cover Supervisors used to ensure "rarely cover"

The Holt is a popular and oversubscribed 11-16 girls and 16-18 co-ed comprehensive school. Further details and an [application form](#) are available from the school [website](#)

Prospective applicants are welcome to telephone Mrs Diane Hampton HR Manager for more information about this post and to arrange a visit.

The Holt School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be subject to a full Disclosure and Barring Service Check.

**Closing Date: 9:00am, 29<sup>th</sup> March 2019**

**Interview Date: 4<sup>th</sup> April 2019**

## About the School

Thank you for your interest in applying for a post at The Holt School.

The Holt is an “Outstanding” (OFSTED June 2008) girls’ comprehensive school with an eighth form entry in the main school and a co-educational sixth form making a total roll of 1253. The Holt is one of 11 secondary schools in Wokingham town.

The school, situated on the western side of the town, was founded in 1931. The original school was an old Dower House dating from 1648. This house is now used chiefly for administrative purposes. The shrubbery and gardens, together with playing fields extend to 13 acres and form a pleasant setting for the school.

The Holt maintains a number of traditions and extols traditional values whilst at the same time embracing change. As well as the broad and balanced formal curriculum, students at The Holt enjoy a rich and varied extra-curricular programme. We are very fortunate to have an extremely talented and hardworking staff all of whom are committed to providing the best possible education both in and outside of the classroom. Teaching and support staff give generously of their time to provide a wide range of enrichment activities. As a school with a global outlook, we actively encourage all our students to step outside “the Wokingham bubble” and experience other cultures through exchanges, trips and expeditions. Relationships between staff and students are excellent and across the whole school community there is an atmosphere of mutual respect.

The school’s success is a reflection of the dedication from its staff as well as the hard work from the students. The examination results at GCSE and ‘A’ level are amongst the best in the county. Most students go on to take 10 GCSEs and 90% of students achieve 5 or more standard passes including English and Maths at Level 4. ‘A’ level results are excellent with 58% of entries achieving A\*AB and 31% A\*A.

The school operates a 50 period fortnight with teachers on the main scale teaching 42 periods. This enables us to provide a balanced curriculum in Key Stage 3 and to increase option choices in Key Stage 4.

INSPIRE - CHALLENGE - ACHIEVE

“To **inspire** all members of the Holt community by **challenging** them to maintain a safe and caring environment in which they **achieve** success whilst preparing for a future in an ever changing global society.”

We have a staff of over 130: 88 teachers (some part-time) and 50 support staff (administrators, technical support, technicians, cover supervisors, learning support assistants, site team and lunchtime supervisors).

There is an excellent programme of training and professional development in which all staff are encouraged to participate. Personalised pathways of CPD including coaching and leadership training for middle and senior leaders.

Please contact us if you have any questions or to arrange a visit.

We look forward to hearing from you and to receiving your application.

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All posts are subject to an enhanced Disclosure and Barring Service Check.

## The Technology Department

Results in Technology are excellent.  
A' level Textiles had 100% pass rate in 2018

A*	14.28%
A*-A	42.85%
A*-B	57.1%
A*-E	100.0%
Alps Band	3

GCSE results are also very good.

GCSE	A* - A%	A* - C%	A* - D%
Graphics	70	100	100
Resistant Materials	7.14	85.68	100
Textiles	61.5	100	100

GCSE	9-4 Standard Pass%
Food and Nutrition	87.5

### ***Departmental Staffing***

The Technology department comprises Head of Design & Technology, 2 Food teachers and 2 Design & Technology teachers.

### ***Departmental Accommodation***

The department offers excellent resources. There are two well-equipped workshops, one graphics suite and two textiles rooms and two food rooms.

### ***Technology Teaching***

Technology is taught in mixed ability groups across all year groups. We will be following Edexcel Design & Technology GCSE with an emphasis in the NEA on Product Design, Graphics and Textiles in three separate teaching groups. GCSE Food & Nutrition. At A' level we offer AQA Fashion & Textiles and will be moving to A' Level Product Design.

### ***Extra-Curricular***

The department has a strong ethos for extra-curricular opportunities and run various clubs at lunchtime and after school. The department also runs an annual Year 8 Technology Day. We hold an end of NEA Exhibition and Fashion show to allow the students to test and evaluate their products. We are also involved in Rotary Technology competitions.



# THE HOLT SCHOOL JOB DESCRIPTION

<b>Job Title:</b>	..... Teacher	<b>Name:</b>	
<b>Reports to:</b>	Head of Department	<b>Issued/Reviewed:</b>	January 2019
<b>Pay Scale:</b>		<b>FTE :</b>	
<b>Employment Status</b>	Permanent		
<b>Allowance:</b>	N/A		

## **To be line managed by:**

### **1. Teaching and Learning: (42 /50 teaching periods)**

- To promote a Growth Mindset at all times
- To be responsible for the planning lessons using Higher Order Thinking Skills (HOTS), and delivery and assessment of differentiated, challenging lessons
- To prepare students for external/internal exams and qualifications; ensuring exam board requirements are met
- To be involved in the setting/marking of home learning projects, assignments and/or coursework/Controlled assessment in line with department/faculty policy using FROG.
- To provide accurate, developmental written and oral feedback to students and ensure there is an opportunity for feedback and improvement time (FIT)
- Communicate effectively with parents through reports, reviews; parents consultation evenings, with pastoral team including Tutors/ and with HoD/HoF
- To take all reasonable steps to ensure the safety of students and report any concerns / disclosures at the first opportunity
- To foster positive relationships with students in your classes
- To monitor attendance.
- To support HoYs and the SENCO by completing requests for information and commentary for students who are "on report", for 'round robins' or for SEN annual reviews or exam concessions assessments. To use the school's Curiosity, Perseverance and Reflection (CPR) system to recognise hard work, effort and positive learning behavior
- To use the school's B4L policy to maintain the highest standards of behavior at all times

### **2. Additional Responsibilities –**

### **3. Pastoral Support**

- To be a form tutor and foster a positive relationship with students
- To communicate with the Head of Year and Student Support
- To take the register and refer any students for whom you have concerns over attendance and punctuality.
- To ensure Daily Briefing is available to students and pass on all information/letters as required
- To support each member of the tutor group through academic mentoring three times a year.
- To ensure that the registration activities follow the timetable set by the Head of Year including TftW.
- To provide written reports on personal, social and academic progress as requested
- To monitor academic performance using the information provided from termly reviews with special attention to those with EAL, SEN, PHA and the disadvantaged
- To encourage students' involvement in extracurricular activities and support House activities as appropriate

**4. Professional Development**

- To actively engage in the Performance Management process
- To participate in CPD activities in school
- To pursue own interests and development by keeping up to date with subject knowledge and teaching methods.

**5. Life of School**

- To support the ethos of the school through the Mission Statement
- To comply with the School's Health and Safety Policy
- To carry out duties as published
- To attend meetings within the directed time.

*This job description is not intended to be a comprehensive definition of the post and will additionally include any task which the Co-Headteacher may reasonably require the post holder to complete as part of the role. It will be reviewed annually and may be subject to modification or amendment after consultation*

Signed: ..... Date: .....  
*Post Holder*

Signed: ..... Date: .....  
*Co- Headteacher*

<b>Person Specification: Classroom Teacher</b>	<b>Essential</b>	<b>Desirable</b>
<b>Education and Experience</b>		
Good honours degree	✓	
Qualified Teacher Status	✓	
Experience of teaching 6 <sup>th</sup> Form		✓
Record of continuing professional development		✓

<b>Knowledge</b>		
Good subject knowledge and passion for subject	✓	
Knowledge of National Curriculum and initiatives		✓
Good knowledge of pedagogy	✓	
Knowledge of effective assessment strategies	✓	
Knowledge of how to use data for target setting		✓

<b>Skills</b>		
Good classroom practitioner using effective behaviour management	✓	
Ability to inspire and motivate students	✓	
Creativity, energy and enthusiasm	✓	
Flexible and adaptable	✓	
Excellent relationships with students and colleagues	✓	
Good communication; orally and written	✓	
Good IT skills		✓

<b>Committed to:</b>		
Promoting and safeguarding the welfare of students	✓	
Inclusion and a positive “can do” approach	✓	
Flexible working practice, willing to go the “extra mile”		✓
Raising the profile of your subject within the school and community	✓	
CPSD (continuing professional self-development)		✓