



APPLICATION PACK

Head of Faculty: Technology

Permanent – September 2026

HOW TO APPLY

Applications are welcome from both internal and external candidates but the working hours are not flexible and must suit the needs of the school for this important role.

Please contact the Headteacher's PA, Miss Fiona Smith for an application form and further information at:

- John Spendluffe Technology College, Hanby Lane, Alford, Lincolnshire, LN13 9BL
- Email: F.Smith@jstc.org.uk

Alternatively application packs are available on the JSTC website (www.jstc.org.uk).

Prospective candidates are encouraged to visit the school; please contact Fiona Smith using the above contact details to arrange an appointment.

Completed applications should be emailed to f.smith@jstc.org.uk or posted to the school.

Applications must be received by: **9 am ON MONDAY 23 MARCH 2026**

Interviews to take place w/c Monday 30 March

JSTC 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 will be subject to an enhanced DBS disclosure, medical and reference checks.

All pre-employment checks, undertaken are in line with Keeping Children Safe in Education.

APPLICATION PACK

John Spendluffe Technology College Overview

JSTC is a non-selective 11-16 co-educational school in a selective area. We are a popular and over-subscribed school of around 630 students. Despite being a secondary modern school we have the full ability range of students, including gifted and talented. We are proud of the work that we do with our young people to enable them to challenge themselves academically and reach the highest of aspirations. At our most recent Ofsted inspection we were rated as 'Good' in all areas. We are very proud of our achievements; we will continue to develop and provide the best possible education for our young people. We are a single academy trust but have developed strong networks and links with a range of partner and other schools locally and throughout the county.

An Attractive Location

JSTC is situated in the small, quaint, rural market town of Alford on the edge of the Lincolnshire Wolds, an Area of Outstanding Natural Beauty (AONB). Lincolnshire is a large county with a variety of beautiful landscapes: flat fens, coastal marshes, clay vales and the rolling uplands of the Wolds, attracting an abundance of wild flora and fauna. Morning drives across the stunning and tranquil Wolds frequently creates wonderful memories and conversation with colleagues. The school is well placed and at the centre of the community of Alford with good road links to major urban centres in the East Midlands. Housing is extremely low priced compared to other areas of the UK and new build developments are enhancing the housing choices available in the region.

The School Site

The school site has been enhanced in recent years to include two new classroom builds, a refurbished Humanities teaching block, a remodelled, modern canteen, and refurbishment of the original, attractive 1930s building. Car Park facilities on site are free. The school has its own all-weather pitch, sports hall and gym facilities which are all available for staff and community use.

Ethos and Values

Supporting our students and their families to achieve the highest possible aspirations to a bright future lies at the heart of our daily work in school. High quality, extensive pastoral provision enables us to fulfil this mission. Our aim is to empower our students to become '*resilient, respectful and responsible*' in readiness for the next step of their educational journey. We are committed to serving each other, the students, and the wider community.

Our Students

Our students are our best ambassadors. They come from a wide rural and coastal area, with the majority travelling by bus to school. Many students are not confident about their talents and abilities when they first arrive but through the hard work of our staff, we enable our students to develop and thrive into young adulthood. Students take part in a range of activities in and out of the classroom and visitors are frequently impressed with their courtesy, and the pride that they have in their school. Our students behave well and want to learn. Some students find academic work difficult and our experienced SEND team work hard to ensure that students have an appropriate curriculum and personal support. JSTC offers its students excellent opportunities to develop skills for life as well as academic qualifications. We want all of our students to develop into caring, active citizens.

JSTC has a strong coaching culture; a wide range of staff coach KS4 students to help them improve their resilience, independence, and self-efficacy.

Committed and Friendly Staff

Our dedicated staff believe passionately in improving outcomes for all students and this can be seen in the positive relationships with each other and in the classroom. Staff are happy to teach at JSTC and want to stay. There is a low turnover of staff each year as we believe in providing opportunities for career progression at JSTC.

Staff Wellbeing

Working in a school can be demanding and we therefore ensure that staff wellbeing is at the core of our development. The school has a highly supportive ethos with respect to both staff and student wellbeing. The Wellbeing Learning Community is an active forum of different staff who engage in evidence-based practice to promote good mental health and wellbeing for students and staff.

Our Education Support Employee Assistance Programme provides impartial, confidential support and general advice on wellbeing, workload, and work-life balance. This EAP can provide fast-track counselling, financial and debt advice and legal support. Extra coaching support is available to leaders and line managers. In school, trained Mental Health First Aiders can support staff for a range of feelings such as low morale, loss and bereavement, isolation, fear, stress and anxiety. This is fully funded from the school for all of our employees.

Staff enjoy engaging in social activities outside of school – particularly at the end of terms. There is sport to get involved in, such as football, netball and running; there are creative activities involving art and cooking too.

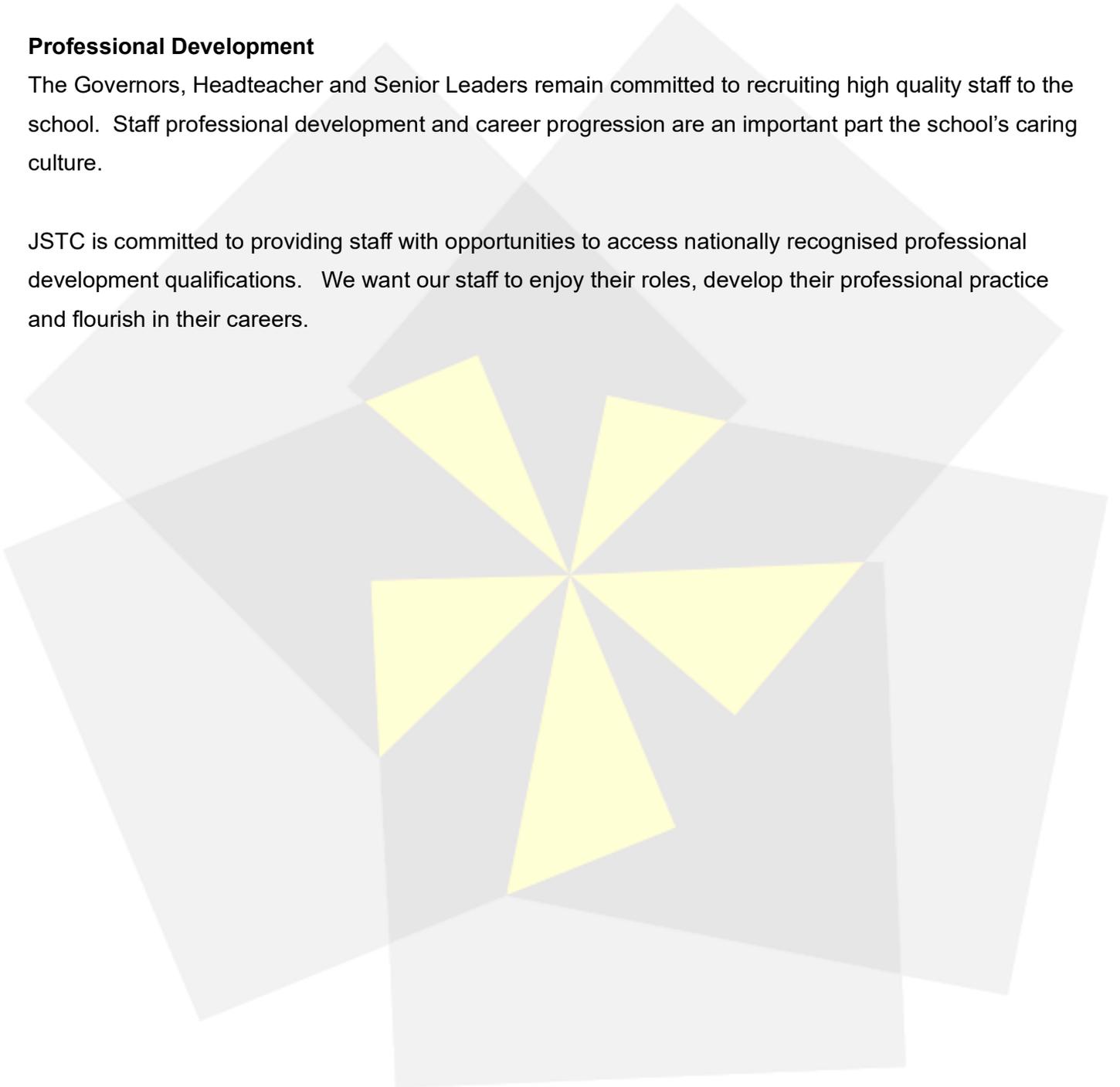
New Staff Induction

You will be warmly welcomed into our friendly school and supported in all areas of your practice so that you can enjoy and feel confident in your role. JSTC offers a comprehensive and personalised induction training programme to all new staff. The New Staff Induction Team support all staff who are new to our school or their role, or returning after absence, regardless of their position. Staff are fully supported through a series of live and recorded training sessions.

Professional Development

The Governors, Headteacher and Senior Leaders remain committed to recruiting high quality staff to the school. Staff professional development and career progression are an important part the school's caring culture.

JSTC is committed to providing staff with opportunities to access nationally recognised professional development qualifications. We want our staff to enjoy their roles, develop their professional practice and flourish in their careers.



DEPARTMENT INFORMATION

Department – Technology

The Technology Department is a well-resourced, and highly collaborative team that plays a central role in the school's identity and success.

A Clear Vision

The department is driven by a shared commitment to excellence, creativity, and real-world relevance. Staff are supported to develop their expertise, and professional development is actively encouraged.

A Broad and Engaging Curriculum

Students experience a rich, carefully sequenced curriculum across Key Stages 3 and 4. The department offers specialisms such as Graphics, Engineering, and Food and Nutrition, ensuring learners gain both practical skills and strong theoretical understanding.

Schemes of learning are thoughtfully structured to build technical knowledge, problem-solving ability, and independence. There is a strong emphasis on industry-standard processes, health and safety, sustainability, and employability skills.

Excellent Facilities and Resources

The department benefits from well-equipped workshops and specialist rooms. Students have access to modern machinery, CAD/CAM technology, and high-quality tools, enabling them to produce work to an impressive standard. Facilities are maintained to a high level, reinforcing a culture of pride and professionalism. The school has invested in over half a million pounds with the expansion of the Food specialist area.

Strong Student Outcomes

Outcomes are consistently strong, reflecting high expectations and effective teaching. Students produce practical work of excellent quality and demonstrate secure subject knowledge in assessments. Many go on to further education and apprenticeships in related fields, showing the department's impact beyond school.

A Collaborative and Supportive Team

The team culture is one of openness and mutual support. Planning and resources are shared, moderation is robust and staff work closely together to ensure consistency. New colleagues are welcomed warmly and benefit from mentorship and structured induction support.

JOB DESCRIPTION

Name of Role: Head of Faculty - Technology (Full Time Permanent)
Salary: Salary Range M1 - U3 = £32,916 - £51,048 per annum
TLR2B (£5,864) to TLR1A (£10,173) dependent on experience
Line Manager: Assistant Headteacher
Responsible for: Teachers of Engineering, Graphics and Food

Main Purpose: The Head of Faculty will take lead responsibility for providing leadership and management for the Technology Faculty to secure:

- High-quality teaching
- Effective use of resources
- Improved standards of learning and achievement for all

Duties and responsibilities

Strategic direction

- Develop and implement policies for Technology in line with our school's commitment to high-quality teaching and learning
- Promote the subject, its importance, and the value that it brings across the school
- Have a good understanding of how well the subject is being delivered and the impact it has on pupil achievement
- Use this understanding to feed into the school development plan and produce an action plan for the subject
- Promote pupils' spiritual, moral, social, cultural, physical and mental development alongside British values in the teaching of the subject
- Consult pupils, parents and staff about the subject and its effectiveness, and assess the feedback against the school's values, visions and aims
- Work with the special educational needs co-ordinator (SENCO) to ensure the curriculum matches the needs of different pupils, such as disadvantaged pupils and those with special educational needs and/or disabilities (SEND)
- Promote careers education through the subject and ensure that teaching and learning illustrates how the subject might lead to career opportunities
- Use additional staff in the subject area to ensure there is a framework for deployments and that teaching assistants are deployed effectively
- Liaise with our feeder primary schools on the transition of the subject to secondary school to ensure that progression is built into the curriculum
- Liaise with local and national groups on subject-related events, projects and activities
- Promote high standards of attendance, behaviour and positive attitudes
- Support the schools form tutor programme

Leading the curriculum

- › Develop and review regularly the vision, aims and purpose for the subject area
- › Oversee the planning of the curriculum content, ensuring it is well sequenced to promote pupil progress
- › Ensure the planned curriculum is effectively and consistently implemented across the school
- › Make sure there is an effective system of assessment that oversees the progress of pupils to ensure the curriculum has a positive impact on pupils' learning
- › Have an overarching responsibility for pupils' achievement and standards in the subject area

Leading and managing staff

- › Establish an effective team and hold regular meetings with the subject teachers to keep staff informed on any developments or changes
- › Provide support to staff regarding teaching and learning, resources, and planning in the subject area
- › Monitor teaching and learning by visiting lessons, scrutinising books, and talking with pupils to assess how well the subject area is being implemented and how well it is delivered across the school
- › Provide feedback to staff based on the above observations to identify training needs and provide continuing professional development (CPD) in the subject area
- › Coach and model team teaching
- › Liaise effectively with exam boards to ensure that teachers understand and are familiar with the syllabuses that are being delivered
- › Support teachers to make accurate assessments, manage internal and external moderation, and complete external moderation exercises
- › Take responsibility for performance management for your team, appraising staff in line with the school's appraisal policy
- › Contribute to timetabling and manage setting pupils into attainment groups

Efficient and effective deployment of resources

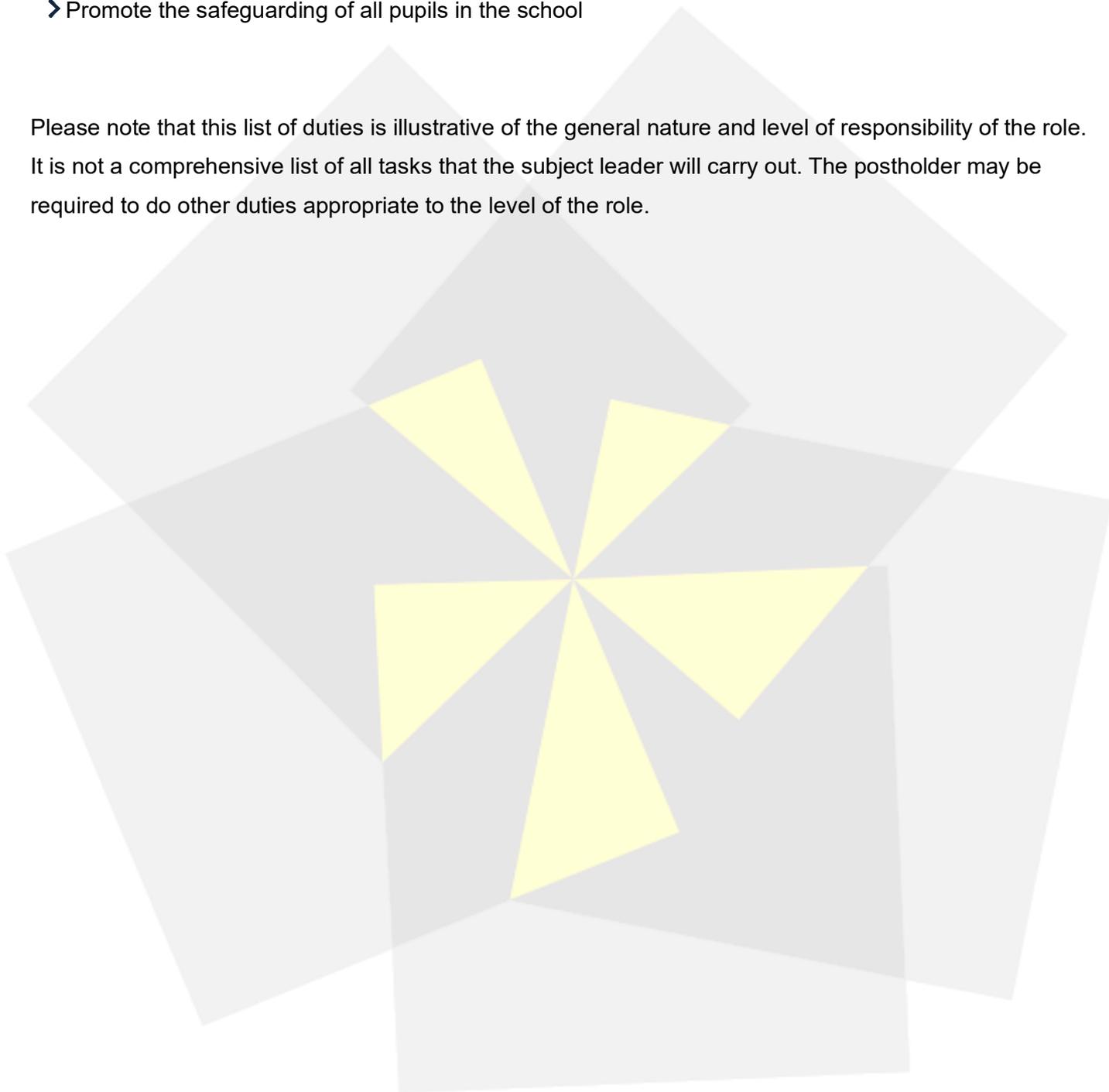
- › Provide support with textbooks and library books in your subject area
- › Create a safe, welcoming environment and take care of the classroom accommodation, ensuring classroom displays are stimulating, of high quality, and inspire curiosity in pupils
- › Audit, check and manage resources to ensure they are up to date and match pupil and curriculum needs
- › Manage the subject budget effectively to ensure it is spent on resources that add value and enhance the learning experience
- › Prepare appropriate resources for remote learning to ensure the curriculum can be delivered to pupils learning from home if necessary (absences, home learning, revision)

Other areas of responsibility

Safeguarding

- Work in line with statutory safeguarding guidance (eg Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
- Work with the DSL to promote the best interests of pupils, including sharing concerns where necessary
- Promote the safeguarding of all pupils in the school

Please note that this list of duties is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the subject leader will carry out. The postholder may be required to do other duties appropriate to the level of the role.



PERSON SPECIFICATION

Criteria	Qualities
Qualifications and training	<ul style="list-style-type: none">• Degree• Qualified teacher status
Experience	<ul style="list-style-type: none">• Successful and/or developing experience of subject leadership• Teaching experience
Skills and Knowledge	<ul style="list-style-type: none">• Expert knowledge of the National Curriculum and exam requirements, particularly the Engineering and Graphics curriculum• Understanding of high-quality teaching and learning strategies in the subjects within the faculty, and the ability to model this for others and support others to improve• Awareness of local and national organisations that can provide support with delivering the subject• Ability to build effective working relationships with staff and other stakeholders• Ability to adapt teaching to meet pupils' needs• Ability to build effective working relationships with pupils• Knowledge of guidance and requirements around safeguarding children• Good IT skills• Effective communication and interpersonal skills• Ability to communicate a vision and inspire others
Personal Qualities	<ul style="list-style-type: none">• A commitment to achieving the best outcomes for all pupils• Uphold and promote the ethos and values of the school• Ability to work under pressure and prioritise effectively• Maintain confidentiality at all times• Commitment to safeguarding and equality

Notes:

This job description may be amended at any time in consultation with the postholder.