

# Bancroft's

Independent Co-educational Day School 7–18

## DT Teacher

From September 2024



## Bancroft's School

Located on the border between North-East London and Essex and backing on to Epping Forest, Bancroft's is a co-educational independent day school for around 1200 pupils from 7 to 18.

Our pupils achieve outstanding academic outcomes. In 2023, 68% of our students achieved A\*-A at A Level and 74% of all entries were awarded the top grades of 9 or 8 at GCSE.

And yet, we strive to achieve so much more than just results. 'Being Bancroft's' is the name which we give to our holistic approach to developing our pupils. This is a rounded educational framework running through the school which guides pupils to take full advantage of the huge range of different opportunities on offer at the school; whether immersed in academic research, being out on the sports fields, taking part in charitable activities, acting on the stage, playing music or attending some of our numerous clubs and societies, we want our pupils to challenge themselves and learn by taking part wholeheartedly in school life. All teachers are expected to contribute to the co-curricular life of the school beyond their subject specialism.

Bancroft's is a warm, forward-looking, modern school; a centre of excellence for the twenty-first century. We have a very diverse intake of pupils, valuing inclusivity of pupils and staff of different ethnicities, religions, sexualities, genders, learning needs and strengths. We value inclusion for all it can bring to each of us at Bancroft's as well as the school as a whole.

Professional development and training is a fundamental part of working at Bancroft's. Our staff are supported and encouraged to continually reflect on their practice; together we want to ensure that each member of staff feels that they are being developed and able to help provide the very best educational and transformative experience for all our pupils.



## Our Values

Our education is based on six core values which are central to everything we do: **Curiosity, Kindness, Integrity, Courage, Balance** and **Excellence**. We believe these values are essential to the wellbeing of every child.

- **Curiosity:** We want our pupils to take delight in the possibilities that the world has to offer and to develop an abiding curiosity about the world; to explore their imaginative and creative potential and to take pleasure in self-expression.
- **Kindness:** We want Bancroft's pupils to be kind, to have integrity and the courage to pursue and protect what is good; to make wise decisions, based on compassion and empathy.
- **Integrity:** We want our pupils to learn to understand themselves and others and develop a clear moral grounding for their lives.
- **Courage:** We want our pupils to show courage and a spirit of adventure in all aspects of their learning; to confront challenges and try to overcome them.
- **Balance:** We want our pupils to learn how to live balanced, healthy, productive and well-regulated lives and to learn to understand the different aspects that combine to create a secure framework for flourishing.
- **Excellence:** We want our pupils to aspire to be the best they might be and to make the most of their talents and abilities; we want our pupils to form realistic and ambitious ideals for the future.





## The Role

We are looking for an enthusiastic and dynamic candidate to join our team in a thriving Design Technology and Engineering (DTE) department. The successful candidate will be able to demonstrate sound subject knowledge, high academic standards and an ability to enthuse pupils of all ages. Activities designed to challenge pupil thinking and develop independent study skills are central to teaching at Bancroft's and a willingness to contribute to resources in this area is essential.

## The Department

The Design Technology and Engineering Department is modern and innovative, with dedicated and determined staff, and has expanded in recent years to include a new workshop/CAD space.

We are committed to making a difference by delivering worthy, compelling and exciting learning experiences for young people at Key Stage 3 and beyond. We believe that creative learning opportunities in Design Technology and Engineering alongside the wider curriculum, together with innovative teaching methods, will inspire our pupils to challenge themselves and to gain in confidence. Most importantly, pupils will be encouraged to take an active role in their learning and become autonomous learners. We endeavour to engage all learners and raise standards, especially for those pupils at risk of underachievement, by giving them the opportunity to equip themselves with the skills they need to become responsible citizens and gain access to the modern workplace.

The Design and Technology and Engineering accommodation suite comprises of:

- Exceptionally large multi-function workshop, equipped with a range of CAD/CAM facilities, cutting, turning brazing and drilling machines
- A second workshop with more CAD/CAM machines and vast range of power tools
- Attached to the second workshop is an ICT suite with 18 desktop PC's, capable of 3d modelling and design
- A newly converted third workshop
- Attached to the third workshop is a newly converted second ICT suite with a further 18 desktop PC's. This new space will be used as a hub for teaching robotics

Students currently study for the OCR Design and Technology course at GCSE and the subject is exceptionally popular within the school. Around 50 students are in the current 5th form, and we encourage students to focus their project work upon solving 'real-world' problems within an Engineering context. This has proven key to the subject's success, and this is demonstrated not only by our results, but our success in other initiatives, such as the Arkwright Engineering



Scholarship. We also recently reintroduced the A level Design and Technology course (also OCR) and the future of the subject looks very bright.

DTE plays a prominent part in the co-curricular program of the school, and we offer many activities for students to participate in outside of the classroom. These include; Skateboard building, VEX Robotics, F1 in Schools Competition, Beekeeping, the Greenpower challenge and the Bancroft's Biplane project. All staff are expected to play an active role in the activities offered developing the profile of DTE within the wider school community.

## Key Responsibilities

- To deliver subject curriculum to pupils
- To inspire pupils to develop a passion for learning
- Teaching pupils through the School at Key Stages 3, 4 and 5, including examined groups at GCSE and A-level
- Marking, assessment and grading within the department, always setting the highest standards of personal organisation and administration
- Attending regular meetings of the department, both formal and informal, to discuss policy, teaching methods, approaches to the subject and the sharing of common problems and concerns
- Adhering to departmental policies and to meet School deadlines insofar as it applies to the department
- Where required, assisting in the induction of new staff into the department
- Attending an annual review

### **Responsibilities in relation to the pupils and to what is taught:**

- Keeping abreast of developments in the subject, maintaining contacts with professional associations
- Participating in discussion, within the department, on the development of appropriate syllabuses and schemes of work at all levels
- Developing new teaching and learning resources and sharing them with pupils and colleagues
- Ensuring pupils are properly prepared for exams and entered for exams and overseeing course work
- Participating in the setting and marking of internal exams and determining appropriate grade boundaries thereafter
- Assisting with trips and other co-curricular activities in relation to the department
- Giving appropriate guidance to pupils who wish to study the subject at further levels

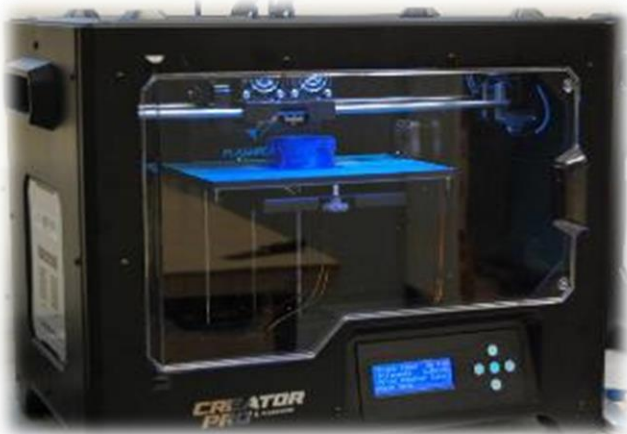


- Maintaining the image of the subject as an interesting and valuable one. Keeping learning environments stimulating and interesting

## **Responsibilities in relation to the School:**

- Carrying out School policy, including the School safety policy, in the context of the department
- Contributing to the co-curricular life of the school
- Communicating departmental matters to the Head of Department, discussing examination results and raising issues of concern
- Setting and marking entrance exams and interviewing where necessary
- Supporting the use of ICT within the department
- Presenting the department at Open Days etc. as the need arises and in prospectuses
- Ensuring that the facilities used by the department, including equipment and teaching areas, are maintained in an appropriate condition

All teachers are expected to contribute to our pupils' holistic development and the co-curricular life of the school, outside their timetabled day and beyond their curriculum subject. This may include events, training or rehearsals, for example, after school and at weekends, and running or staffing residential trips, as well as a standard expectation of regular clubs for both curriculum extension and the co-curriculum.



## Person Specification

	Essential	Desirable
<b>Education</b>	Have a good honours degree in a relevant subject	QTS/PGCE in DT
<b>Experience</b>	Experience of teaching DT at all levels	Experience of teaching high ability students  Experience of teaching this subject at A level
<b>Skills</b>	<p>The ability to develop and maintain good relationships with students and colleagues</p> <p>The ability to use IT appropriately to support teaching and learning</p> <p>Have a good understanding and awareness of safeguarding procedures</p> <p>Be willing to contribute to the co-curricular and pastoral life of the school</p> <p>Excellent communication skills</p>	Commitment to ongoing professional development
<b>Personal Qualities</b>	<p>Be enthusiastic</p> <p>Be confident</p> <p>Be diligent</p> <p>Be creative</p>	



## **Additional Work Information**

This job description reflects the major aspects of the role. The successful candidate may be expected to assume some additional responsibilities as reasonably requested by the Head and to demonstrate a commitment to improving and developing the organisation's processes and facilities.

The organisation reserves the right to alter the content of this job description after consultation to reflect changes to the job or services provided, without altering the general character or level of responsibility.

In the event of a major incident or disaster, you may be required to provide assistance, in whatever capacity necessary and participate in any training to ensure the School is fully prepared for such events.

## **Working at Bancroft's**

An attractive salary package is offered, according to experience and expertise. Benefits include free school lunch and refreshments during the day, private medical insurance with BUPA (this is a taxable benefit), membership of a Pension Scheme.





There is generous CPD support and staff are encouraged to seek opportunities to develop their skills and expertise either to further their career or to support enjoyment of their role. We have a Staff Wellbeing Group, as well as an active Senior Common Room who organise a range of social events. Staff have access to our various sporting facilities including the gym and the swimming pool at allocated times.

We also have a staff group working on Diversity and Inclusion and the school is a founding member of the Schools' Inclusion Alliance.

Further details about the school can be found on the website at [www.bancrofts.org](http://www.bancrofts.org)

## How to Apply

An application form is available to download from the School website, <http://www.bancrofts.org/about-us/employment-opportunities> or by emailing [hr@bancrofts.org](mailto:hr@bancrofts.org)

Bancroft's School is an Equal Opportunities employer and is committed to safeguarding and promoting the welfare of children, young people and expects all staff, contractors, Governors and volunteers to share this commitment. Successful candidates will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

In line with KCSIE, Bancroft's will carry out online searches on shortlisted candidates as part of the process of assessing suitability.

