



CANDIDATE APPLICATION PACK
HEAD OF TECHNOLOGY AND ENGINEERING

**'DOING THE RIGHT THING FOR
OUR PEOPLE THROUGH OUR VALUES OF
ASPIRATION, INTEGRITY AND RESPECT'**

CONTENTS

PAGE 03 | Welcome Letter from our Headteacher

PAGE 04 | Making Your Application and Key Dates

PAGE 05 | Welcome Letter from our CEO

PAGE 06 | Hollingworth Learning Trust

PAGE 07 | Newhouse Academy Information

PAGE 08 | Our Mission & Values

PAGE 09 | Benefits and Wellbeing

PAGE 10 | Job Description

PAGE 13 | Person Specification

PAGE 14 | Contact Details



“ The trust, members of the local governing body and the school have an appropriately ambitious vision for pupils' education at Newhouse Academy. OFSTED ”





DEAR PROSPECTIVE CANDIDATE,

Welcome to Newhouse Academy.

I'm honoured to be Headteacher at Newhouse Academy and proud to serve our students and community.

Now in our sixth year as a team, we hold ourselves to high standards through our Our People agenda, supporting student welfare and personal development while fostering a positive, aspirational culture. Our teaching staff are encouraged to deliver engaging, creative lessons that inspire.

We are part of Hollingworth Learning Trust who work to support our students, staff and community whilst respecting our unique character and context. We are driven by our values of aspiration, integrity, and respect, with a strong focus on ensuring all students reach their post-Year 11 goals.

In September 2024, we opened a brand-new building housing cutting-edge facilities for Science, Technology, Engineering Music, Performing Arts, PE, and SEND/SEMH teams, alongside a modern hall and dining space. The redevelopment has also provided beautiful outdoor areas for our school community.

We are building our relationship with the UTC movement, as we absolutely see the value in technical education.

We offer a full induction, pension scheme, wellbeing package (including Simply Health membership), free use of our new gym, and ample on-site parking.

With a dedicated team and a relentless focus on student success, we're always looking for talented individuals who can inspire and lead.

If that's you, please follow the application stages as detailed within the advert. We look forward to receiving your application.

recruitment@newhouseacademy.co.uk

Yours faithfully

Mr Alex Burnham
Headteacher

Head of Technology and Engineering

| | |
|-------------------------|---|
| PAY RANGE | £58,580 to £62,156 (dependent on experience) |
| CONTRACT | Permanent |
| POST START DATE | September 2026 |
| VISITS TO SCHOOL | To be arranged via the HR and Operations Coordinator, Mrs R Duffy Email: recruitment@newhouseacademy.co.uk Or call: 01706 369436 |

| | |
|---------------------------------|--------------------------------------|
| APPLICATION CLOSING DATE | Monday 18 th May 2026 9am |
|---------------------------------|--------------------------------------|

To apply for this position please download the application form and supporting documentation. Completed applications should be sent to recruitment@newhouseacademy.co.uk by the closing date.

We do not accept CV's as a form of application.

| | |
|---------------------------|---|
| PANEL SHORTLISTING | Will take place on advert closing date |
| INTERVIEW DATE(S) | Likely to take place on Wednesday 20 th May 2026 |

Newhouse Academy is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expect all staff and volunteers to share this commitment.

The successful candidate will have to meet the person specification and will be required to apply for an enhanced DBS disclosure and all other pre-employment checks outlined in Keeping Children Safe in Education. All appointments are subject to Safer Recruitment practices.

We particularly welcome applicants from under-represented groups including those based on ethnicity, gender, transgender, age, disability, sexual orientation or religion.



Welcome to

Hollingworth Learning Trust

and thank you for your interest in joining Newhouse Academy - one of our family of schools dedicated to raising standards, driving innovation, and unlocking potential.

I'm incredibly proud of the commitment shown by our school teams and central services in supporting our pupils, colleagues, and local communities. If you're inspired by the opportunity to be part of a dynamic, forward-thinking Trust that empowers its schools to thrive, we encourage you to apply and look forward to hearing from you.

Best wishes

Mr Darren Randle
CEO

Hollingworth
Learning Trust

RATIONALE & CULTURE

Our Trust exists to support school improvement and share innovation across our academies in order to raise standards, improve provision and unlock potential. The purpose of each academy is to improve the life chances of each child regardless of ability, gender, social background, or ethnic origin.

Each academy in our Trust has a unique context and works to best meet the needs of its pupils and local community. We do not believe in a standard 'one size fits all' approach or the development of 'identikit' schools. Hollingworth Learning Trust develops a bespoke relationship with each academy dependent on where it lies on its improvement journey and supports this development while respecting its unique character and context.

How do we work? Our 1,2,3 approach ..

1) People First

The success and wellbeing of our children, staff and families drives everything we do.

2) Academies Second

The local academy is where this happens. The Headteacher is the professional responsible for leading a great team of colleagues to achieve this.

3) Trust Third

Our role as a Trust is:

To support and challenge the Headteacher, academy, leadership and staff in school improvement and in providing a high quality inclusive education.

To support each academy to develop a strong, unique identity serving its local community. In turn, for each academy to become part of the HLT family and bring capacity to our Trust.

To develop the very best leaders, teachers and support staff.

To create an outstanding infrastructure for success through high quality, rapid and responsive educational, financial, HR and IT support.



HOLLINGWORTH LEARNING TRUST

Hollingworth
Learning Trust

OUR MISSION

Our Mission Statement is the focus of everything we do:






"We are here to make a positive difference to the lives of our children, providing the very best education in an environment that supports, values, and recognises our people."

VISION, CULTURE & ETHOS

As a Trust we believe that developing a strong learning and school improvement culture across our schools will be most successfully achieved by promoting each school's autonomy to research best practice, develop ideas and share expertise through strong networks of collaborative practice. To achieve this, successful schools should have the freedom and autonomy to develop ways of working that best suit their context, the career stages and training needs of the staff team, and the varying needs of different cohorts of pupils and families served by the school. Through collaboration, our schools will develop methods of working informed by effective practice within the trust and of that highlighted nationally and internationally through accredited research and evidence-based innovations.

Our Trust facilitates collaboration and identifies best practice with the aim of offering support and challenge to all its schools and identifying strengths of practice. This will then be drawn upon and targeted to drive improvement. We recognise that some schools will require a differentiated level of support and challenge in ensuring a high quality and inclusive education for all pupils.

OUR VALUES

-  **AMBITIOUS:** We have high expectations for all of our children and staff. They deserve the best we can do.
-  **POSITIVE:** We believe that people and schools can improve; we always believe this.
-  **RESILIENT:** We make long term commitments to pupils, families, communities and schools. We never give up.
-  **REFLECTIVE:** We constantly evaluate what we do in order to improve. We are never complacent.
-  **PRINCIPLED:** We always promote equity, equality and challenge injustice. We always act in the best interests of our pupils.

ACADEMY INFORMATION

Newhouse Academy is an 11–16 comprehensive school serving diverse communities, mainly in the Heywood and Middleton areas of Rochdale.

Currently, 44.4% of our students are eligible for pupil premium and 43.4% for free school meals - both well above the national average. We have 23 EHCP students (2.4% of the academy), aligning with national figures. 12.4% of students are EAL, and 88.6% of students speak English as their main language.

Once underperforming, the academy has made significant, sustained improvements over the past five years, driven by a clear vision and strategic plan. This progress was recognised in our November 2023 Ofsted report, which awarded the academy its first "Good" ratings in 14 years.

Central to this transformation is the "Our People" vision - focused on belonging, character development, and the values of aspiration, integrity, and respect - leading to the creation of the "Our People" curriculum and agenda.

STUDENT OUTCOMES

At Newhouse Academy, we work tirelessly to ensure our students achieve grades that reflect their true potential. Since joining Hollingworth Learning Trust, the academy has undergone a rapid turnaround, with key performance data from 2019 to 2025 demonstrating a clear upward trajectory in both academic ambition and student outcomes.

Rising Proficiency in English and Maths

We have seen a dramatic increase in students achieving 'Standard' and 'Strong' passes in core subjects which we expect to be in line with national figures this year.

An Ambitious, Broad Curriculum

We have overhauled our curriculum to ensure it is both rigorous and diverse. We have significantly increased the number of students excelling in Humanities and Languages.

- EBacc Entry Rates: Increased from just 3% in 2019 to 31% in 2025
- EBacc Average Point Score: Improved from 2.75 to 3.25

Success Beyond Year 11

We have a proven track record of ensuring our leavers transition successfully into the next stage of their lives, consistently preventing students from falling into the 'NEET' category (Not in Education, Employment, or Training).

- 97.3% Success Rate: Our latest figures show the vast majority of our students successfully progress into further education, professional training, or employment.



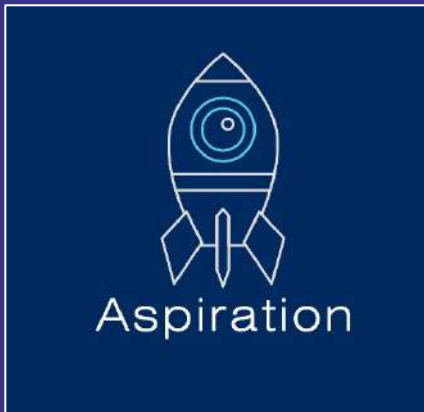
“ Staff value the support from the school to make improvements to pupils’ learning. Staff morale is high. OFSTED ”



OUR MISSION & VALUES

Our mission is to motivate and prepare our students for a rapidly changing world, by instilling in them the knowledge and skills needed to be successful in life, and to uphold our core values of 'Aspiration', 'Integrity' and 'Respect'. Our Mission Statement is the focus of everything we do;

'Doing the right thing for Our People through our values of Aspiration, Integrity and Respect'.



Being ambitious and doing your best.



Being honest and doing what is right.



Being considerate and thinking of others.

OUR STAFF



Aspiration



Integrity



NO FOOLS
Our staff are selected on character over talent.

TRAIN TO WIN Practice Under Pressure
Our people know that professional development is an ongoing process. Through our coaching model we accept professional feedback and work to improve our practice. We research, read and implement.

WORK WITH PURPOSE
Our people know their purpose and model the standards they expect from others. We promote and work on our academy priorities.

SWEEP THE SHEDS
We are never too big to do the small things that need to be done. "Own it, keep it simple and get it done."

LEGACY
We have a responsibility to add to the legacy and leave the academy in a better place.
"What will your legacy be?"



Respect



OUR VALUES BIND US
We have high expectations for Aspiration, Integrity and Respect. We believe every student can achieve and reach their desired destination.

WE CREATE OUR CULTURE
The Our People agenda drives a team identity. We celebrate together and solve our issues together. We build relationships, collaborate and communicate effectively. We do not rely on emails.

KNOW OUR STUDENTS
We are all responsible for creating a positive learning environment that engages our students and leads to better life chances.

LEADERS CREATE LEADERS
We are responsible for creating the leaders of the future. This applies to our staff and our students.

SACRIFICE
We are passionate about what we do and we are prepared to make sacrifices. To enable this, we must monitor our own wellbeing, and the wellbeing of the team.



GO FOR THE GAP
When we are at the top of our game, we look at how we can be even better.

HONESTY DRIVES BETTER PERFORMANCE
We are honest about our own strengths and weaknesses. We do not hold grudges – it's a waste of energy that we could be used to be brilliant. It's never personal!

24 HOUR RULE
We keep a clear head. One minute can decide the outcome of a situation. We avoid making poor decisions under pressure.




Newhouse Academy

WHY NEWHOUSE?

Thank you for your interest in Newhouse Academy, a vibrant, nurturing school located in Heywood, Rochdale. We are committed to fostering a calm, supportive environment where teachers can focus on teaching, support staff can excel in their roles, and students can reach their full potential. With around 1000 students and 150 staff, we are proud to offer an excellent standard of education, supported by consistently high expectations for both learning and behaviour.

At Newhouse, staff wellbeing is a top priority. We are committed to promoting health, ensuring safety, and addressing workplace stress. Below are the key initiatives we've put in place to support our team.

OUR BENEFITS AND WELLBEING PACKAGE INCLUDES:

- An optional health cash plan for employees, which includes cash back on certain medical treatments. This is also an information hub for all things relating to health and wellbeing.
- A pop-up wellbeing café every fortnight in school.
- A generous discretionary leave policy, helping staff to balance their family life with work commitments.
- An Employee Assistance Programme, which offers a confidential 24/7 advice line and free counselling / talking therapy sessions.
- A gym suite that staff are able to use.
- Coaching and mentoring.
- Occupational health support.
- Cycle to Work Scheme.
- Staff social events.
- Free lunches for staff supervising children on the lunch Duty Rota.
- Online learning platforms to reduce workload.
- Strong presence of dedicated non-teaching pastoral and senior staff, who provide essential support for behaviour management, allowing teachers to focus fully on teaching.
- Shared planning.

EXTRA WELLBEING BENEFITS INCLUDES:

- Healthcare products in staff bathrooms.
- Free staff breakfast once every half term.
- Complimentary meals and refreshments at events.

As part of Hollingworth Learning Trust, one of our founding principles is 'to always act in the best interest of students'. We believe the best way to achieve this is to look after our colleagues. This means:

- We follow national pay and conditions in the STPCD / Burgundy Book for teaching staff and follow the terms set out in the Green Book for support staff.
- We commit to full union recognition and partnership working practice.
- We listen to our staff and make changes where we can.
- Staff are provided with opportunities to develop both personally and professionally; the academy has a CPD programme that caters for staff development.
- We commit to developing meaningful staff wellbeing practice.
- We commit to reduction of unnecessary workload (both in terms of practice and culture).
- We commit to meaningful professional development.

HEAD OF TECHNOLOGY and ENGINEERING

JOB DESCRIPTION

| | |
|------------------------|--|
| Job Title | : Head of Technology and Engineering |
| Responsible to | : Assistant Headteacher |
| Responsible for | : Technology and Engineering Department |
| Contract type | : Permanent |

The current conditions of employment of school teachers as laid down by the Department for Education will apply.

1. TITLE AND GRADE OF POST

Head of Technology and Engineering
£58,580 to £62,156 (dependent on experience).

2. PURPOSE OF THE JOB

To lead the department and to secure high quality learning which allows students to fulfil their potential, achieve improved standards of teaching and attain outstanding outcomes in external examinations.

3. RESPONSIBLE TO

The post holder is responsible to the Headteacher in all matters, the Assistant Headteacher / Curriculum Lead in respect of curricular matters and the Heads of Year in pastoral matters.

4. LIAISING WITH

The post holder should interact on a professional level with colleagues and seek to establish and maintain productive relationships with them and to promote mutual understanding of the school curriculum with the aim of improving the quality of teaching and learning in the school.

5. PARTICULAR RESPONSIBILITIES

The main duties of the post will include:

- a) **Leading and managing Technology and Engineering at both Key Stage 3 and 4.**
- b) **Direct responsibility for all attainment in Technology and Engineering at Key Stage 3 and 4.**
- c) **Development of the staff in the Technology and Engineering department.**
- d) **Direct responsibility for the Departmental Quality Curriculum Leader's File in Technology and Engineering.**

These duties will require you to:

- Be an excellent classroom practitioner who can teach a variety of classes across the ability range and key stages, ranging from Key Stage 3 to GCSE level.
- Build and develop relationships and partnerships with Baker Dearing, Bolton UTC and employers.
- Evaluate and enhance the Technology and Engineering curriculum.
- Develop and review the syllabus, resources, marking and assessment policies and teaching and learning strategies in the department.
- Have direct responsibility for results at Key Stage 4 for Technology and Engineering related courses.
- In conjunction with the Examinations Officer ensure all information is completed accurately for Controlled Assessments and Examination Entries in Technology and Engineering.
- Use data effectively in order to set and monitor targets for individual students and implement appropriate intervention strategies such as support and revision lessons in Technology and Engineering in order to raise standards of student attainment and achievement at KS4.
- Evaluate the teaching of Technology and Engineering and use the analysis to identify effective practice and areas for improvement, and take action to improve further the quality of teaching in the department.
- Record and analyse national, local and school data and report results to Line Manager, plus research and inspect evidence to inform policies, practices, expectations, targets and teaching methods.
- Co-ordinate the Standardisation of centre based assessment materials and ensure all students achieve or exceed their FFTD targets.

- Develop challenging materials for all students at Key Stage 3, including in high prior attainment (formerly G&T).
- Be responsible for HPA/students progress and ensure challenging targets are met or exceeded.
- Set Technology and Engineering work for absent colleagues.
- Be responsible for analysing summative data to help inform our medium and long term planning.
- Be responsible for publishing the findings of data analysis in a way that is accessible and useful.
- Be responsible for leading subject meetings. To help in the administration of those meetings through the distribution and drafting of minutes. Ensuring all official documentation is efficiently distributed to parties concerned and that documents (minutes, agenda etc.) are stored on the department's area on the school system.
- Liaise with HE providers in the delivery of the ITE programme and the shared mentoring of trainees.

OTHER ACCOUNTABILITIES

2. Support the development of the subject

- Ensure the provision of an appropriately broad, balanced, relevant and differentiated Technology and Engineering curriculum for all students studying within the department, in accordance with the aims of the school and the curricular policies determined by the Governing Body.
- Be responsible for the formulation of department's policy, aims and objectives which relate to National Curriculum requirements and the school's curriculum and equal opportunities policies.
- Lead the Technology and Engineering Rewards and Awards Schemes.
- Actively participate in promoting and implementing the relevant sections of the Technology and Engineering Departmental Action Plan and ensure that your team is clear about action to be taken, timescales and criteria for success.

3. Teaching and Learning

- Monitor the progress made towards the Technology and Engineering Departmental Action Plan, evaluate the effects on teaching and learning, and use this analysis to guide further improvements.
- Secure and sustain effective teaching of the subject for self and others, evaluate the quality of teaching and standards of students' achievements and set targets for improvement.
- Monitor curriculum coverage, continuity and progression for all students, including those of high prior attainment and those with special educational or linguistic needs.
- Provide guidance on the choice of appropriate teaching and learning methods to meet the needs of the subject and of different students in Technology and Engineering.
- Lead the Monitoring and Evaluation of teaching and learning in Technology and Engineering.
- To ensure the department's assessment and homework policies conform to school policies.
- To establish and implement clear policies and practices for assessment for learning, assessment of learning, recording and reporting on student achievement, and for using this information to recognise achievement and to assist students in setting targets for further improvements.
- Ensure effective development of students' individual and collaborative study skills necessary for them to become increasingly independent in their work.

4. Leading and Managing Staff

- Support teachers to build constructive working relationships with students, parents and other staff.
- Lead the Technology and Engineering team to engage, inspire and motivate students to maximise their enjoyment of, and progress in Technology and Engineering.
- Lead professional development of teachers through methods such as leading by example, coaching, and by involving others such as Baker Dearing and UTC Bolton.
- Lead the professional development of all staff, including TAs, to regularly provide bespoke departmental training opportunities during meetings, twilights and other sessions.
- Work with the SENDCO, pastoral team, senior team, outside agencies and any other staff to ensure students' work and subsequent standards to attain desired levels.

5. Efficient and effective deployment of staff and resources.

- Access appropriate resources for Technology and Engineering to ensure that they are used effectively, efficiently and safely.
- Support the effective and efficient management and organisation of learning resources, including information and communications technology.

6. Additional Specific Responsibilities.

- To attend and participate in team meetings, staff meetings, open evenings, parents' evenings and student performance evenings. This will always be in line with directed time and the school calendar.
- Engage actively in the performance development process of the school.
- To uphold the school policies for students, especially in relation to the behaviour and uniform policies.
- To undertake any other reasonable duties as may be agreed from time to time.

General Responsibilities:

- The post-holder must perform their duties in accordance with the school's Equal Opportunities Policy; be aware of, support and ensure equal opportunities for all; and have due regard to the Public Sector Equality Duty.
- To comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- To contribute to the school ethos, values, aims and development/improvement plan.
- To attend meetings within the Trust, at its Academies and external events as required.
- To participate in training, professional learning activities and performance development as required.
- To continue own professional development in relevant areas including subject knowledge and teaching methods.
- To maintain confidentiality always in respect of school-related matters and to prevent disclosure of confidential and sensitive information.
- Work and process personal and sensitive information in accordance with Data Protection Act 2018 including the General Data Protection Regulations (GDPR) 2018.
- To understand and comply with the statutory guidance regarding safeguarding of children, ensuring the safeguarding and promotion of children's welfare at all times, reporting any concerns to the Designated Safeguarding Officer immediately.
- To carry out their duties with due regard to current and future school/Trust policies, procedures and relevant legislation. These will be drawn to the post-holder's attention during the recruitment process, induction, staff code of conduct, ongoing performance development and through Trust communications.

Hollingworth Academy expects employees to work flexibly within the framework of the duties and responsibilities above. This means the post-holder may be expected to carry out work not specified in the job profile but which is commensurate with the role's grade within the remit of the duties and responsibilities.

This job description will be reviewed to reflect the plans, growth and development of the Academy.

PLEASE NOTE:

- The above responsibilities are subject to the general duties and responsibilities contained in the 'School Teachers' Pay and Conditions' document.
- Your job description is not necessarily a comprehensive definition of the post. It will be reviewed periodically and may be subject to modification/amendment at any time after consultation with you.

Information for all applicants / post-holders:

Newhouse Academy is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

The successful candidate will have to meet the person specification and will be required to apply for an enhanced DBS disclosure and all other pre-employment checks outlined in Keeping Children Safe in Education. All appointments are subject to Safer Recruitment practices.

We particularly welcome applicants from under-represented groups including those based on ethnicity, gender, transgender, age, disability, sexual orientation or religion.

| | | |
|--------------------------------------|-------------|--------------|
| Signed: <i>holder</i> | <i>Post</i> | Date: |
| Signed: <i>Headteacher</i> | | Date: |

PERSON SPECIFICATION – Head of Technology and Engineering

| | ESSENTIAL | DESIRABLE | EVIDENCE |
|------------------------------------|---|---|--|
| QUALIFICATIONS AND TRAINING | <ul style="list-style-type: none"> • Qualified Teacher Status. • Degree in relevant and appropriate discipline. • Leadership development CPDL at Middle leadership level | <ul style="list-style-type: none"> • Honours or Higher degree. | <ul style="list-style-type: none"> • Application form and interview |
| EXPERIENCE | <ul style="list-style-type: none"> • Significant experience of leading a curriculum area. • Experience of teaching an 11 – 16 Technology subject. • Outstanding record of managing people. • An excellent classroom practitioner with a proven record of motivating students to achieve outstanding progress. • Ability to lead a team. • Ability to support less experienced members of staff. • Excellent organisational skills. | <ul style="list-style-type: none"> • Experience of having contributed to extra-curricular activities. • Experience of analysing data and setting curricular targets. • Experience of moderating / being an examiner at GCSE level. | <ul style="list-style-type: none"> • Interview Process |
| KNOWLEDGE AND VALUES | <ul style="list-style-type: none"> • Ability to articulate a sound educational philosophy in line with the school’s aims. • To have a clear vision for the long term development of the Technology department. • Record of delivering consistently good to outstanding lessons. • Ability to deliver schemes of work which help to promote Equity, Engagement, Excellence and Enterprise for all students. | <ul style="list-style-type: none"> • IT skills to support pupil learning • Understanding of excellent practice in teaching. • Knowledge of recent and planned developments in education. | <ul style="list-style-type: none"> • Interview Process |
| PERSONAL QUALITIES | <ul style="list-style-type: none"> • Ability and willingness to work with both colleagues and pupils. • Commitment to further professional development. • Commitment to the school’s continued success. • Team player. • Sense of perspective. | <ul style="list-style-type: none"> • Commitment to extra-curricular activities. | <ul style="list-style-type: none"> • Interview Process |

The school is committed to safeguarding and promoting the welfare of vulnerable adults, children and young people and expects all staff and volunteers to share this commitment. The information requested for applicants is considered to be objectively justified to comply with government guidance on safer recruitment in such areas. Appointment to this post will be subject to a Disclosure and Barring check.

Newhouse Academy operates a Smoke Free Policy for all its employees and applies to any building and associated grounds within the immediate vicinity of the school which is wholly owned, leased or operated and occupied by the school.



Newhouse Academy
Newhouse Road
Heywood
Lancashire
OL10 2NT

Email: office@newhouseacademy.co.uk

Tel: 01706 369436

The Quality in Careers Standard >>>>

Newhouse Academy has been recognised for its outstanding careers education. The academy has been awarded the national Quality in Careers Standard awarded under licence by Career Connect.

“ Pupils and staff have positive relationships. Pupils are well supported to develop appropriate attitudes towards learning.

Pupils appreciate the our people programme that supports their personal development.”



Newhouse Academy



NewhouseAcademy



newhouseacademy