



Transforming Lives

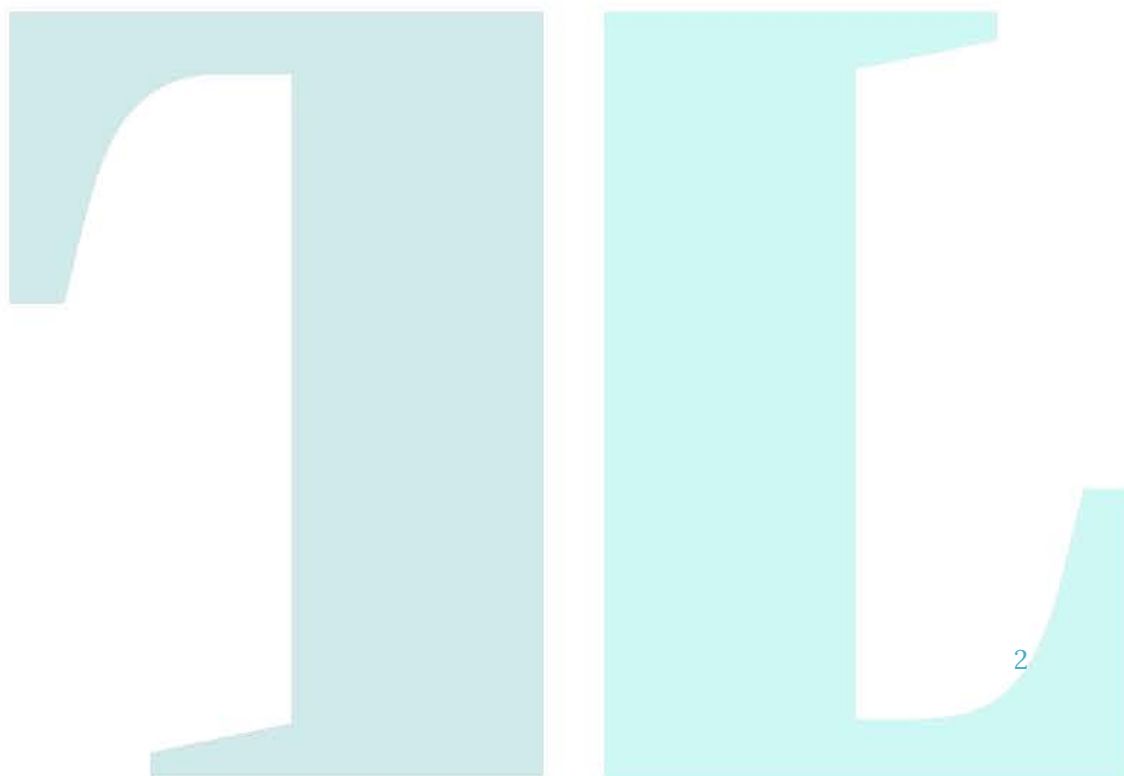
EDUCATIONAL TRUST

**Ashlawn School**  
**DT Technician**

**Recruitment Pack July 2023**

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## About Transforming Lives Educational Trust

### Our History

The Transforming Lives Educational Trust (TLET) was established in October 2016 and is a Charitable Trust and Company Limited by Guarantee. TLET grew out of a partnership between a high performing secondary school and primary school in Rugby, Warwickshire. The desire to work together arose from continuing population growth in the local community, our belief that we can shape and influence practice wider than our current schools, and the desire to provide the community with more high-quality school places. The Trust is set to grow over the coming years and currently comprises of two secondary-phase academies, Ashlawn School and Houlton School, and two primary-phase academies, Henry Hinde Infant School and Henry Hinde Junior School. Currently we are responsible for approximately 2500 children and young people and, along with the Trust's Central team, 350 employees and £15m of public money annually.

### Our Vision

We believe in the transformative power of learning and its singular ability to broaden horizons, deepen perspectives and extend potential.

Our family of academies will be recognised as the most forward-thinking and innovative organisations within the communities they serve, providing a springboard for our children, young people and staff so that they become exemplary citizens who strive to stretch their potential and become transformers in a diverse and ever-changing world.

### Our Strapline

Transforming tomorrow, today.

### Our Standards

#### One team, one goal

- ◆ We are totally united and committed to improve life chances.

#### Best daily deal, everyday

- ◆ We have the highest expectations for all, in all, from all, always.

#### No excuses

- ◆ We see it, own it, sort it.

#### Community First

- ◆ If it's important to you, it's important to us – we care.

### Our Values

**T**end the team – *listening to, sharing with, and learning from others so that we nurture the potential of all (loyalty)*

**R**each for excellence – *only comparing ourselves to the best – seeking to match and then surpass it (excellence)*

**U**talise innovation – *seeking forefront thinking and creativity, and leading the change (courage)*

**S**eize success – *holding onto our vision and building on our achievements (tenacity)*

**T**hank as you go – *recognising the contribution of others to the Trust's successes (kindness)*

### Our Academies



## Our Team

Without exception, everyone is deeply committed to the very highest outcomes, regardless of their role, recognising the strength of collective contribution and effort.

### Leaders

Academy leaders, driven by exceptional Principals, focus relentlessly on pupils and their outcomes, with everything else as peripheral. They are restless in their leadership, seeking ever better ways to improve in a culture of success. They do what it takes to make the difference.

Central team leaders, motivated by an inspiring Executive, lead high performing teams who add value to our academies by providing the environment in which others thrive. They unburden academy leaders, enabling them to keep the main thing, the main thing – pupil outcomes.

Governance, for our academies and for the Trust, is robust, rigorous and proportionate, providing professional support and challenge so that leaders strive to the limit of what is possible with a sharp focus on outcomes and excellence.

Our leaders never allow the urgent to distract them from the important, navigating a clear route to long-term success.

### Teachers

Our teachers are highly effective in the classroom, both in the uncompromising quality of their teaching and in the perceptive and individualised attention they give to pupils. They are passionate about the subjects they teach and dedicated to the children in their care. Our teachers are carefully recruited and expertly supported to make sure they, like our pupils, are always at the top of their game.

### Support Staff

Our support staff are the backbone of our organisation and are specialists in their areas of responsibility. Like our teachers, they are well-trained and highly effective at ensuring the smooth operation of our Trust day in, day out.

## Our Aims

1. Our children achieve more, and make better progress, by attending a TLET academy than would otherwise be expected.
2. Others hold our academies, and the Trust, in the highest regard.
3. Our accommodation and premises are safe, well maintained and with facilities that are constantly improving.
4. Infrastructure and management systems are effective and cohesive, underpinned by sound financial management.
5. Our Trust operates at least seven academies, with due regard to growing responsibly, sustainably and with a mix of primary and secondary phased academies.
6. The welfare of our children and staff is promoted effectively in a safe environment where they are protected from harm.

## Why Work for TLET?

At TLET, we want to be an employer of choice for our employees.

We believe that the children and young people in our care deserve the very best staff who are highly effective at what they do. We want our employees to take great pride and satisfaction in their work. This means that one of our fundamental priorities is to ensure that all of our employees feel valued, knowing that the role they fulfil is vital to transforming the life chances of others. Put simply, we are loyal to our employees and receive their loyalty in return.

### Comprehensive Induction

When joining TLET, you will have access to a detailed induction programme which is designed to ensure you feel confident in your new role from your first day with us. This is led by our HR team in partnership with your line manager and focuses on our culture, safeguarding, site orientation, key people and TLET expectations, among other things. We know the importance of a great start for our children and young people when they join one of our academies, so we place just as much importance on the way new employees transition into TLET.

### Tailored Training

We believe in giving our children and young people the best daily deal. To this end, all of our employees have access to individualised performance development programmes and tailored training to ensure we are all restless in our pursuit of excellence. We work with respected training providers such as ECM Consultants, Challenge Partners and our own TLET Education Improvement Service, harnessing a blended training platform of virtual and face-to-face sessions.

### Tending the Team

At TLET, we recognize that working in schools is extremely rewarding, but we haven't lost sight of the fact that it is often challenging and burdensome. All our employees have access to our TLET wellbeing offer to promote your mental and emotional wellness. This centres around a suite of staff provision such as bitesize online wellbeing training to help maintain work-life balance, free access to professional counselling and even shopping vouchers! In short, we take care to care.

### TLET Central Team

As an employee at TLET, you will benefit from our extensive and expert Central Team who are based in Rugby making them highly accessible and responsive. The Central Team deliver leadership, finance, estates, business operations, HR and IT expertise to our academies with the intention of making it easier for others to do their job. Our Central Team work in partnership with our academy leaders to ensure that support is tailored to the needs of each academy.

Furthermore, we follow the School Teachers' Pay and Conditions Document, the National Joint Council guidelines and recognise continuity of service for all employees joining TLET to ensure that our employees are looked after well compared with others in different settings.

## About the Role

Thank you for your interest in the position of D&T Technician at Ashlawn School.

This pack has been designed to help you should you choose to submit an application to us, which we sincerely hope you do. The pack aims to answer all of your initial questions, but if not, please do not hesitate to contact us. It is extremely important to us that you feel comfortable and confident to proceed with your application as we aim to make the very best appointment possible.

### So, who are we looking for?

Ashlawn School wishes to appoint a D&T Technician to work within our Design and Technology department to support teaching and learning by providing high quality environment and practicals.

The role offers the successful candidate scope to develop their creative and practical skills as well as interpersonal skills

within a team that excels in delivering a high-quality service to our pupils.

### Why work for Ashlawn?

- A large, oversubscribed bi-lateral school committed to supporting all members of the school community to succeed
- You'll be working within a community of passionate, committed colleagues who genuinely support each other
- A staff wellbeing team implements various strategies to boost staff engagement including various activities, events, conferences, and many other staff benefits
- Excellent opportunities to develop and grow in the successful and expanding Transforming Lives Educational Trust, a growing Multi-academy Trust based within the local community
- To be part of an 11-18 provision with opportunities to teach in the sixth form

### A Welcome from The Principal of Ashlawn School

Thank you for your interest in our school.

As the recently appointed principal of Ashlawn School, I remember well the excitement of considering a new challenge and opportunity. I also know that recruitment is a two-way process. We are looking for the right person for the position; someone who really buys into our vision of ensuring that all staff and students have the right opportunities to maximise their potential in all areas. You are looking for the right school in which to develop and progress, to contribute to the success of others and to get the support that you need to feel happy in your role. We hope that you agree that Ashlawn is exactly that kind of school.

We have a lot to do to move Ashlawn forwards, to regain our position of trust within our community and to become the outstanding school that we know that we can be. We are looking for someone who has the commitment and resilience to being a leader that supports this goal.

We welcome visits to Ashlawn prior to application because we are proud that:

- Our students are motivated and want to succeed
- Behaviour is excellent
- The variety of opportunities both within and out of the classroom provides all students with the opportunity to develop their interests and skills in a wide range of areas

At Ashlawn School, everybody counts. Staff and students will talk about the support they get from each other – we truly are a community. Our key aim is to give every child the opportunity to flourish and develop into life-long learners, engaged in the world around them and ready to take their place in the world as resilient, caring, disciplined, well-educated and employable adults.

If you want to lead a highly effective team, contribute to our excellent standards and have high aspirations for young people then Ashlawn School is the right school for you!

We look forward to meeting with you, so you too can appreciate our wonderful school and its community.

With best wishes

**Paul Brockwell**  
**Principal**

### What next?

We want to hear from you if you are as excited as we are about this fresh opportunity within our successful and growing Trust. In return, we can offer the right candidate the chance to work within our innovative and forward-thinking Trust as well as offering excellent professional development and progression.

We encourage you to consider the information in this pack carefully and use it to picture yourself within the role at Ashlawn. Should you wish to discuss any element of the pack in more detail, please don't hesitate to contact us. We look forward to receiving your application.

## How to Visit & Apply

Please read the information in this pack. If you are interested in this job opportunity, please apply by downloading the application form from our website [website \(www.tlet.org.uk\)](http://www.tlet.org.uk). Completed application forms should be emailed to [careers@tlet.org.uk](mailto:careers@tlet.org.uk) or posted to:

HR Department (Careers)  
c/o Houlton School  
Signal Drive  
Houlton  
Rugby  
Warwickshire  
CV23 1ED

If you have any questions about the role or would like to visit Transforming Lives Educational Trust or one of our Academies, please don't hesitate to contact us by emailing [careers@tlet.org.uk](mailto:careers@tlet.org.uk) or selecting option 1 on our telephone menu – 01788 593900.

If you decide to apply you should include a supporting statement with your application form (either in the application or as a covering letter) on no more than two sides of A4, giving your reasons for applying for the post, addressing information you have read in the pack and particularly the person specification, and outline any relevant experience and personal qualities you would bring to the Trust.

Please do not send a general letter; we are really looking for someone who is prepared to respond to us as an individual Trust. You can be sure that we will take time and care in reading your letter; we appreciate how much time and energy goes into writing it.

*\*Timeline may be subject to change*

<b>Recruitment Timeline*</b>	
28/07/2023	<b>Position advertised</b>
18/08/2023	<b>Closing date for applications (9am)</b>
W/C 21 <sup>st</sup> August	<b>Final Shortlisting and contact with candidates</b> <b>References will be requested at this stage</b>
W/C 21 <sup>st</sup> August	<b>Final Panel Process</b>

## Job Description

<b>Location:</b>	Ashlawn School
<b>Job Title:</b>	Design & Technology Technician
<b>Salary:</b>	NJC 04 £17454.40 actual (£21,189.00 FTE)
<b>Contract:</b>	Term time only 08:30am - 16:30pm
<b>Start date:</b>	September 2023 (ideally)
<b>Responsible to:</b>	Head of Design and Technology
<b>Responsible for:</b>	The provision of a full learning experience and support for students.
<b>Key relationships:</b>	All students and staff at Ashlawn School All staff at Ashlawn School represent the values, ethos and practice of the school to all of its stakeholders and wider community.
<b>Job purpose:</b>	Under the overall direction of the Head of Department and Curriculum Manager, to provide a technician support service, meeting health and safety standards and the requirements of classes involved.

### MAIN ROLE AND RESPONSIBILITIES:

#### TYPICAL TASKS

Coordinate the use of practical resources and facilities and provide assistance and advice in meeting the practical needs of the D & T curriculum, including liaising with teaching staff and support staff outside the department. This is likely to include:

- Preparing, assembling, and adapting machinery/equipment and resources
- obtaining materials, monitor and maintain necessary stock levels
- giving technical advice to teachers, assistant technicians, and students
- instruct pupils/students on the use of machinery/equipment and assist them with their operation from a toaster to CAD/CAM
- carrying out risk assessments for technician activities
- assisting in practical classes and occasionally carrying out demonstrations
- carry out or oversee the purchasing of additional materials/food/consumables as required via on-line internet shopping



- ordering of all aspects of stationery from exercise books to specialist paper for all departments areas and monitor budget accordingly
- oversee budget with regard to any photocopying and chargeable work submitted to the Resource department
- checking invoices and keeping records with regard to the above 3 points
- carry out with the team of technicians the annual stock take and subsequent ordering of supplies and resources
- Monitoring of students' tracker for assessment purposes and the use of complex spreadsheets and complex database operation
- Complex mail merge

**Ensure the maintenance of a healthy and safe working environment through:**

- actively contributing to the assessment, monitoring and review of both health and safety procedures and information resources;
- keeping up to date with current procedures and practices through continuing professional development;
- the provision of technical advice and support on health and safety issues to teaching and technical staff;
- the safe storage and maintenance of machinery/equipment and resources and responding to actual or potential hazards;
- the healthy and safe accessibility of machinery/equipment and resources.

Contribute to the design, development and maintenance of specialist resources, including D & T machinery and equipment. Constructing and modifying machinery and equipment.

Support the HOD to ensure the availability of suitable equipment/resources, helping to compile orders and liaising or negotiating with suppliers and finance departments. This will include sourcing, costing and suggesting economic alternatives to maintain stock levels and reporting to the 2nd or HOD. Keeping up-to-date records of stock.

Under the overall guidance of the HOD, ensure the routine and non-routine checking, cleaning, maintenance, calibration, testing and repairing of equipment to the required standard including daily risk assessments e.g. cookers, gas mains, gas jets. and keep appropriate records

Recording and reporting of faults to relevant personnel e.g. HOD, Site Manager, Health and Safety Officer

**KEY TASKS AT ASHLAWN SCHOOL**

- Set up, check and issue equipment and apparatus in practical classes
- Prepare for and clear away after practical classes including reclamation of parts and materials as necessary, clearing, cleaning and checking of equipment, glassware, apparatus etc.
- Assist teaching staff as directed in preparatory work for exams
- To set up and maintain resources/displays/teaching aids
- To provide for the general care and maintenance of apparatus, tools and equipment, etc. and check facilities and report faults as necessary
- To maintain preparation and storage rooms, cupboards, lockers, bench tops and other areas in clean, tidy and original condition
- To undertake storekeeping duties including receipts and issue of materials and equipment, assisting in the completion of associated clerical work, e.g. preparation of orders, clearance of invoices, maintaining records of expenditure etc

- All other departmental admin tasks such as student assessment data inputting, updating coursework data, letters to parents etc.
- Maintain and dispose of solutions (and waste) in accordance with established guidelines
- Setting-up of machine tools
- Setting-up of audio-visual equipment
- Routine day to day servicing of machines
- Emergency servicing of machines
- Servicing and sharpening of hand tools
- Manufacture of special equipment specified by teaching staff, e.g. tool racking and display
- Preparation of demonstration pieces and teaching aids
- Checking and cleaning of goggles, shields and machine guards
- Supervision of personal safety, equipment and clothing
- Maintaining clear circulation areas in the workshop and around machines
- Maintenance of workshop first aid kit
- Support teaching staff in delivery of ICT related learning
- To undertake any other duties as appropriate to the nature of the appointment and the needs of the department

This job description sets out the duties and responsibilities of the post at the time it was drawn up.

Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot themselves justify a reconsideration of the grading of the post.

The post holder will have a shared responsibility for the safeguarding of all children and young people. The post holder has an implicit duty to promote the welfare of all children and young people.

<b>Job Title:</b>	Design & Technology Technician
<b>Reports to:</b>	Head of Design and Technology

The post holder will have a shared responsibility for the safeguarding of all children and young people. The post holder has an implicit duty to promote the welfare of all staff, children and young people and to be committed to promoting diversity and inclusion.

SPECIFICATION	ESSENTIAL	DESIRABLE
<b>Qualifications/ Training</b>	A minimum of GCSE A-C (or equivalent) in numeracy and literacy or practical subject.	
<b>Experience</b>	Previous relevant experience Attendance at relevant in-service training	Be aware of and understand the Authority's regulation, e.g. HASAW, CLEAPSS and COSHH guidelines
<b>Knowledge/Skills (Ability to)</b>	<p>Able to carry out procedures, routines and follow instructions</p> <p>Have detailed understanding and be proficient in the use of equipment, machinery</p> <p>Able to maintain records</p> <p>Able to use computer and operate appropriate software packages</p> <p>Able to delegate, prioritise own and others workload and work on own initiative</p> <p>Able to interpret information, make judgements and solve problems within own sphere of expertise but has access to manager/supervisor on unusual or difficult problems</p> <p>Able to create and update processes and systems using initiative to aid smooth running of the department</p> <p>Research and give guidance to teachers with regard to appropriate resources which may be beneficial to aid teaching and learning</p>	

<b>Personal Qualities</b>	Have good organisational skills Interest in working with young people Flexible Reliable Enthusiasm Self-motivation Professional and confident	
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All posts within TLET are subject to pre-employment and vetting checks, including reference checking and enhanced disclosures checks with the Disclosure and Barring Service (DBS).

