



# RECRUITMENT

September 2024

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**Application Pack  
Assistant Curriculum  
Leader of  
Design & Technology**



Sandbach School is an 11-16 Comprehensive School for boys that has a co-educational Sixth Form. In September 2011 Sandbach School became one of the first 24 Free Schools, directly funded by the DfE and working autonomously from the Local Authority. It serves the communities of Sandbach, Haslington, Elworth and surrounding parishes in Cheshire East.

The school provides an inclusive education which goes well beyond curricular provision: blending traditions with innovation via both Year cohorts and a House system; prefects and a rigorous "colours" system; peer-mentoring and a strong pupil voice in an active School Council; Commemoration Day and Awards Ceremonies.

The range of extra-curricular provision is outstanding, encompassing sport, the Arts, Combined Cadet Force and myriad clubs and activities. Extra-curricular relations are used positively to enhance in-class dynamics.

We seek to recruit teaching staff with a philosophical commitment to outstanding comprehensive education both inside and outside the classroom. It is our belief that progress in all aspects of learning is affected by the quality of relationships forged within the school community, and that such relationships are unlikely to be maximised solely through the teaching situation. We recognise the entitlement of all pupils to a high quality and equality of experience, provision, care and support. To that end we endeavour to marry all that we see as best in education development with all that is desirable from the traditions of our past.

Our latest Ofsted report recognised the strength of our inclusive approach: "You have encouraged teachers and pupils to work together to deliver high quality leadership and education. Your staff feel valued, trusted and part of the school improvement process. Pupils are encouraged to engage with leadership in the school through the 'Senate'. You encourage elected pupils that make up the 'Senate' to evaluate the effectiveness of the school's work and contribute to further development of school policies."

Thank you for your interest in a position at Sandbach School. I hope you will be enthused by what you read. If your experience and qualifications match our job specification, and if your philosophy of education stands comfortably with the expectations of the School, particularly in terms of providing added value outside the classroom, then I warmly invite your application.

A handwritten signature in black ink, appearing to read 'SB', followed by a horizontal line.

Sarah Burns  
Headteacher



There are currently 1500 students on roll at Sandbach School (inc. 300 in Sixth Form)

The School is one of two single sex High Schools serving the educational needs of Sandbach and its surrounding area.

Sandbach is a pleasant, thriving and expanding market town of around 18,000 inhabitants situated within minutes of the M6. Its traditional employment base was engineering (Fodens and ERF Trucks, with movement towards British Rail and Rolls Royce/Bentley in Crewe). In recent years those industries have declined and numerous service industries have prospered and the geographical situation of the town has attracted a growing commuter population. Stoke on Trent can be reached within 20 minutes, Manchester City Centre within 40 minutes.

The town enjoys a strong community identity and within this Sandbach School is well supported; many families have current or historic links with the School. The local Rugby Club – Sandbach RFC – was formerly the Old Sandbachians, while past and present pupils provide much of the support for the local hockey, football and cricket clubs. The Old Sandbachians Association enjoys considerable community standing and meets regularly both locally and in London. Community expectations of the school are high.

Applicants from outside the South Cheshire area will discover a range of housing of all types available, with opportunities to live in the larger local towns (Congleton, Nantwich, Alsager, Holmes Chapel, Crewe and Newcastle), in small villages, or in rural isolation. South Cheshire and the neighbouring areas of North Staffordshire and Shropshire offer an enviable quality of life with a richness of social, cultural and recreational provision.



Although Sandbach School was founded in 1677 as a Parish Charity, its present site near to the centre of town was not occupied until 1849, when George Gilbert Scott designed the impressive buildings which form the façade of the present and much extended School.

Building has continued at regular intervals, most recently in 2021 with the opening of the Dunning Arts Centre.

In 2011, we became a Free School and to date we operate as a stand-alone academy.



However, Sandbach School is fully committed to working in partnership with schools and community groups. Local partnerships include being an integral part of the Chimney House Alliance (a formal collaboration of 14 secondary schools in East Cheshire), as well as the Sandbach & Haslington Education Improvement Partnership across the two Sandbach Secondary Schools and their feeder primaries.



Sandbach School Sixth Form is a dynamic and vibrant place where students are given the freedom and opportunities to develop as individuals as they make important steps towards Higher Education or employment.

Our Sixth Form has a tradition of balancing academic excellence with the best extra-curricular and leadership opportunities thus helping students to make the most of their time here. They are supported and guided along the way by dedicated and experienced staff who are there to provide them with the best possible experience.

In 2019, the school purchased Sandbach House, which is a hub for our Sixth form. Situated across the road from the main site, the historic town-building houses social science and creative media classrooms, a large study space, a kitchen as well as sixth form offices. Sandbach House allows our students to enjoy their own dedicated facility whilst still being a thriving part of the school environment.

The school runs an extensive programme of extra-curricular activities. Many activities change each term and information is regularly updated on our website.

At our most recent inspection Ofsted commented:

***“The school’s record of sporting prowess and pupils’ strong cultural development has been sustained through a rich variety of extra-curricular activities. Those pupils that do not enjoy sports as much can access a wide range of clubs that take place regularly. These include drama club, band practice and the science, technology, engineering and mathematics (STEM) club.” Ofsted***

Please take a look at our website for a further insight into Sandbach School [www.sandbachschool.org](http://www.sandbachschool.org)



The core values of Sandbach School are those embodied in the School’s motto and crest displayed on all uniform badges and school documentation. Such values are known, understood and should be practised by all members of the Sandbach School Community.

The Latin motto “Ut Severis Seges” broadly translates as “As you sow, so shall you reap” or the more you put into school life, the more you will get out of it. The crest of the Cheshire wheatsheaf suggests that care, nurturing and commitment are needed to achieve a harvest of quality. Applying both concepts to an all-boys comprehensive school, the values which the motto and crest encapsulate are:

- Commitment to excellence in all aspects of school life – “working hard and playing hard”.
- Respect for self and others, combined with a responsibility and caring for all members of the school and its wider community.
- Integrity, honesty and open-ness in how every member of the school community operates.
- Encouragement of all to be creative, innovative and able to take initiative in order to develop every individual beyond their perceived potential.

Such values are regularly communicated, reinforced and celebrated.



The department consists of 6 Design and Technology teachers, including the Curriculum Leader and 2 Technicians. There are 3 workshops, 2 Food Rooms, 2 CAD Suites and Laser Cutter. All rooms are fully equipped and Design and Technology is a valued and well run department.

At Key Stage 3 (Years 7 and 8) all boys are currently taught in form groups – 1 period a week in Year 7 and 2 periods a week in Year 8. Groups are taught a range of skills within projects. Year 7 projects cover Materials, Graphics and Food. Year 8 projects cover Materials, Textiles, CAD and Food with additional lessons set aside to give pupils a taster of KS4 Design and Technology option subjects.

Design and Technology has never been more popular at Key Stage 4. All pupils follow the AQA specification syllabus in GCSE Design and Technology and the Eduqas specification syllabus in GCSE Food Preparation and Nutrition. Again, mixed ability groups are taught at KS4.

At Key Stage 5, the department offers AQA Product Design. We have many pupils who go on to study courses such as Architecture and Industrial Design at University and many pupils come back and share their successes with the department.

The department has worked hard to ensure high quality schemes of work are in place to support the team, providing the tools to ensure teachers can deliver the exciting and dynamic teaching environments the school strives to create. Within these schemes of work standardised homework tasks are embedded, as are assessment tasks, which have been scheduled to ensure teacher workload remains manageable. The KS4 curriculum has recently been developed to ensure the exam board requirements are met and that creativity and independent learning are at the forefront of the curriculum.

GCSE and A-Level results are above the National Average and the Department consists of well skilled staff who work hard to maintain standards and results.

The CPD program at Sandbach is of the highest standard providing teachers with the facilities and opportunities to develop their pedagogy throughout their careers. Many staff have followed CPD routes allowing them to gain certification as 'Outstanding teachers' or attend step up to middle / senior management programs.

Progress and Attainment for our students continues to be a high priority and pupil attainment is good across the GCSE options. The school routinely achieves significantly higher 9-1 grades than the national average.



This job description is current at the date shown, but, in consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.

## **Main Responsibilities:**

- To deputise for the Curriculum Leader when required
- To assist leading the development of an outstanding curriculum provision within subject area
- To be accountable as part of the department leadership team for student progress across KS4 and post 16
- To ensure high standards of teaching and learning across the subject area through continuously developing and enhancing the quality of teaching and learning by working with the CL
- To work with the CL to ensure that all school policies and procedures are implemented and applied consistently by all staff in the subject area
- To lead development for literacy, within subject areas, to raise standards of literacy across the Academy

## **Key Tasks:**

- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the curriculum area and the department
- To contribute to, in conjunction with the CL, an annual departmental raising attainment plan (RAP)
- To contribute to ensuring that challenging targets for achievement are set, communicated to staff and students and work with the subject leader to ensure that all staff work positively towards their achievement
- To identify and take appropriate action on issues arising from evaluation of data, setting deadlines where necessary and reviewing progress on the action taken
- To assist the subject leader to monitor and evaluate the work of the subject area, in line with agreed procedures
- To assist in ensuring effective systems of self-evaluation and review are carried out in line with school policy and that information collected through the process is used to make changes that will impact positively on student achievement

## **Classroom Teacher Responsibilities:**

- To plan and prepare courses and lessons
- To contribute to the whole school's planning activities
- To take part in the school's staff development programme by participating in arrangements for further training and professional development
- To continue personal development in the relevant areas including subject knowledge and teaching methods
- To engage actively in the Performance Management Review process
- To ensure the effective/efficient deployment of classroom support
- To work as a member of a designated team and to contribute positively to effective working relations within the school
- To maintain appropriate records and to provide relevant, accurate and up-to-date information for Bromcom, registers etc.
- To complete the relevant documentation to assist in the tracking of students
- To track student progress and use information to inform teaching and learning
- To communicate effectively with the parents of students and external agencies, as appropriate
- To take part in marketing and liaison events with partner schools
- To assist the Curriculum Leader to identify resource needs and to contribute to the efficient/effective use of physical resources
- To be a Form Tutor to an assigned group of students
- To promote the general progress and wellbeing of individual students and of the Form Tutor Group as a whole
  - To liaise with a pastoral leader to ensure the implementation of the school's Pastoral System
    - To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life
    - Involvement in Extra-Curricular and House activities



Criteria	Requirements
Qualifications	<ul style="list-style-type: none"> <li>• Good degree in a technology related course</li> <li>• QTS</li> <li>• Excellent subject knowledge to challenge and inspire all students</li> <li>• Ability to teach A-Level is an advantage</li> <li>• Record of effective CPD in Teaching &amp; Learning and subject knowledge</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Proven record within a department for facilitating outstanding learning and progress in Design &amp; Technology</li> <li>• Understand the need for quality assurance, monitoring and evaluation</li> <li>• Thorough understanding of pedagogy and the ability to model good practice</li> <li>• Experience of working in a target-driven environment using data analysis to implement effective strategies and intervention</li> </ul>
Skills & Aptitudes	<ul style="list-style-type: none"> <li>• A passion for teaching</li> <li>• A passion for Design &amp; Technology</li> <li>• Ability to engage and motivate students of all abilities across all key stages</li> <li>• Excellent IT skills including use of new technology to enhance teaching and learning</li> <li>• Excellent classroom management skills</li> <li>• Ability to work collaboratively and creatively to develop the curriculum</li> <li>• Resilience/ Self-management/ Highly Organised/ Drive and Energy</li> <li>• Willingness and initiative to try new approaches and ideas</li> <li>• A positive attitude towards professional development and self-learning</li> <li>• Excellent time management and organisation</li> </ul>
Other Requirements	<ul style="list-style-type: none"> <li>• Willingness to lead and contribute to extra-curricular activities</li> <li>• Excellent punctuality and attendance record</li> <li>• Commitment to further developing own professional knowledge, skills and experience</li> </ul>



Please download and complete our application form from our website and e-mail your completed application to [mhayes@sandbachschool.org](mailto:mhayes@sandbachschool.org) together with a supporting letter of no more than 2 sides of A4 detailing how you fulfil the requirements of the post. In order to promote fairness and consistency amongst applicants, only application forms fully completed will be accepted (please note that CVs will not be accepted).

**Closing date for application is: 8.00 a.m. on Wednesday 5<sup>th</sup> June 2024**