



**APPLICATION PACK:**

**SECOND IN TECHNOLOGY**

## Second in Technology

### Benefits to joining The Cowplain School:

- A chance to work at a good and improving school with friendly children and supportive colleagues
- Opportunities to complete action research in the classroom and contribute to school improvement
- An opportunity to join a forward-thinking and oversubscribed technology department
- A Professional Learning programme led by staff
- Enhanced starting salary for exceptional candidates
- Clear progression and promotion opportunities
- Staff laptop for every colleague
- Active wellbeing and social committee

**Start date:** September 2025 or earlier

The Cowplain School is seeking to appoint a skilled and inspirational Second in Technology. The successful candidate will work with the Head of Science and Technology to develop Technology further. This would be a fantastic opportunity for an ambitious teacher to take the first step into leadership, co-leading a Technology department delivering 3 KS4 courses (Engineering, Textiles and Food and Cookery) and Design Technology at KS3 based on textiles, graphics, engineering and food and cookery.

You should be an excellent teacher who has demonstrated that your students make good progress. We would also expect you to be someone who forms effective relationships with students, parents and colleagues and has the skills and drive to ensure our students receive the best possible learning opportunities. As a leader at The Cowplain School, we would invest in you and develop your leadership potential and start you on a journey to middle and senior leadership.

We are extremely ambitious for our 1000 students and have a strong vision to ensure that the life-chances of every young person are enhanced by quality teaching, leading to excellent outcomes.

The successful candidate will:

- Ensure that the curricula provision across all Technology subject areas challenge our students to think hard, understand diversity and develop their character, our three curriculum strands.
- Drive forward the quality of teaching and learning in the Technology department.
- Monitor and support the progress of students, working alongside the Head of Science and Technology to deliver impactful interventions.

If you are a committed practitioner with high expectations also with regards to behaviour and standards, who is passionate about the students we work with, we will be looking forward to your application.

To request an application pack please email Mrs Amanda Simmons via [a.simmons@cowplainschool.co.uk](mailto:a.simmons@cowplainschool.co.uk) or access via [www.cowplainschool.co.uk/about-us/vacancies](http://www.cowplainschool.co.uk/about-us/vacancies). If you wish to apply for this post you will need to return a fully completed 'The Cowplain School' application form to Mrs Amanda Simmons, PA to the Principal, via email or post to The Cowplain School, Hart Plain Avenue, Cowplain, Waterlooville, Hants, PO8 8RY.

**The closing date for receipt of fully completed application forms is midday on Friday 28<sup>th</sup> March 2025.**

*The Academy reserves the right to interview earlier should suitable candidates apply.*

*The Cowplain School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks.*



## **Join us on our journey to excellence!**

Thank you for your interest in post of Second in Technology at The Cowplain School. I sincerely hope that you will continue your application and wanted to share with you a few words that I hope will convince you to apply.

This is an exciting time to be joining the school; I took up the post of Headteacher on May 1<sup>st</sup> 2013 and am looking for an outstanding Second in Technology to join myself; a superb leadership team; the Head of Science and Technology; a committed staff and a knowledgeable governing body to take the school forward.

I know that applying for a new position is a big decision so I thought it would be useful to explain why I think The Cowplain School is the right choice for your career. Firstly, the school is part of a community that values it, and parents and students enjoy attending Cowplain and are very proud of it.

Secondly, we have an exciting challenge ahead of us to raise the standards of attainment and achievement in the school.

Thirdly, the school provides a caring and inclusive environment that values each child. Staff are committed to ensuring the best outcomes for those that they teach or work with and there is a very positive feeling and ethos in the school which I am determined to maintain.

As a school, we have a curriculum which focusses on three key strands: *Thinking hard; developing character; and understanding diversity*. We believe it is vital to educate the whole child, so we have a strong commitment to the personal development of students at Cowplain. I am extremely ambitious for the school and its students and require staff who share this ambition. I hope you are confident in your ability, and I need you to have the ambition to be an excellent leader of Technology. Many colleagues who have joined us as middle leaders have gained promotion and assumed senior leadership positions within The Cowplain School or elsewhere.

The desire to accept the challenge should, I trust, be one that inspires and motivates you to apply; if you are successful I can offer you the chance to play a big part in the continued and future success of The Cowplain School, not just in leading and teaching within the school, but also through the chance to enhance the whole school experience for each child.

For more information about the school, please consult our website [www.cowplainschool.co.uk](http://www.cowplainschool.co.uk). To receive more information, arrange a visit or ask any questions that may inform your application, please contact Mrs Amanda Simmons, PA to the Principal:

[a.simmons@cowplainschool.co.uk](mailto:a.simmons@cowplainschool.co.uk)

Once again, thank you for your interest in the post.

Ian Gates  
Principal



### **Information for applicants**

**Salary:** Commensurate with experience

**TLR2b:** £4619pa

**Start date:** September 2025 or earlier

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Mrs A Simmons  
PA to the Principal  
The Cowplain School  
Hart Plain Avenue  
Cowplain  
Waterlooville  
Hants  
PO8 8RY

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## **Technology Department details**

### **Staff**

We have three full-time and three part-time teachers of Technology led by a Head of Department and a technician. As far as possible, all teachers have a timetable which covers students of all ages and abilities. Some of the Technology teachers are also Science teachers with their timetable being divided between Science and the Technology.

### **Accommodation**

In the Technology department we have two Food Technology rooms, three Technology rooms, a dedicated Workshop and a Computer suite.

### **Curriculum**

We aim to help our students achieve the best possible qualifications in Technology. We do this through precise learning points each lesson seeking to develop enthusiasm, thinking and enquiry skills.

We currently teach a three-year KS3 to broadly set ability groups, with a focus on precise learning points and checks. All pupils study a thematic based curriculum that places thinking hard, understanding diversity and developing character at its centre.

All year groups study technology at KS3 incorporating Food Technology, Textiles and Design Technology.

In KS4 Technology students choose from; Textiles following the AQA specification, NCFE Vcert Food and Cookery or NCFE Vcert Engineering. These are very popular courses and students achieve well.

### **Staff Development**

We work together on our teaching strategies through joint planning and weekly briefings. We support each other to improve and work well as a team. All staff contribute to the Technology department and the wider school community through taking part in various whole school professional learning opportunities. Most recently this work has focussed on applying Rosenshine's principles. This leads to a cohesive, open and friendly environment where success is celebrated, support given and opportunities for development are provided and encouraged.



## Second in Technology Department

The Second in Department is responsible to the Principal in all matters, and to the Head of Science and Technology in respect of curriculum and timetable matters.

The Second in Department is expected to assist the Head of Department in all matters relating to the subject responsibilities in the job description, and to undertake the responsibilities outlined under additional specific responsibilities and general duties.

The Second in Department is expected to take specific responsibility for areas of the job description, as delegated by the Head of Department, in addition to the requirements/responsibilities of a teacher as outlined in the STPCD and shown further below.

### **SUBJECT RESPONSIBILITIES ARE LIKELY TO INCLUDE:**

- a) Planning, implementing and reviewing the curriculum within the framework of the National Curriculum.
- b) Ensuring that all OFSTED inspection requirements are met, eg departmental policies and development plans.
- c) Ensuring that assessment is regular, thorough, and meets the school's assessment policy.
- d) Developing and training of staff in the department; participating in appraisal; supervising newly qualified teachers as part of the process of induction.
- e) Holding regular departmental meetings with a learning focus within the directed time budget.
- f) Representing the department in all matters related to the curriculum.
- g) Liaising with other departments in the school.
- h) Ensuring departmental representation at all appropriate meetings
- i) Co-operating with the Assistant Headteacher in developing links with partner primary schools, colleges and local employers.
- j) Liaising with the Assistant Headteacher in all matters concerned with the timetable and curriculum.
- k) Planning future subject developments within the department.
- l) Keeping the department within its budget.
- m) Ensuring that the stock and equipment are well cared for and economically used.
- n) Supervising the work of departmental support staff.
- o) Ensuring the safety of students and staff.
- p) Ensuring that the departmental rooms present a stimulating environment.
- q) Organising GCSE and other examination entries.
- r) Organising teaching group arrangements within the department.
- s) Implementing the school's policies, eg Behaviour, Homework, Rewards, etc.
- t) Undertake any professional duty reasonably assigned by the Principal

## **SPECIFIC RESPONSIBILITIES INCLUDE:**

### **1. Set high expectations which inspire, motivate and challenge students**

- a) establish a safe and stimulating environment for students, rooted in mutual respect
- b) set goals that stretch and challenge students of all backgrounds, abilities and dispositions
- c) demonstrate consistently the positive attitudes, values and behaviour which are expected for students

### **2. Promote good progress and outcomes by students**

- a) be accountable for students' attainment, progress and outcomes
- b) be aware of students' capabilities and their prior knowledge, and plan teaching to build on these
- c) guide students to reflect on the progress they have made and their emerging needs
- d) demonstrate knowledge and understanding of how students learn and how these impact on teaching
- e) encourage students to take a responsible and conscientious attitude to their own work and study

### **3. Demonstrate good subject and curriculum knowledge**

- a) have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain students' interest in the subject, and address misunderstandings
- b) demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- c) demonstrate an understanding of and take responsibility for promoting high standards of literacy, numeracy, articulacy and the correct use of standard English, whatever the teacher's specialist subject

### **4. Plan and teach well-structured lessons**

- a) impart knowledge and develop understanding through effective use of lesson time
- b) promote a love of learning and children's intellectual curiosity
- c) set homework and plan other out-of-class activities to consolidate and extend knowledge and understanding students have acquired
- d) reflect systematically on the effectiveness of lessons and approaches to teaching
- e) contribute to the design and provision of an engaging curriculum within the relevant subject area(s)

### **5. Adapt teaching to respond to the strengths and needs of all students**

- a) know when and how to differentiate appropriately, using approaches which enable students to be taught effectively
- b) have a secure understanding of how a range of factors can inhibit students' ability to learn, and how best to overcome these
- c) demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support students' education at different stages of development
- d) have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use them and evaluate distinctive teaching approaches to engage and support them

### **6. Make accurate and productive use of assessment**

- a) know and understand how to assess the relevant subject and curriculum areas, including statutory requirements
- b) make use of formative and summative assessment to secure students' progress
- c) use relevant data to monitor progress, set targets, and plan subsequent lessons
- d) give students regular feedback, both orally and through accurate marking and encourage students to respond to feedback

**7. Manage behaviour effectively to ensure a good and safe learning environment**

- a) have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the college, in accordance with the college's behaviour policy
- b) have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- c) manage classes effectively, using approaches which are appropriate to students' needs to involve and motivate them
- d) maintain good relationships with students, exercise appropriate authority, and act decisively when necessary

**8. Fulfil wider professional responsibilities**

- a) make a positive contribution to the wider life and ethos of the college
- b) develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- c) deploy support staff effectively
- d) take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- e) communicate effectively with parents with regard to students' achievements and well being

**9. Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:**

- a) treating students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- b) having regard for the need to safeguard students' well-being, in accordance with statutory provisions
- c) showing tolerance of and respect for the rights of others
- d) not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- e) ensuring that personal beliefs are not expressed in ways which exploit students' vulnerability or might lead them to break the law

**10. Contribute to the leadership of the Technology department under the direction of the Head of Science and Technology; exact leadership roles and responsibilities to be discussed with the successful candidate.**

**11. Demonstrate proper and professional regard for ethos, policies and practices of the school, and maintain high standards in their own attendance and punctuality**

**12. Demonstrate an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities**

**GENERAL RESPONSIBILITIES INCLUDE:**

- a) Being a Tutor to an assigned Tutor Group and to carry out related duties in accordance with the general job description of Form Tutor.
- b) Carrying out a share of supervisory duties in accordance with published schedules.
- c) Participating in appropriate meetings with colleagues and parents relative to the above duties.