



VACANCY  
INFORMATION  
PACK

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TEACHER OF DESIGN  
AND TECHNOLOGY

TO START IN  
JANUARY 2023



READING BLUE COAT



## INTRODUCTION

Reading Blue Coat School is a co-educational (boys only up to Sixth form) independent day school for pupils from ages 11 to 18. As at September 2022, the School has circa 800 pupils. From September 2023, the School will welcome a co-educational intake into Year 7 with the intention of being a fully co-educational independent day school from September 2027 onwards. The School will continue to be co-educational between the ages of 16 and 18.

The School was founded in 1646 by Richard Aldworth, a Master of The Skinners' Company, and a Governor of Christ's Hospital. The School was established near St Mary's Minster Church in Reading and was originally known by its historic name of Aldworth's Hospital. In 1947, Reading Blue Coat School moved to the magnificent estate of Holme Park in the Berkshire village of Sonning, where it remains today.

The ethos of the School derives from its Christian foundation and traditions, fostering care and concern within the community and enabling all pupils to develop their full potential. The School aims to provide a stimulating and friendly atmosphere in which each pupil can realise his or her full intellectual, physical, and creative potential. Pupils are encouraged to be self-reliant and adaptable, and the School intends that they will learn the basis of good citizenship, founded on honesty, fairness and understanding of the needs of others. The curriculum provides a balanced blend of academic and co-curricular activities that combine to meet these objectives.

The School employs more than 180 salaried staff, of whom about 50% are academic. Reflecting the character of our co-educational sixth form, nearly half of our academic staff are female.

## FACILITIES

Reading Blue Coat is located four miles from the centre of Reading, in the Thames-side village of Sonning. It is also three miles from Twyford, which will be located on Crossrail, with fast train service across London. Set in 46 acres of land for pupils to enjoy, the facilities are very well maintained, and the School continues to invest in the site to add to an impressive infrastructure of buildings.

Planning permission has been obtained for a new Performing Arts Centre.

## ACADEMIC LIFE

The academic curriculum at Reading Blue Coat is based on the principle that all pupils should experience a broad and balanced range of basic subjects and skills. From Year 9 onwards, this range is gradually modified, by elements of choice, enabling both the interests and aptitudes of individual pupils to be reflected. Most lessons are taught initially in classes of mixed ability, although setting occurs in Mathematics in Year 7, in Languages in Year 8, and Science in Year 9. Geology is also a thriving subject, with a new Geology and Psychology Centre supporting the increased levels of interest. In Year 11, all pupils take qualifications in English, Maths and Science (all IGCSE) and a Modern Foreign Language. They also take three GCSEs from a broad range of eleven subjects. All pupils take a GCSE in Religious Studies (full course) in Year 10.



In the Sixth Form pupils can choose from a range of 24 subjects, including subjects most will not have studied before, such as Economics, Politics and Psychology. Enrichment opportunities in the Sixth Form include the Extended Project Qualification (EPQ), and a weekly schedule of visiting speakers. Reading Blue Coat always seeks to stretch and challenge pupils and the School's Learning Support Department ensures that pupils with specific learning needs are supported effectively. The School's Learning Research Group ensures a sustained focus on developing teachers and pedagogical enrichment.

2022 academic results were impressive; the A Level results were amongst Blue Coat's best with 80.8% achieving A\*- B and at GCSE 79.3 % gaining A\*-A (i.e., Grades 9 to 7).

The majority of Year 13 leavers proceed to degree courses at universities of which approximately 60% go to the Russell Group of universities. Each year 75% of our students attain places at their first choice university, whilst others are successful in securing future learning opportunities in their chosen career.

### PASTORAL

Pastoral care, focused on the individual, is at the heart of the School. Reading Blue Coat's pastoral structure is based around the tutorial system, within the framework of the house system. In September 2021, we increased our houses from four to six: Aldworth, Hall, Malthus, Rich, Norwood and West.

All pupils are part of a tutor group that is overseen by a member of staff who is responsible for their well-being and for personally overseeing the development of their character and intellectual curiosity. At the heart of the School are the values of aspiration, courage, compassion, integrity and service and all activities seek to re-enforce these. The House system enables pupils to take part in activities that foster the development of these ideals through a variety of opportunities that include drama, music, public speaking and sport.

### DRAMA AND THE ARTS

Reading Blue Coat has a reputation for drama and musical performances of the highest quality, with an extensive programme of performances throughout the year. The main expressions of artistic undertakings at the School are music, drama, public speaking, and art. Pupils' endeavours in the arts are highly successful and widely acclaimed, including internationally. Music is at the heart of the School, all boys are auditioned for the choir and many learn a musical instrument. The School Musical is one of the highlights of the cultural calendar and there are further opportunities to perform on stage in the Lower School Play. The breadth and depth of musical and dramatic talent at the School is evident in the wide range of plays, concerts, and exhibitions that take place throughout the year.



**SPORT**

Reading Blue Coat has an enviable reputation, both locally and nationally, for the high quality of its sporting teams. Sport plays a key role in developing every pupil's potential whilst embodying the principles of Respect, Belief, Commitment and Sportsmanship (team RBCS). Sports are coached to a very high level while providing for, and encouraging those, for whom participation rather than excellence is important.

The core sports are athletics, cricket, football, netball, hockey, rowing, and rugby. The School competes with great success at local, regional, and even national level. We have recent national competition winners in rowing and cross country running, and cricketers, netballers and rugby players who have been selected to international age group teams and gone on to play professionally. Other sports on offer include cross country, golf, tennis, swimming, and touch rugby.

**ACTIVITIES**

The activities programme is designed to enable pupils to develop practical and social skills such as communication, leadership, and teamwork. Reading Blue Coat offers a number of exciting options from which pupils can choose for their weekly activities session, including Adventure Education, Combined Cadet Force (Army, Navy, RAF), Duke of Edinburgh Award Scheme, Lego Robotics, Model United Nations, Young Enterprise.



**COMMUNITY**

Reading Blue Coat pupils are encouraged to be aware of their place in the wider world and to show consideration for all those with whom they come into contact. These principles are based on the ideas handed down by Richard Aldworth who founded the School in 1646.

In recent years the School has greatly enhanced its links with the wider community under what is now called the Aldworth Partnership, an umbrella term for all that might traditionally be considered 'public benefit'. One example is the Primary Schools Placement programme which gives pupils the opportunity to assist with tuition in English, Maths and Modern Foreign Languages in local primary schools. Pupils also help in residential care homes and assist in local charity shops, while an environmental group undertakes projects in and around Sonning.



Internationally, Reading Blue Coat has a partnership with Ankwanda School in Ghana, which our pupils visit biennially and have helped to build several buildings. We also have a strong relationship with the charity Brass for Africa, and our pupils support their work amongst disadvantaged children and young people in Uganda through music. As the Aldworth Partnership continues to grow, the long-term aim is that all Blue Coat pupils have the opportunity to be involved in transformative service projects in the local and wider community at some point in their school career.

Further information is available on the School's website at [www.rbc.org.uk](http://www.rbc.org.uk)

**SEE ALSO THE GOOD SCHOOL GUIDE:**  
<https://www.goodschoolsguide.co.uk/schools/102976/reading-blue-coat-school>

**AND MUDDY STILETTOS SCHOOLS REVIEW GUIDE:**  
<https://berkshire.muddystilettos.co.uk/kids/school-reviews/reading-blue-coat-sonning/>



## THE DESIGN AND TECHNOLOGY DEPARTMENT

The Design Technology Department is a thriving and successful one. It is housed in a new state-of-the-art Design Technology Centre, fitted with a metalwork shop, a polymer workshop (including a fleet of 3D printers, a CNC machinery and a laser cutter), a woodwork shop and our 21st Century library, research and design facility.

Projects are supported by seven 3D printers; facilities to weld, braze and silver solder; a CNC lathe; laser cutter; CNC router; a virtual welder for training; vacuum former; woodwork and metalwork lathes; various sanders; a circular saw and a planer thicknesser. All students have constant access to computer facilities as well as an extensive design library.

Each year the department encourages all students in Years 7-9 with extended design-make activities as well as preparing students for a GCSE in Resistant Materials and A Level in 3D Product Design which leads many to go on to study for degrees in Engineering, Product Design and Architecture.

Classes in Years 7 to 9 consist of not more than 20 mixed ability students. They receive one double lesson per week of 70 minutes duration.

Students in Years 10 and 11 sit for the AQA Design Technology examination. This takes the form of one written paper at the end of the course as well as an extensive Controlled Assessment task. Students generally achieve grades 9 - 5 with the majority at the top end of this range.

Our A level students follow the AQA 3D Product Design course. The group has a maximum class size of 12. They are prepared for a material science examination and a major piece of coursework in the Spring Term which is the busiest but most exciting time of the year.

There is also an emphasis on 20th Century engineering and design history which is supported with popular study trips. Students have enjoyed recent visits to Vienna, Milan, Budapest, and also Denmark and Sweden to look at modern Scandinavian design and architecture.

The Design Technology Department currently has three full-time Teachers, supported by a full time Technician.

The Technician is responsible for maintaining machinery, preparing materials for Year 7-9 projects, assisting teachers during the class times and most importantly, working with the Year 11-13 students who are finishing their coursework projects during the Spring term.

Students are polite and courteous as well as being keen to progress.

The department encourages professional development, with staff expected to develop their skills via INSET and through sharing good practice within the school.



For an informal telephone conversation about the role, contact Mr Rob Tidbury, Deputy Head (Academic), on **0118 944 1005** or email [rti@rbc.org.uk](mailto:rti@rbc.org.uk)

**LINE MANAGER**

Head of Design and Technology

**DEPARTMENT**

Design Technology

**CONTRACT STATUS**

Permanent contract to commence in January 2023 or as soon as possible thereafter. The first year of service is served as a probationary period.

**SALARY**

In accordance with the School Pay Scale for Teachers. Range according to experience from £28,480 to £48,835 per annum.

Salary is paid by bank transfer on the 25th of the month, or next working day thereafter, in 12 equal monthly payments throughout the year.

**MAIN PURPOSE OF THE ROLE:**

Efficiently execute such responsibilities as are assigned by the Headmaster or his assignee: this involves teaching duties and non-teaching duties as are reasonably expected with regard to the functions listed under Duties and Particular Duties. Be familiar with and implement all policies and procedures as are set out in the Staff Handbook and other School documentation.

**MAIN RESPONSIBILITIES:****General Professional Activities:**

- To contribute to the development of subject and pastoral teams.
- To put into practice the school policies, including the planning and delivery of the curriculum.
- To contribute to the School's co-curricular programme.
- To support and maintain the agreed codes and discipline policy consistently and fairly.
- To plan, prepare and deliver the curriculum in the subjects for which he/she is responsible, including the setting and marking of homework as appropriate.
- To take an active part in curriculum development.
- To accept a measure of administrative responsibility.
- To engage in such supervisory activities as may be reasonably required.
- To be responsible for a group of pupils (tutor group) in all aspects of their development.
- To manage a classroom and form registration room according to school policy.
- To undertake professional development as part of a continuous process of career progress.
- To assist in maintaining discipline throughout the school consistently according to the policy laid down.
- To provide supervisory duties as reasonably requested.
- To attend meetings, parents' evenings, open mornings, entrance examinations and other functions as appropriate.
- To meet all deadlines reasonably required.
- To ensure that personal behaviour, dress, appearance and time keeping is commensurate with the high standards expected of all members of the school community.

**Main Activities Attributable to the Particular Duties:****1. Pupil Organisation and Curriculum Delivery**

- To manage the teaching rooms and the pupils in such a way as to provide a suitable learning environment.
- To plan, prepare and deliver appropriate learning experiences making full use of the resources available. All such planning to be based on the agreed and published curriculum policies, schemes of work and other such papers that are provided from time to time.
- To prepare, arrange and lead educational visits as part of the overall planning for the area of learning as may be appropriate.
- To ensure that the work planned is suitably differentiated to meet the needs of all the pupils within the class, and to have high level expectations within the differentiation.
- To bring to the attention of the Headmaster's appointee pupils with perceived Learning Difficulties or Disabilities.
- To display pupils' work in the classroom and around the school clearly and effectively in such a way as to raise awareness and pupil esteem.
- To be prepared to use personal expertise on behalf of any pupil or group of pupils as may be reasonably expected.
- To correct pupils' school and homework in a reasonable time and in accordance with school policy. To prepare and administer tests/examinations and key stage assessments as appropriate.
- To maintain personal and official records of pupils' development and to write reports where appropriate.
- To inspect and initial Student Planners at least once a week.



## 2. Professional Development:

- To attend staff and other meetings, as appropriate.
- To maintain personal professional development by attending such courses/seminars as may be available and appropriate including school-focused INSET.
- To be prepared to join appropriate curriculum working parties.
- To undertake professional self-assessment and appraisal.

## 3. Administration:

- To maintain attendance registers.
- To be present at least during the working day (8.15 a.m. - 4.30 p.m.) during term time (not including duties, co-curricular activities, parents' meetings, staff meetings, open mornings, entrance assessments as may be reasonably required) and to inform the School before 8.00 a.m. of unplanned absence.
- To undertake administrative duties as may be mutually agreed.
- To support home-school relationships and to liaise with parents as appropriate.
- To provide assistance in the smooth running of the school as may reasonably be expected.

### In addition

- The post holder is responsible for promoting and safeguarding the welfare of pupils at the school.
- The post holder is responsible for using technical and operational knowledge to ensure a safe environment.

*Please note that this Job Description is not exhaustive and the employee may be expected to undertake additional duties if required.*



## TEACHER OF DESIGN AND TECHNOLOGY

The person specification focuses on the knowledge, skills, experience and qualifications required to undertake the role effectively. It is expected that the successful applicant will have and can demonstrate:

Knowledge, Skills and Experience	Essential	Desirable
• Experience of teaching Product Design and Resistant Materials up to A Level.	✓	
• A track record of improving student achievement.	✓	
• Strong academic achievements.	✓	
• Outstanding specialist subject knowledge.	✓	
• An enthusiastic and varied approach to engaging enthusiastically with pupils.	✓	
• A willingness to engage with Design Engineering beyond the classroom.	✓	
• Strong organisation and administration skills including handling data.	✓	
• Excellent IT skills.		✓
• Strong practical engineering skills.		✓
Personal Attributes	Essential	Desirable
• Self-motivated and highly dedicated.	✓	
• Demonstrates a real passion for teaching and characteristics of outstanding teaching practice.	✓	
• Able to inspire students in their subject.	✓	
• Excellent communication skills with ability to establish rapport with students, parents and colleagues.	✓	
• Effective in planning and prioritising work load.	✓	
• A willingness to engage in the whole life of the School and an ability to offer skills in some part of the co-curricular programme of the School.	✓	
• Commitment to the ethos of the School and its pastoral approach.	✓	
Qualifications	Essential	Desirable
• A good Honours degree in Design Engineering or a strongly related discipline relevant to the teaching aspects of the role.	✓	
• Applicants will preferably have qualified teacher status, although the School will accept applicants who are on an accredited programme working towards Qualified Teacher Status.		✓
• A recognised teaching qualification, such as a PGCE.		✓
• Full Clean driving licence.		✓

### Closing date for applications: 09:00 on Thursday 29 September 2022

Applications may be submitted by School employment Application Form, which can be downloaded from our website "Vacancies" page [www.rbcs.org.uk/vacancies/](http://www.rbcs.org.uk/vacancies/)

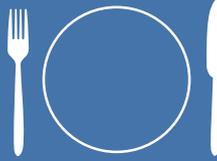
This should be submitted with your letter of application, by email to [recruitment@rbcs.org.uk](mailto:recruitment@rbcs.org.uk) If you choose not to submit a completed application form when you apply, you will be required to complete one if invited to attend an interview.

Contact for questions about the application process should be addressed to Mrs Inga Gregory, Head of HR, Reading Blue Coat School, Holme Park, Sonning Lane, Sonning-on-Thames, RG4 6SU. Email [rig@rbcs.org.uk](mailto:rig@rbcs.org.uk)



**PLACE OF WORK**

Reading Blue Coat School, Sonning on Thames, Berkshire.



**MEALS**

Lunch and refreshments are provided free by the School.



**SPORTS FACILITIES**

Free membership of the School Sports Centre with access to fully equipped gym and swimming pool.



**EMPLOYEE ASSISTANCE PROGRAMME**

Confidential independent support service available to staff when you most need it.



**WORKING HOURS**

Full time, from 08:15 to 16:30, Monday to Friday, with 60 minute meal break.



**PARKING**

Free Car parking is available on site.



**LEAVE ENTITLEMENT**

School holidays in accordance with the published School calendar.



**CYCLE SCHEME**

Tax-free Cycle to Work Scheme is offered by salary sacrifice.



**PROFESSIONAL DEVELOPMENT**

Strong commitment to support professional development with a dedicated people development budget.



**PENSION**

Membership of the contributory Teachers Pension Scheme (employee contribution between 7.4% and 11.7%, dependent on salary; employer contribution currently 23.68%).



**CAR SCHEME**

Leased cars scheme offered by salary sacrifice affording large savings.



**THE BLUE COAT BENEFIT HUB**

Through the Blue Coat Benefit Hub you can access discounts, rewards, and perks on thousands of the brands that you love to shop with including travel; motoring; electronics; clothing; education; entertainment; restaurants; health and wellness; beauty and spa; insurance; sports and outdoors.

**DISCOUNTS**



Reduction in RBCS school fees for employees' children offered after 6 months service.



50% reduction for all full time staff (pro-rated for part time staff).



Fees (from 1 September 2022) are £6,305 per term.



# ONE READING BLUE COAT

our community



Holme Park, Sonning Lane, Sonning-on-Thames, Berkshire RG4 6SU

Tel: 0118 944 1005 [rbc.org.uk](http://rbc.org.uk)