



Abbeyfield
School



RECRUITMENT PACK



2025



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School



Welcome

I am delighted that you are considering a career at Abbeyfield School. Our school is a dynamic and thriving community, dedicated to fostering the development of young people. At Abbeyfield, we uphold a vision focused on nurturing students' personal skills and qualities, ensuring they are well-prepared for their future lives as successful, responsible adults.

People have always been at the core of the Abbeyfield educational experience, and I am more convinced than ever that prioritising the development of our staff is essential. We are committed to the continuous professional development of our team, offering dedicated support to ensure that our staff can thrive in their roles. For our students to reach their full potential and make a positive impact, they must be taught by individuals who reflect these values. Our focus on recruiting and professionally developing a diverse range of outstanding staff is key to providing our pupils with strong role models.

Our teaching team is eager to build upon Abbeyfield's growing reputation for excellence. We are a school that is dedicated to delivering an ambitious, broad, and balanced curriculum through high-quality, evidence-informed teaching. Our academic results at both GCSE and A Level remain strong, with student progress consistently above average.

These are exciting times for Abbeyfield. The town of Chippenham is experiencing significant housing development, and our growing reputation has resulted in an increase in pupil enrolment. Consequently, we are set to embark on a three-phase building project that will expand the school by 50%.

As one of only four maintained secondary schools in Wiltshire, Abbeyfield has also begun the process of joining an academy trust. From September 2025, we will become part of The Athelstan Trust, one of the leading educational trusts in the South West.

We warmly invite all those who wish to be part of this exciting new chapter to apply.

We trust that this recruitment pack will provide you with a valuable insight into our unique and supportive community, and I look forward to welcoming successful applicants to Abbeyfield in the near future.

**Mr Nick Norgrove,
Headteacher**

Teacher of Design Technology (Food specialist preferred)

Full Time or Part Time considered – Permanent

Start date: September 2025
Close date for applications: Tuesday 22nd April 2025
Interview date: TBC
MPS/UPS
ECTs welcome to apply
Number of students on roll: 900

Please note – We reserve the right to interview and employ the right candidate before the closing date.

Due to expansion and growth in student numbers, this is an exciting time to join Abbeyfield School. Our recent 'Good' Ofsted rating (November 2022) highlighted that 'Staff are proud of the school and enjoy working at it. Leaders and Governors are supportive of staff's workload and well-being'. As a result, both the leaders and students are looking for high-calibre staff who are committed to delivering outstanding teaching and learning opportunities for all.

The Governors of Abbeyfield School are seeking to make the appointment of a talented and enthusiastic Design and Technology teacher to join our thriving Design Department. As a member of the team, you will be well-supported by a team of dynamic teachers who are passionate about Design. The successful applicant will look forward to a high level of support and professional development in a friendly atmosphere, encouraging all staff to fulfil their potential.

The post will offer the successful candidate the potential to teach Design Technology across the age range from 11 to 18. They will be expected to teach all specialisms of DT including Food Technology. They should have a lively, enthusiastic approach to the subject and enjoy working as part of a close team. They should show commitment towards the on-going development of Schemes of Work and teaching/learning approaches across the DT curriculum.

Within the Design and Technology Department, we offer GCSE Design Technology and L1 and 2 BTEC Hospitality and Catering and a KS5 Life skills programme.

The successful candidate should ideally possess experience of teaching GCSE Design Technology, Food and Nutrition GCSE or Hospitality and Catering BTEC but training will be provided. If successful, the candidate should be happy to contribute to some KS3 Teaching. An ability to teach their specialism to KS5, is desirable as we grow our uptake.

The successful applicant will have the exciting opportunity to work within a highly motivated team who are fully committed to developing staff to fulfil their potential.

ECTs are welcome to apply for these posts and will benefit greatly from a supportive and enthusiastic team. All our staff receive professional CPD opportunities much of which draws on our links with Challenge Partner as well as the opportunities provided by the National College and NPQ qualifications.

Additional information

Abbeyfield is a community school which occupies purpose-built premises. It is situated in a beautiful location, within commuting distance of Bath, Bristol and Swindon. The school was inspected in November 2022 and we pledge to offer the following:

- Excellent students who will work with you to achieve the highest standards
- A high-performing and growing school
- Excellent leadership, which believes in rapid and sustainable leadership
- A thriving sixth form where pupils make strong progress
- Outstanding behaviour
- Friendly and welcoming pupils who thrive in an atmosphere of tolerance and understanding

For a full information pack, please see our website www.abbeyfield.wilts.sch.uk/ under 'joining us' or contact reception on 01249 464500

Completed applications should be emailed to recruitment@abbeyfield.wilts.sch.uk

Please note - Due to safeguarding, we ONLY accept completed application forms. Abbeyfield School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All applicants will be subject to a full Disclosure and Barring Service check before appointment is confirmed

Teacher of Design Technology

(Food specialist)

Job Title: TEACHER OF Design Technology (Food Specialist)

Job Purpose: To provide high quality teaching and support to all the teaching groups assigned in order to promote effective learning and high levels of achievement.

Responsible to: Head of Design Technology

KEY ACCOUNTABILITIES AS A CLASSROOM TEACHER

These are set out in the Teachers' Standards.

KEY ACCOUNTABILITIES FOR TEACHING AND LEARNING

- To ensure all students achieve at or above their expected progress levels.
- To promote a positive attitude to learning.
- To undertake the role of tutor including monitoring all aspects of tutees' learning, attendance and development, and maintaining close liaison with parents and the pastoral team.
- To contribute to the overall development of the school.
- To implement school policies.
- To develop a stimulating learning environment.

Curriculum:

- To work with all staff to develop the curriculum to meet the needs of all students including their moral, spiritual, cultural, social, intellectual and physical development.
- To ensure that appropriate student tests and assessments are undertaken and to disseminate the results to other staff.
- To use data to track student progress, identify underachievement and undertake appropriate action
- To liaise with other staff as appropriate.

Staff Development:

- To undertake appropriate training
- To disseminate information and training to other staff as appropriate
- To participate in performance management arrangements as required.
- To support the aims and values of the school and to ensure students meet the school's expectations as set out in codes of conduct and uniform regulations
- To liaise with parents regarding student needs and progress
- To liaise with outside agencies as appropriate
- To support extracurricular activities and school events as appropriate

Scope for impact

This post offers the opportunity to contribute to the development of a very successful learning area. The postholder will have the opportunity to work closely with the Head of Design Technology to help shape the policies, working practices and curriculum in order to promote excellence and achievement for all now and in the future.

General

This job description only contains the main accountabilities relating to this post and does not describe in detail all the tasks required to carry them out. All staff are expected to be flexible to ensure the most effective organisation and delivery of learning.

General tasks are varied from time to time, to take into account the changing nature of the school and the demands made upon it. Such changes are a normal part of the post and, as such, do not constitute a change to the general job description.

This job description should be read in conjunction with the latest School Teachers' Review Board Reports and Pay and Conditions documents.

Specific Tasks and Targets

These are negotiated and reviewed annually.

This post is subject to the current provisions of the School Teachers' Pay and Conditions document.

All staff have a responsibility for their own health and safety and for that of others who may be affected by their acts or omissions. Staff are required to adhere to all health & safety regulations, guidance and procedures at all times.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. An enhanced DBS clearance will be required.



Design Technology Technician Person Specification

This person specification should be used for guidance only and the willingness to undertake further training to fulfil the criteria may be sufficient. Other relevant experience will be considered.

Essential	Desirable
QUALIFICATIONS	
Qualified Teacher Status	First Aid Certificate
Good Honours Degree or equivalent	Appropriate Health & Safety qualifications
Willingness to be trained in Health and Safety and First Aid	
PROFESSIONAL EXPERIENCE AND KNOWLEDGE	
Understanding of effective teaching and learning and how to promote them	Awareness of current issues relating to DT curriculum
Experience in a mixed comprehensive school (teaching practice acceptable)	Evidence of success with a wide range of abilities
ICT literate including using the cloud	Literate Adobe design software
Familiar with the National Curriculum for Design Technology and/or Food Technology	Ability to offer other Design Technology subjects including Food Technology
Familiar with KS3 Strategy	An understanding of CAD/CAM processes and how it applies to your specialist area.
Ability to offer extra curricular activities	Willingness to contribute to and support school events
Ability to Teach Hospitality and catering to level 1 and 2	Ability to provide knowledge of design and manufacturing career pathways and inform students of the bigger picture.
PERSONAL QUALITIES	
Capacity for hard work	Ambitious
Ability to inspire children to achieve beyond their own expectations	Good sense of humour
Liking of children	Enthusiasm for subject area
Flexible, open minded, approachable	
Innovative, creative and inspiring	
Appropriate personal presentation	
Organised and able to manage resources economically.	
Ability to meet tight deadlines	
Ability to work alone or in a team	
OTHER FACTORS	
Personal belief in the value of education and the comprehensive system in particular	
Commitment to the school's vision and ethos	
High standards and expectations	
Keen to develop excellence in Design communication and Technology Learning Area	
Good communication skills	
Positive towards personal development	
Willingness to assist in the organisation of and participate in trips and visits	



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Why work at Abbeyfield?

Here's what our staff say:

"For me when I joined as an ECT1 I was really nervous about coming in - were people going to treat me differently because I was an ECT? That was the furthest thing from the truth. Every single person at Abbeyfield made an effort with me and has gotten to know me and I felt instantly at ease. I enjoy coming to work everyday knowing that I could say hi to anyone and they would respond and have a chat with me and they genuinely care."

"Abbeyfield School is a place where staff are encouraged to grow and reach their potential. It provides opportunities to take on new challenges and responsibilities in a supportive environment, free from judgment or fear of failure. Every idea is valued, offering different perspectives to explore. It's a thriving community and an exceptional workplace"

"I like working here because everyone is so easy to get along with. Its lovely and inclusive, Line Managers/SLT are understanding and approachable, good lifelong friendships have been made here. Students are lovely and there is a calm vibe around the school. There are regular opportunities for progression and enhancing skills. I have never once thought I really don't want to go to work today!"

"It's the people. We get along well in the Humanities department, share similar values and collaborate well. I like seeing them outside of work! The pastoral staff are dedicated and hardworking, supporting students and each other when things are difficult. I can recount numerous times someone has dropped what they are doing to make time for me when needed. I feel valued for the job that I do, and appreciate the understanding afforded when I need time off for my own illness, my children's, or anything relating to family. Career wise I feel that I've been supported to progress, either through help given preparing for interviews elsewhere or the opportunities afforded me here.

And then there's the kids. They're ok. And I think that says a lot!"

"Having only started last week, I have found both the staff and students welcoming, friendly, and helpful. I have felt part of the team from the off."

Benefits:

We are incredibly proud of the culture of success and inclusivity for both our students and staff. We put the wellbeing of our staff at the heart of all decision making and development. Just some of the benefits of working at Abbeyfield:

- **A modern building and facilities**
- **Unlimited use of our fitness suite**
- **On site support for mental wellbeing**
- **A CPD programme that supports your growth**
- **A caring and supporting staff body**
- **An inclusive and student centred culture**



Character Development - The Abbeyfield Learner

At Abbeyfield we believe strongly in supporting our students to become the best version of themselves.

“Good character is not formed in a week or a month. It is created little by little, day by day. Protracted and patient effort is needed to develop good character.

- Herculitus - Greek Philosopher.

‘The Three R’s’ are three key characteristics that we encourage all Abbeyfield students to develop and demonstrate on a daily basis: Responsibility, Respect and Resilience.



RESPONSIBILITY

How pupils approach their life and learning.

RESPECT

How pupils treat themselves, others and the school environment.

RESILIENCE

How pupils cope with what life throws at them.

The Abbeyfield Learner programme ensures pupils have the relevant skills and attributes to be effective learners for their future aspirations. Pupils are rewarded for demonstrating these key characteristics in all aspects of school life. These range from tutor lessons and include extra curricular beyond the school day.

“Character development is as much a part of our curriculum as the academic subject.” - Abbeyfield Learner.



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How to apply

We primarily use E-Teach to advertise our vacancies, but they can also be found on our new website: www.abbeyfield.wilts.sch.uk/vacancies

If you would like more information or to arrange a tour, please contact us on **01249 464500**.

We look forward to meeting you and welcoming you to our fantastic school.





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Reception: 01249 464500
Email: contact@abbeyfield.wilts.sch.uk

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