

THE CROSSLEY HEATH SCHOOL



Art, Design and Technology Faculty Leader
CANDIDATE PACK



KINDNESS



COURAGE



EXCELLENCE

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WELCOME FROM THE HEAD TEACHER

Welcome! My name is Dean Jones and I am the Headteacher here at The Crossley Heath School. It's a privilege to lead this remarkable school. Crossley Heath is steeped in rich history that dates back to 1585 with education taking place on this site since 1864 when the building was founded as an orphanage and school. This heritage provides the basis of inclusivity and social mobility that we still have at the heart of our ethos. We are an inclusive school family, building on our proud heritage to achieve our vision to be **"The leading school for educational excellence, where we nurture happy students with strong values so they all contribute positively to society"**. We believe in realising every student's potential to change the world for the better. Promoting values of kindness, courage and excellence from our students.

One of the most wonderful features of Crossley Heath is our warm, vibrant school culture, with a rich diversity of students from all backgrounds. We have aspirational classroom environments, a house system allowing all students of all ages to collaborate and compete, as well as commitment to a vast range of extra-curricular opportunities through clubs, sports and trips across the country and the world. This sense of care and community extends to our dedicated staff, who are passionate educators committed to the students and school we serve. If you are a hard-working individual who thrives in a collaborative and supportive environment, I encourage you to explore the exciting opportunities at Crossley Heath School. We are always seeking talented individuals to join our team and contribute to the ongoing success of our students.

The Art, Design and Technology Faculty plays a vibrant role in school life, offering a rich range of extra-curricular opportunities that inspire creativity, collaboration and innovation. From our celebrated Art and Fashion Showcase to our rocket design competition, House Bake Off and many more enrichment activities, we are looking for a Faculty Leader who will continue to champion and expand these experiences, ensuring that students flourish both within and beyond the classroom.

Details of the application process can be found on page 10 of these documents. Please visit our website (www.crossleyheath.org.uk) to explore the school further. Please do not hesitate to get in touch with the Chief Operating Officer, Mrs. Debbie Gallimore, (d.gallimore@crossleyheath.org.uk) if you require any further information in the first instance.

I hope you will take the opportunity to explore further and decide that this role is the right one for you and we look forward to receiving your application.

Dean Jones M.A.
Head Teacher, The Crossley Heath School



INFORMATION ABOUT THE SCHOOL

WHO WE ARE AND WHAT WE STAND FOR

At Crossley Heath we see ourselves as a school family. Our school building was founded as an orphanage and school 160 years ago and the spirit of inclusivity and social mobility on which we were founded lives strong today. The school evolved into an amalgamation of Crossley and Porter and Heath Grammar Schools allowing us to trace our heritage back to 1585 and the origin of the school motto 'Omne bonum ab Alto' meaning "all good things come from above" which can both have a spiritual dimension and remind us to be thankful to the generations before.

We are a grammar school for entry into Year 7 which means students of all backgrounds are welcome at our school, they just have to show the aptitude to excel on the entrance examinations. We are proud of our diverse student body and much higher proportion of students accessing Free School Meals than other grammar schools as inclusion is at the heart of our ethos. We have a thriving sixth form which is integral to the life of the school. We embrace and celebrate our wide ethnic and geographic diversity and endeavour to be a genuinely warm, inclusive and vibrant school community.

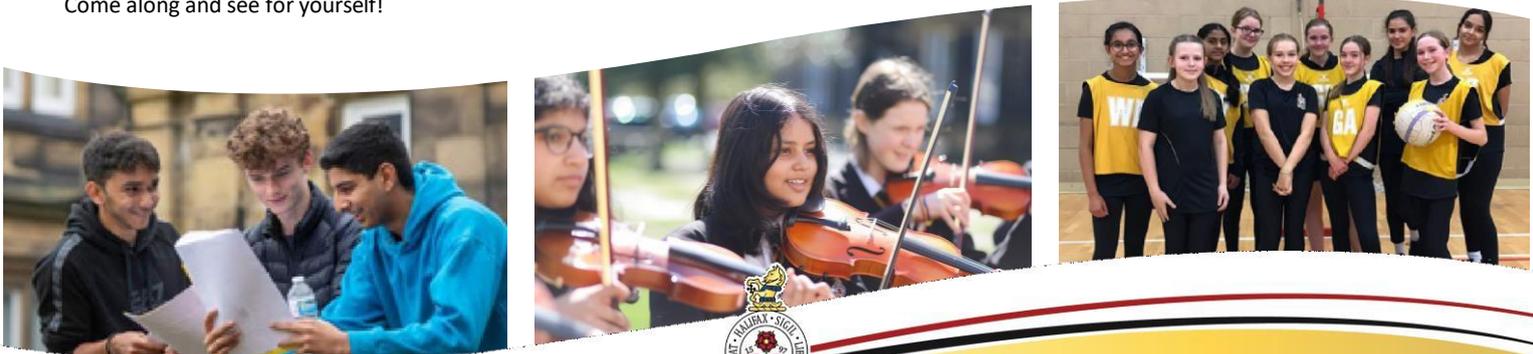
OUR VISION: We truly look forward to welcoming students to The Crossley Heath School and championing their success throughout every moment of their time with us. We are **a school with a heart** and consider our staff, students and their families to be a school family. Our vision is to be **the leading school for educational excellence, where we nurture happy students with strong values, so they all contribute positively to society.** The happiness of our students really matters to us. We know that academic achievement will give them the brightest choice of future careers which will allow them to be happiest. Our aspiration is for our students to spread happiness too as positive role models for our values of kindness, courage and excellence. Our students will influence society for the better, leaving our school committed to making the world a better place.

OUR VALUES: **Our values are kindness, courage and excellence.** Crossley Heath students have the kindest manners, support others in a spirit of philanthropy and are inclusive in welcoming all people into our school family. We stand up courageously for what is right, celebrate the diversity of people from all backgrounds, recognise that the resilience to bounce back from failure is central to success in life and we develop the confidence to help influence the world to become a better place. Excellence is our goal, excelling academically through hard work, giving our all to sports and the arts, seizing every opportunity to shine.

OUR PURPOSE: **Unlocking potential; building leaders of the future.** We are a grammar school with the purpose of promoting the highest achievement and most aspirational future destinations for our students. In this way we are an engine for social mobility as we unlock the potential of the most academically able students, regardless of their background, to achieve the highest of goals. Our heritage has blessed us with a truly unique building and a spirit of philanthropy, such that we have a desire to promote the welfare of others through giving our time to support and fundraise for charities helping the most vulnerable in our local community. We are here to develop students with the strength of character, aptitude and positive commitment to sharing happiness as leaders of the future.

We have a vibrant House system which adds a strong sense of positive competition and affords students an opportunity to express themselves, demonstrate their talents, make lifelong friends and have fun. Indeed, many former students comment that some of their fondest memories are of taking part in activities for their House. Student leadership is a strength at Crossley Heath with all students, led by 6th form leaders, taking part in fundraising, Eco Schools, health and well-being initiatives. Extra-curricular activities, especially a wide variety of sports, are also a strength of the school as we have teams competing in rugby, football, netball, cricket and athletics throughout the year. Our school trips are many and varied across all subjects and with overseas trips ranging from Belgium to Berlin and Canada to China.

Partnership building is a Crossley Heath characteristic as we are a school family with highly supportive parents, carers and families, a vibrant local community and alumni who stay connected to our school for life. We care deeply about wellbeing and believe in being the friendliest and happiest school possible. Our staff are supported with a culture of listening, collaboration, commitment to professional development and an additional weekly free period on top of that typical in schools by way of a thank you for all that teachers do to support our wonderful students. Our students are the warmest and most welcoming people, they make being part of the Crossley Heath school family an absolute pleasure. Come along and see for yourself!



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www.crossleyheath.org.uk Head Teacher: Mr. Dean Jones M.A

Art, Design and Technology Faculty Leader (ideally with a Design and Technology Specialism)

From 1 September 2026

UPS3/TLR2C

Full time

We are seeking an ambitious, creative, and committed Faculty Leader to lead the Design & Technology, Food and Nutrition and Art departments and drive excellence in teaching and learning across the Faculty.

This is an exciting opportunity for an experienced practitioner with strong leadership skills to work collaboratively, inspire innovation and play a key role in the strategic development of the school. Leading a team of teaching staff and specialist technicians, you will be a visible and dynamic presence within the Faculty, ensuring high standards of teaching, strong student outcomes and a culture of creativity and ambition across all subject areas.

The successful candidate will have excellent subject knowledge and the experience and vision to lead the Faculty with confidence. They will be an experienced teacher of Design & Technology and will demonstrate a strong commitment to upholding and modelling the school's values of Kindness, Courage and Excellence.

At The Crossley Heath School, our vision is *"To be the leading school for educational excellence, where we nurture happy students with strong values, so they all contribute positively to society."* We are a school with a heart. We care deeply about our students and recognise that they are among the most rewarding young people to work with — curious, motivated and engaged — making teaching here a truly wonderful and fulfilling career.

This new role presents an excellent opportunity for an ambitious leader seeking to develop their practice and gain valuable experience within a highly successful, supportive and forward-thinking school. We are a friendly, diverse and inclusive community and welcome applications from candidates of all backgrounds.

Information about the school is available on our website together with further details about the post and an application pack. All completed applications should be returned to Gaynor Fisher, Office Manager, g.fisher@crossleyheath.org.uk by 8.00 am on Wednesday 18 March 2026. Interviews will take place on Tuesday 24 March 2026.

We are committed to safeguarding children in all aspects of recruitment and selection. The appointment will be subject to pre-employment checks, including an enhanced DBS check.

We believe our staff are the school's greatest asset. We have signed up to the Education Staff Wellbeing Charter with the aim of supporting the wellbeing and mental health of all staff.



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JOB DESCRIPTION

Job Title: Art, Design and Technology Faculty Leader
Grade: TLR2C
Line Manager: Headteacher
Job Purpose

To provide dynamic and inspirational leadership of a team of teachers and specialist technicians in the DT faculty to ensure strategic development and good quality outcomes are achieved. To facilitate high quality teaching and learning which enables all students to attain high standards, and to drive improvement in levels of attainment, achievement and progress across the Faculty.

Main Duties/Responsibilities

- To lead the development of appropriate resources, schemes of work, marking policies, assessment and teaching and learning strategies across the Faculty.
- To actively monitor and follow up student progress across the Faculty.
- To implement school policies and procedures, e.g., Health and Safety, COSHH.
- To work with Faculty colleagues to formulate aims, objectives and strategic plans which have coherence and relevance to the needs of students and to the aims, objectives and strategic plans of the school.
- To contribute to the business planning function of the Faculty, and to ensure that the planning activities of the Faculty reflect the needs of students, School Improvement Plan/Faculty Development Plan and the aims and objectives of the school.
- To ensure that Health and Safety policies and practices, including risk assessments, throughout the Faculty are in-line with national requirements and are updated where necessary.
- Take responsibility for setting and monitoring departmental budgets.
- Take responsibility for performance management of department leaders within the Faculty, ensuring that appropriate objectives are set and that staff are able to access appropriate CPD.
- Be accountable for curriculum provision that leads to improved outcomes for students, ensuring effective delivery by all teachers in the departments.
- Ensure appropriate curriculum provision with up-to-date schemes of work that reflect national developments.
- Systematically monitor and evaluate the quality of teaching within the Faculty and lead the promotion of excellent practice.
- Oversee and monitor the effectiveness of assessment procedures to ensure all students are able to make maximum progress.
- Ensure that all staff are maintaining accurate and up-to-date records of student attainment and progress.
- Collate student data, analyse and agree action points with relevant staff and monitor implementation.
- Lead on support and intervention for identified students at risk of under-achieving within the department.
- Ensure that arrangements for internal and external examinations and coursework are made, accurate marking takes place, and that students and parents are informed of outcomes in a timely manner.



JOB DESCRIPTION

- Monitor and evaluate the effectiveness of the courses, projects and new initiatives in the Faculty.
- Disseminate and communicate key information to team members.
- Ensure consistency of approach and standards across the team.
- Evaluate the use of resources in order to increase efficiency and effectiveness.
- Encourage links with the community and local industry through the medium of the subject and its usage.
- Plan, prepare and teach lessons of the highest standard to students assigned and support other teachers to develop outstanding practice.
- Participate fully in department meetings and ensure others are able to contribute.
- Ensure that communication with parents is prompt and effective.
- Carry out any other duties as reasonably requested by the Head Teacher

Additional specific responsibility

- To be a Tutor to an assigned Tutor Group and to carry out duties related to this role

General duties

- To carry out a share of supervisory duties in accordance with published rotas
- To participate in appropriate meetings with colleagues and parents relative to the above duties
- Act as a positive role model to young people and uphold the highest standards in professional conduct
- Operate relevant equipment/ICT packages (e.g., MS Office, internet, intranet, Arbor, E-mail, Microsoft 365 suite))
- Keep up-to-date knowledge of the range of external agencies and opportunities that can be used to provide extra support for students
- Ensure effective communication with all colleagues (teaching and support staff)

NOTES

1. The above responsibilities are subject to the general duties and responsibilities contained in the statement of Conditions of Employment.
2. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed.
3. This job description is not necessarily a comprehensive definition of the post. It will be reviewed annually and it may be subject to modification at any time after consultation with the holder of the post.
4. All staff participate in the school's performance management scheme.
5. This 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 are committed to safeguarding children in all aspects of recruitment and selection. The appointment will be subject to pre-employment checks, including an enhanced DBS check.



PERSON SPECIFICATION

Qualities	Essential	Desirable	How Identified
QUALIFICATIONS	A good Honours degree in Product Design, Engineering or similar. Qualified Teacher Status		Application Form/Task
TEACHING EXPERIENCE & PRACTICE	Design Technology at KS3 and KS4 with successful outcomes	AQA DT GCSE specifications KS5 DT - Product Design Systems and Control, Engineering at KS4 Experience of teaching all areas of Design Technology Experience of teaching across other subjects including Art.	Application Form/Interview
	An outstanding classroom practitioner with demonstrable impact on student progress, particularly with students of high ability	Evidence of strategies used to encourage students as independent learners.	Application Form/Interview
	Targeted intervention for students to achieve outcomes above expectations	Perseverance and evidence of adopting of a range of strategies to support less confident students	Application Form/Interview
	Effective analysis of data relating to student performance to inform teaching		Application Form/Task
	Evidence of effective assessment used to guide and support student progress.	Use of feedback and reflective strategies to ensure student progress.	Interview



PERSON SPECIFICATION

Confident ICT skills	Use of new technologies to enhance teaching and learning	Application Form/Interview
Commitment to developing own professional skills and practice	Evidence of recent training and development relating to subject	Application Form
Evidence of recent safeguarding training		Application Form
Ability to lead, motivate and support a diverse team of staff	Experience of coaching or mentoring staff	Application Form/Interview
High standards of communication and interpersonal skills		Application Form
Ability to self-evaluate and reflect so as to improve own practice		Application Form/Interview
A positive, proactive and resilient person with a solution focused approach who has the ability to manage workload effectively (own and others)	Ability to monitor teaching and learning and provide constructive feedback to others.	Application Form/Interview
Empathy for young people and an understanding of issues which may impact on their learning		Interview
A commitment to the promotion of good behaviour and a positive school ethos		Application Form/Interview
Ability to support students in pastoral and personal guidance matters for example as a form tutor		Application Form/Interview
Commitment to implementation of school safeguarding practices and procedures		Interview
Willingness to support extra-curricular activities, trips and visits	Knowledge of cross-curricular links and external engagement with industry and or external partnerships.	Application Form/Interview



WHY APPLY TO CROSSLEY HEATH?

You will be joining a school which is all about putting staff and students first. There are numerous wellbeing initiatives and social events to enjoy each term.

We believe our staff are the school's greatest asset. We have signed up to the Education Staff Wellbeing Charter with the aim of supporting the wellbeing and mental health of all staff

Other benefits include:

- ✦ Free parking
- ✦ Free access to onsite Fitness Suite
- ✦ Automatic enrolment to the Teacher Pension Fund / Local Government Pension Fund
- ✦ Excellent CPD programme

HOW TO APPLY

Applications must be made using the school's application form. The application form requires the names of two referees, one of which must be your current or most recent employer. If you currently work in a school, this should be from the Head teacher.

Closing date: 8.00 am on **Wednesday 18th March 2026**. Interviews will be held on **Tuesday 24th March 2026**. Applications should be submitted by the deadline via email to Gaynor Fisher, Office Manager, g.fisher@crossleyheath.co.uk

The School is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. All staff are in a position of trust and therefore have a responsibility to promote and safeguard the welfare of children, young people and vulnerable adults in accordance with the nature of this post. The appointment will be subject to pre-employment checks, including an enhanced DBS check.



The leading school for educational **excellence**, where we nurture **happy** students with strong values so they all contribute **positively** to society.

