



CANDIDATE BRIEF

Teacher of Technology





WELCOME TO SIBFORD

Sibford School is a co-educational, independent day and boarding school for children aged 3-18.

Sibford is a place where we aim to nurture ambitious learners who shape their worlds with their creative, compassionate and questioning minds, where your teaching journey can flourish alongside the growth of our exceptional students.

In our commitment to individuality, we recognise that educators, much like our students, are diverse in their approaches and strengths. At Sibford, you're encouraged to be adventurous, curious, creative, confident, and above all—be yourself.

Rooted in Quaker values, our approach to teaching is grounded in truth, integrity, equality, community, peace, simplicity, and sustainability. These values are not just words on paper but living principles that underpin the distinctive characteristics of Sibfordians.

In the nurturing, safe, and supportive environment we cultivate, you'll find a space where your teaching potential has no limits. Here, there's no ceiling on your ability to inspire and shape young minds, both academically and personally. Tolerance and consideration towards each other are not just encouraged; they are integral to our community ethos.

Our curriculum is as diverse as the talents it aims to nurture. Whether you are joining us to teach

traditional academics, creative arts, technology, or horticulture, you'll have the opportunity to guide students on their unique journeys. In small, dedicated classes, you'll be the mentor, inspiring and stretching each individual, guiding them to discover their own talents and embrace their authenticity.

Beyond the classroom, we invite you to contribute to a myriad of co-curricular activities. These experiences not only foster skill development in the students but also create strong connections based on shared interests, forming a deep sense of belonging within our community.

Sibford is more than just a school; it's a place where educators are partners in the growth and development of future leaders and citizens. If you're seeking a teaching environment that values creativity, agility, resilience, positivity and empathy, we warmly invite you to consider joining us at Sibford.

A candidate pack can only convey so much. Come and meet us in person—experience the genuine warmth and vibrancy that defines our educational community.

Looking forward to the prospect of welcoming you to the Sibford family.

Rebecca Evans, Head





EMPLOYEE BENEFITS FOR TEACHERS

Salary	Sibford Teaching Scale Aims to mirror national teaching pay scales
Pension Employer's contribution	17.5%
Pension Employee's contribution	5% minimum
Group Life Assurance	4 x annual salary
Group Income Protection	50% of basic salary Payable for up to 3 years
Staff Fee Remission Discount on school fees	66.6% pro-rata'd for part time
Paid Holidays	18 weeks - Including bank holidays
Academic year	34 weeks term time
Sick Pay entitlement	1 month full & 1 month half pay per year of service – up to maximum of 6 months
Free School lunch	Provided on working days
Free car parking	Parking is on the school site
Free use of School Swimming pool for staff	Allocated times



THE ROLE - TEACHER OF TECHNOLOGY

- **Part Time to Full Time**
- **Easter 2025 or September 2025 start**
- **Competitive Employment Package (depending on experience)**

We have two brilliantly resourced Design Technology rooms with a combination of traditional and modern technology such as laser cutter and 3D printers. Our students have a passion for the subject and for producing high quality products. The department is resourced with a full-time technician who has a wealth of knowledge especially around woodworking.

At Key Stage 3, Design Technology, as a subject sits within the Our Natural Environment (Food Technology, Design Technology, Horticulture and Nature) curriculum. We are passionate about cross curricular links within the faculty as such Year 7 students producing a window planter in Design Technology which is taken to Horticulture to be filled with seasonal plants. We have taken a fresh look at assessment in this curriculum offering as well, and students are expected to present their project-based learning. This has ranged from PowerPoints to VLOGs. The feedback from students and parents has been resoundingly positive and we are keen to see how this initiative can be developed further.

At Key Stage 4 and 5, our small class sizes allows for students to maximise their potential with targeted staff intervention. You will really get to know the students and this creates a learning environment based on mutual respect. We currently deliver the AQA 8552 specification where students cover the theory content in Year 10 alongside working with a range of materials during practical lessons, followed by the NEA task and exam preparation in Year 11.

The qualities that the successful applicant will possess are:

- Enthusiasm for technology with an ability to plan and deliver engaging lessons;
- A professional attitude to responsibilities as a classroom teacher and member of a team;
- An ability to accurately, regularly and effectively record and monitor students' work and progress;
- An ability to meet deadlines; An ability to share good practice and ideas with colleagues;
- Promoting technology through teaching and involvement in extracurricular activities in school and on trips.
- Ability to inspire, motivate and engage pupils. Valuing and respecting the needs of all.
- An enthusiasm for department development and CPD, willingness to contribute innovative ideas and collaborate effectively.
- A commitment to participating fully and actively with the wider school life

Closing date for applications:

Friday 10th January 2025 at 12pm

Interview date:

Week commencing 20th January 2025

We will review applications as they are received so reserve the right to close prior to this date should sufficient applications be received.



THE ROLE - TEACHER OF TECHNOLOGY

Overall Purpose: To nurture ambitious learners of mathematics, who shape their worlds with their compassionate, creative and questioning minds.

Reports to: Head of Technology

Key contacts: Director of Studies, Heads of Key Stage, other teaching and administrative colleagues, pupils and parents.

Key Responsibilities:

- Teach the schemes of work as agreed upon by the department, in a disciplined environment that allows access to the curriculum by all pupils.
- Teach Technology to KS3 and KS4.
- Promote the subject through motivational, evidence-based teaching.
- Effectively record and monitor students' work and progress.
- Involvement in any extra-curricular activities taking place in the department.
- Feedback to the department on any INSET or training attended.
- Participate fully and actively in the boarding life of the school with associated duties and responsibilities. Part time staff are expected to take a proportion of these responsibilities.
- Full time members of staff will usually be asked to be a Form Tutor.
- Attend departmental, faculty and full staff meetings on a regular basis and to liaise with the Head of Department in those instances where non-attendance is unavoidable.
- Ensure that teaching rooms are well-maintained and displays are current and in good condition.

Key performance measures:

- Pupils are motivated and enthusiastic, as confirmed by strong pupil numbers within the subject area at GCSE and A Level.
- Pupils achieve their full potential against predicted grades, confirmed by positive examination results.
- The teacher contributes to keeping the department up to date with new subject developments.
- Parents and pupils feel confident about progress.

Skills and Competencies in the role:

- Engaging and inspiring teaching style.
- Clear and accurate communication skills.
- Excellent interpersonal skills.
- Good organisational skills.
- Ability to remain calm under pressure.
- Qualified Teacher status.
- Discretion when dealing with confidential information.
- Ability to recognise opportunities within the role.
- Knowledge of how to cater for gifted and talented pupils as well as those who need additional support.
- Strong literacy and ICT skills.
- A commitment to continuing professional development.
- A sympathy for and understanding of the Quaker values that underpin the ethos of the school.



PERSON SPECIFICATION

Requirements	Essential	Desirable
Educational attainment	Qualified Teacher Status Technical/Engineering degree or degree in a related subject.	MA in Education
Knowledge required	Excellent teaching practice	
	Proven experience in planning and delivering an engaging Design Technology curriculum to pupils	Knowledge of GCSE and A Level Edexcel Syllabus
	Knowledge of GCSE Edexcel syllabus	Expert knowledge of Technology A Level
Experience required	Proven experience of teaching Design Technology from Key Stages 3 to 4 across the attainment range including supporting those with SEND and More Able pupils.	
	Ability to motivate and enthuse pupils as confirmed by strong relationships and good behaviour management.	
	Proven experience in ensuring pupils achieve their full potential against predicted grades, using tracking and monitoring data, confirmed by positive examination results	
	Ability to manage a complex workload	



PERSON SPECIFICATION

Requirements	Essential	Desirable
Skills and aptitudes required	The ability to create a purposeful and effective atmosphere within lessons that will encourage and promote learning	Knowledge and understanding of laser cutters and 3D printing equipment and experience of training students in their use.
	Excellent interpersonal skills	
	Strong literacy and ICT skills including use of school databases	
	Ability to inspire, motivate and engage pupils. Valuing and respecting the needs of all pupils	
Interests	Commitment to continuing professional development	
Personal qualities required	Enthusiastic, creative and passionate about Technology	Enthusiasm and passion for other academic subjects and the school as a whole
	Confidentiality, sense of humour, organisation, creativity, reliability	
Circumstances	Participate fully and actively in the boarding life of the school with associated duties and responsibilities	
	To attend and actively contribute to meetings in line with the role, for example Department Meetings and Whole School CPD.	



THE APPLICATION PROCESS

Thank you for showing an interest in our school and the vacancy which we are currently advertising.

You can complete the application online via the school website here: [Work With Us | Sibford School](#).

If you have any questions or queries, please contact the HR department: hr@sibfordschool.co.uk or call 01295 781291.

Applications will be reviewed as they are received. The School reserves the right to appoint at any stage of the recruitment process; early applications are therefore encouraged.

Sibford 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 offers of employment are subject to an enhanced DBS check.

We are unable to accept CVs due to Safer Recruitment Practices.

If you are successfully shortlisted, you will be invited for interview at the school.

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