



Head of Design Technology

MPR/UPR +TLR 2.1 (£2,873)

Application Pack

Start Date: January 2022

“Be Exceptional!”



Welcome from the Headteacher

Thank you for your interest in the position of Head of Design Technology at Team Millfield. This is an exciting opportunity to join a dynamic team of teachers who are focused on providing the best outcomes for our students. The Governors and I are looking for an enthusiastic, dynamic middle leader who is driven, determined and passionate about improving students' lives through high-quality teaching and learning as we take Millfield on the next step of our journey to 'outstanding'. We welcome applications from new and experienced teachers.



We are a small, family school with around 870 students on roll. The school is hugely popular; some of our families have even moved to ensure they are in our catchment area, and we have been vastly oversubscribed for the last eleven years. Behaviour at Millfield is excellent and there is a real belief in the Team Millfield ethos.

The school is proud to have won the Secondary School National Pupil Premium award in 2014 and in 2015 the Chief of Ofsted chose to visit us, the only secondary school in the North West, and said our students were 'delightful'. In May 2017 Ofsted confirmed that we continue to be a 'good' school and leadership at Millfield remains 'outstanding'. Our Progress 8 results in 2017 were the best on the Fylde Coast. We have a new curriculum model for September 2020 and a new options process; we look to continue to 'Create Bright Futures' for all our students.

I have worked at Millfield since 2009 and was incredibly proud to have been appointed as Headteacher in September 2018. I have high expectations of students and staff and I am a firm believer in giving every student the opportunity to be the very best that they can be; background should not be a barrier to a child's success.

We have a fantastic team ethos; staff collaborate to ensure that developing consistently high-quality teaching and learning is at the heart of everything we do.

We have three key priorities:

- Teaching and Learning: To ensure that we provide consistent stretch and challenge in every lesson, particularly for the disadvantaged and the most able.
- Teaching and Learning: Providing consistent and effective questioning and high-quality, robust assessment.
- To become a Dynamic Learning Community.



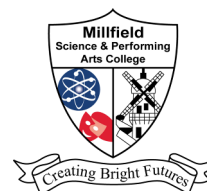
We can offer you:

- A commitment to staff development in terms of high-quality CPL; supportive line management and appraisal;
- A supportive SLT committed to staff wellbeing and reducing workload;
- Coaching (not graded) lesson observations, coaching (not graded) book looks to help improve student outcomes;
- Staff sharing of expertise, such as in the weekly 'I'm Proud to Steal Your Idea' session and frequent, collaborative CPL;
- An Induction Programme;
- A 'buddy' middle leader in another department;
- Being part of an outward-facing school;
- Recognition and retention of excellent staff;
- A friendly and dedicated team of experienced and supportive teachers, teaching assistants, clerical staff and pastoral staff;
- A team of staff who are committed to ensuring that children are both nurtured and educated;
- Enthusiastic students who enjoy learning and being stretched and challenged;
- Engaged and supportive governors who want the best for our students and
- The opportunity to be part of the successful 'Team Millfield' as we move the school to outstanding.

If you have the skills, drive and enthusiasm to compliment the Millfield vision and be part of our success, then I look forward to receiving your application.

N. Regan

Mrs Nicola Regan
Headteacher



Welcome from the Governing Body

Dear Applicant/Colleague,

I would like to thank you on behalf of the Governing Body for the interest you have shown in our school and this important key post that you have applied for. We believe that this is an exciting opportunity and that the successful applicant will be joining a happy, successful and welcoming school.

The Governing Body is seeking to appoint a Head of Design Technology who can teach high-quality lessons and contribute to the continued success of the Technology Department. Millfield is at a significant stage in its development, as Nicola Regan has taken over the Headship of the school in 2018.

The school has had fantastic success over the last few years, having won the National Pupil Premium Award and having been the most improved school in Lancashire, as well as having achieved the best results on the Fylde Coast. The governors have a very simple wish for the school and that is to provide an environment that allows all students to become the 'very best that they can be'. The majority of the governors are recruited from our parents and we all have a keen and vested interest in providing the advice and support to help the school in this desire.

We hope you will apply for the post and would like to wish you every success with your application and interview, and we look forward to working with you over the coming years.

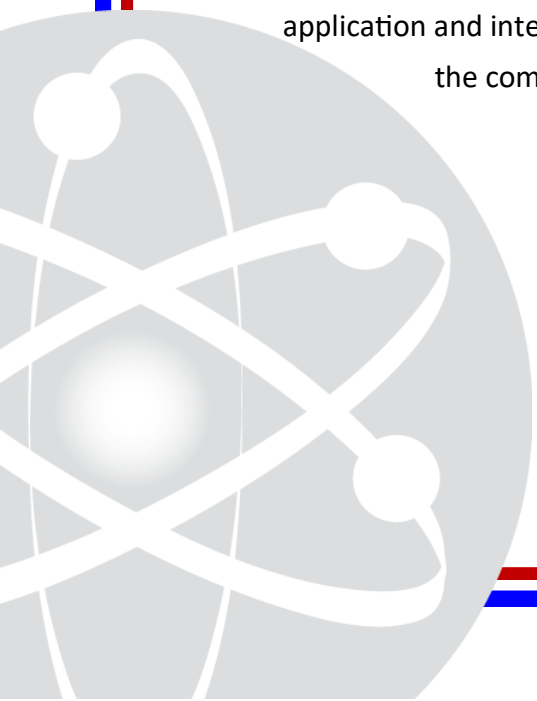


Yours faithfully,

A handwritten signature in black ink, appearing to read 'David Slack'.

Mr David Slack

Chair of Governors



Welcome from the Students

Dear Applicant,

Welcome to Millfield! Our school is a place where students feel safe and welcome. Our students are respectful and polite, as are our teachers. When students come to Millfield every morning they know how to behave and how to get the most out of their lessons. Millfield is a great environment where students transform from young children in Year 7 to mature young adults in Year 11, ready for the world.

During our time at Millfield Science and Performing Arts College, every one of us has had a chance to shine and experience things we may not have done without the school. From our breath-taking trips to New York, Italy and Paris, to our wonderful after-school clubs, such as dance, trampolining, chess, astronomy, Mandarin and the many sports and extracurricular activities: our school has so much to offer! The Year 11s who leave Millfield and go on to college always miss these fantastic opportunities. Our teachers care about all students' life chances and it is vital, from a teacher's perspective, for students to have the best five years possible. Leaving school with phenomenal grades is important but so are the experiences that will last a lifetime. Here at Millfield we get both!

We believe that Millfield is a journey that everyone's driving through together. We always admire a person with a personal drive for what they want to do. As students, we would want a teacher who is ambitious, fun and hard-working. If you do come to work at Millfield, we would love you to also be a kind and warm person who students know they can smile at in the corridor. We hope that you will be joining us here at Millfield and become part of our exceptional team.

Yours faithfully,

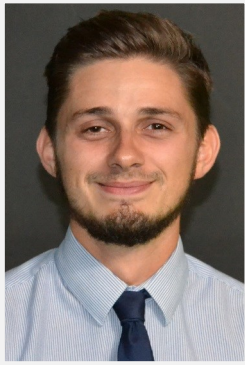
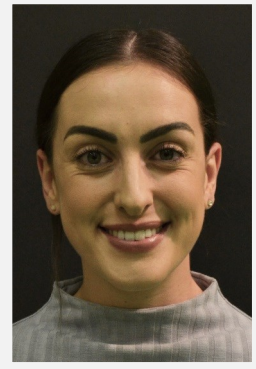
The Senior Student Team



Staff Testimonials

"I began my teacher training through a school's direct course and I was lucky enough to complete half of my training year at Millfield. Half way through my training year when I saw a post advertised, I applied without a second thought because I wanted to work with like-minded people to drive education forward. Working at Millfield has enabled me to work in an environment where students are given the opportunity to thrive emotionally, socially and academically. There is nothing more rewarding than witnessing and supporting students in their development. As an NQT in my first year of employment, Millfield was extremely supportive and has offered me an abundance of opportunities to continue my professional development. I have felt like a valued member of 'Team Millfield' since day one. I know that Millfield will support me for the remainder of my career. I know they will push me to be the best teacher I can be and last year I was promoted to Head of Dance!"

Alice Kilmartin, Head of Dance



"In 2015, I gained the position of Senior Science Technician at Team Millfield. During my first 12 months, I had the opportunity to work with a committed and supportive science department, as well as the wider school. I was provided with an opportunity to gain teaching experience in the following years, with the view to undertaking the Assessment Only route into teaching. Over the years, I was given guidance, advice and training in all aspects of teaching and learning, allowing me to successfully complete the course and gain QTS.

Through the support I have received from the fantastic team at Millfield and continued CPD opportunities, I was fortunate to be appointed for the position of Head of Transition & Aspirations. I have seen my professional development progress considerably over the years and look forward to seeing what the future holds for my career at Millfield."

David Booth, Science Teacher, Head of Transition & Aspirations

"This is my seventh year at Team Millfield; in this time I have gone from strength to strength in my teaching practice; I've been promoted twice and I've always felt part of the team. I started as an NQT and I have learnt a tremendous amount about building relationships and how to deliver effective and engaging lessons. This is all due to an extremely supportive and collaborative department and an encouraging and helpful SLT. The students at Millfield are fantastic. They're polite, well behaved, inquisitive and confident individuals who understand that lesson time is a time to learn, to be challenged and to progress. One of the most amazing aspects about working at Millfield is the incredible team we have! Everyone is so friendly and supportive, and this is always commented on by visitors to our school. Everyone listens and helps each other; there's a spirit of sharing and looking out for each other. Ultimately, if you would like to work at a school where you are supported to be the best teacher you can be, have excellent CPL opportunities and teach fantastic students, Millfield is the school for you."

Sarah Holden, Lead Practitioner of English



Staff Testimonials



"In 2009, I was placed at Millfield as part of my PGCE course through the University of Cumbria. Fortuitously, a vacancy within the English department was advertised during this time and I was lucky enough to secure a permanent post. In the years since then, I have worked as a teacher in the English department, been promoted to third in English, Pupil Premium Coordinator, Lead Practitioner, Head of English and now, 11 years later, I'm the Assistant Head teacher in charge of English and whole school Teaching & Learning (Assessment).

As you can see, Millfield creates opportunities for its staff. This is testament to the Headteacher and SLT who listen carefully when you talk about your expectations for professional development and, in turn, create opportunities, where possible, to help and support you along your chosen pathway.

You may have read, or heard of, the expression 'Team Millfield', it's not a cliché, it's not a sales pitch and it's not merely a motto for the children to adhere to. It's at the heart of everybody who works and learns here. All the fantastic staff go above and beyond to support one another, learn from one another and share best practice with one another and it genuinely is a wonderfully enriching learning environment to be in."

Hannah Morton, Assistant Headteacher for English & Teaching & Learning

"I started at Millfield as Deputy Headteacher in September 2019, after having worked in other schools for 18 years. I remember visiting the school for the first time in February 2019, prior to applying for my current role, and I was truly amazed. I was greeted by a very passionate and enthusiastic Headteacher who clearly has an exceptional vision for her school and wants the absolute best for her colleagues and students – I just had to apply!

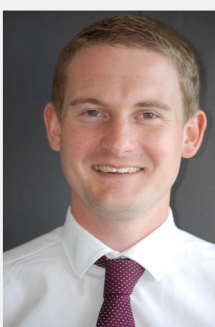
I thoroughly enjoy working at such an exceptional school where everyone feels valued and the students are really keen and eager to learn. I am really excited about the future of our school and what we will all achieve together - it is such a privilege to be part of Team Millfield!"

Bill Humphreys – Deputy Headteacher



"During my PGCE year in 2011 I was placed at Millfield, a job vacancy arose and having had a great experience I was in no doubt to apply. Since accepting the job I have held the positions of Aspirations Coordinator, Second in Science and now Head of Science. From the first few weeks of my PGCE placement I knew Millfield was the school for me; the opportunities and support Millfield offer for teachers is excellent. The school leaders are approachable, and they care about staff wellbeing and the professional development of teachers. My line managers are enthusiastic and supportive and I am made to feel like a valued member of the team. The idea of 'Team Millfield' is not a myth, teachers are supportive of one another and there is a real focus on teaching and learning with good practice being shared consistently. As Head of Department I love going into different lessons and seeing the outstanding teaching taking place, walking around the whole school during lesson time you will see classrooms full of students who are engaged and enjoying their learning."

Chris Cox, Head of Science



Job Description

Head of Design Technology

Purpose of the Post:

You will develop a strategic vision for the department and lead the continued improvement of Design Technology;

You will be a highly-talented and committed teacher who shares Millfield's vision and values to help us ensure that the school continues our journey to 'outstanding';

You will be an outstanding classroom practitioner, who plans and teaches differentiated lessons to a high standard;

You will understand the principles of effective assessment and be able to analyse data for impact on outcomes;

You will be an inspirational middle leader, who will lead by example and have presence;

You will conduct learning walks, drop-ins and quality assurance within your department, to ensure there is consistent high-quality teaching in history;

You will implement quality assurance practices that lead to positive outcomes;

You will monitor and evaluate the performance of students and arrange timely and effective intervention;

You will be a reflective and adaptable teacher who can maintain good discipline within the classroom and within your department;

You will be a firm believer that background is not a barrier to outcomes and you will have high aspirations for all our students;

You will build and maintain excellent relationships with your form tutees and their parents or carers.

You will be accountable for the safeguarding and welfare of all students;

You will demonstrate a commitment to your own professional development and will be keen to improve your practice by being an active participant in the whole-school Teaching and Learning team;

You will be responsible for the effective deployment of a budget linked to department improvement;

You will contribute to the whole-school improvement plan; ensuring that you have a clear, strategic vision for the technology department.

The Design and Technology Department:

The Design and Technology Department has undergone a number of staffing changes, it is now in a stable position and is ready for an aspiring middle leader to develop it further.

Ks3 pupils have 2 hours learning per week and rotate four times over the year. Ks4 students have 2/3 hours learning on alternate weeks.

The department currently offers Resistant Materials, Electronics and Graphics, alongside Food technology on the rotation.

Department's GCSE Results:

GCSE	2019 (9-4)		2020 (9-4)		2021 (9-4)	
	School %	National Average %	School %	National Average %	School %	National Average %
Edexcel Design and Technology	21	63	65	79	47	77

Person Specification

Qualifications and Training	Essential/ Desirable	Evidenced (Application, Letter, Reference)
QTS - Secondary	E	A
First or Second Class Honours Degree in subject applying for	E	A
Ability to teach subject across the full range KS3 and KS4	E	A
PGCE or equivalent	E	A
Safeguarding training	E	A

Professional Experience and Knowledge	Essential/ Desirable	Evidenced (Letter, Interview, Reference)
Excellent subject knowledge.	E	I R
A reflective practitioner with high-quality teaching skills who has high expectations for students' learning and attainment.	E	L I R
A commitment to extra-curricular activities.	E	L I
Be able to use data to raise standards of learning and teaching.	E	L
Preparation of high-quality lessons, resources, assessments and inspiring lessons.	E	I R
Have an outstanding knowledge of the National Curriculum.	E	L I
Provide timely in-class intervention and support for targeted students.		
Provide effective feedback in lessons, books, assessments and home-learning to ensure students make progress.	E	L I R
Provide stretch and challenge to all students, no matter what their ability.	E	L I
Promote independent learning.	E	L
Promote effective revision techniques.	D	L I
Promote a love of reading and a focus on subject-specific vocabulary in your subject area.	E	I
Be an effective form tutor who promotes good attendance.	E	L
Efficient use of ICT to support learning and ways of working.	E	I
Have good literacy skills and are able to write high-quality reports.	E	L
Knowledge of strategies and the principles of inclusion.	E	L I
The ability to maintain good discipline and create a safe and happy learning environment.	E	I R
Encourage SMSC in all lessons.	E	I
Can ensure that literacy and numeracy are reflected in the teaching/ learning experience of students.		
Follow and adhere to school policies and practice.	E	I R
Comply with the provisions of the Data Protection Act (GDPR) 2018.	E	R

How to Apply

To find out more information about Millfield please look at our new school website where you will find our latest prospectus and examination results.

All job details and an application form are available to view and download from the school website under the vacancies section, TES online, LCC vacancies online, or an application pack can also be posted or emailed to you by contacting Mrs Hall, the Headteacher's PA, on 01253 865929 or admin@millfield.lancs.sch.uk

Candidates should write a supporting statement to the Headteacher, which should be no more than two sides in size 12 Arial font.

The Lancashire Application Form must also be fully completed, ensuring there are no gaps in your career history. In the references section of the application form, please clearly give details of two referees. References from employers are preferred, one of which should be your current employer. Please also include an email address for each of your referees. An excellent attendance record is essential. We will contact your current employer for attendance information if we make you a conditional offer of employment. An offer of employment will also be conditional on satisfactory medical clearance. The successful candidate will be asked to complete a confidential online medical questionnaire for submission to Occupational Health.

Closing date for applications: Thursday 14th October 2021

Short listing: Friday 15th October 2021

Interview: Wednesday 20th October 2021

Child Protection and Safeguarding

At Millfield, the welfare of the child is paramount. 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 staff should understand their responsibility to safeguarding and promoting the welfare of children and young people. Staff are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions. Staff should work, and be seen to work, in an open and transparent way. Attitudes towards promoting and safeguarding the welfare of children and young people will be scrutinised during the selection process for the post that you have applied for. If you are appointed to this post, information in relation to safeguarding and protecting children and young people will be provided at induction.

GDPR and Data Protection

The post holder is expected to comply with the provisions of the Data Protection Act (GDPR) 2018.

Equal opportunities

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

Health and safety

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

Technology Department Structure

Deputy Headteacher

Lead Practitioner: Technology

Heads of: Design Technology and Food
and Nutrition

Teachers in technology





OFSTED 2017:

"Staff morale is high."

"Students are well prepared for the next stage of their education."

"Relationships between staff and students are positive."

"Teachers use questioning effectively to target pupils of different abilities and to probe and deepen students' understanding."

"You provide a strong vision and have developed a sense of teamwork among staff and students."

"My children are supported in their learning and are encouraged to reach their full potential."

"The curriculum is well-matched to the aspirations and interests of students, and they are increasingly successful as a result."

"Your ongoing focus on raising aspirations has ensured that students' outcomes have continued to improve."

"Students say that they feel safe and well looked after in school."

"Students are polite, courteous and welcoming."

"Students behave well in lessons, at breaktimes and around the school."

"Students enjoy coming to school."



MILLFIELD SCIENCE & PERFORMING ARTS COLLEGE

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