

Application Information



Founding Members
of UTC South Durham



Lifechanging



**University of
Sunderland**

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Message from the Principal



A very warm welcome to UTC South Durham, a state funded, purpose built technical Sixth Form and school for 14-19 year olds. Thank you for your interest in working with us at UTC South Durham.

We opened in September 2016 and were the first university technical college in the North East. At our first Ofsted inspection in January 2019 we achieved 'Good' judgments across all categories, including our Post-16 provision – we are delighted about this as it is rare for new educational establishments and shows the strength of core education and teaching that underpins the UTC.

This focused approach to education is new to the North East of England and employers and parents say that young people leave the UTC with strong workplace skills and a confidence that sets them up for future careers. In the feedback to Ofsted inspectors, 94% said they would recommend the UTC to other parents, 98% said that their child is happy and 100% said that their child is well looked after at the UTC.

Our education system tends to separate students into those who are academic and those who are vocational. I see no reason why talented young people, both boys and girls, who are interested in STEM subjects, cannot gain academic qualifications, build technical expertise and develop workplace skills through real experience in businesses.

The chance to create an innovative education establishment is very rare and this is a wonderful opportunity to be involved as we

continue our journey from a 'Good' Ofsted to developing an outstanding education for our students.

We are seeking to appoint staff whose experience, energy, ambition and values match our own. As part of a small, flexible and hardworking team you will help us shape our systems and our students' educational experience. The staff team are very supportive of each other and are proud of our achievements.

It is important to us to ensure that our students are safe and develop as young citizens ready to enter the world of work. We work closely with external agencies and our employer partners to achieve the best outcomes for our students.

Our business sponsors, Gestamp Tallent and Hitachi Rail, are two of the biggest and most influential engineering employers in the North East. The University of Sunderland has a proud record of combining educational excellence with a deep commitment to the well-being of the local area. They are fully committed to this project and are demonstrating that in their level of support.

We have tried to give you a clear picture of our aspirations for the UTC in this pack. If you are excited by this prospect then we look forward to receiving your application. Additional information is available on our website www.utcsouthdurham.org.

Please don't hesitate to contact me if you have further questions.

Yours sincerely

Tom Dower
Principal
UTC South Durham

Our Vision, Mission and Values



Excellence

We strive for excellence in all that we do with every activity focused on providing an outstanding academic and practical technical education for students.

Innovation

We are inspired by and enthusiastic about science, technology, engineering and maths. We encourage our students and staff to experiment, invent and pioneer new technology, products, processes and learning methods.

Collaboration

We encourage partnerships amongst students and with employers, education providers and community groups, enabling students to develop workplace skills, form close links with businesses and prepare for their future careers.

Accessibility

We welcome to our community people from different backgrounds, gender, abilities and locations. All students, irrespective of their starting point, will thrive and progress to meaningful education, employment or training.

Integrity

We expect high standards of our students and staff and we show mutual respect to others reflecting the UTC's ethos as a grown-up place to learn.

The Curriculum

The curriculum at UTC South Durham is designed to offer a very different type of education for young people in order to prepare them effectively for the world of work. We provide an educational experience which is both academic and vocational. As a school, we are bound by the statutory KS4 curriculum, have an important duty to deliver a wider moral and social education and are inspected by Ofsted using the normal framework. The key elements of our offering are:

- **Academic subjects** – students will study GCSEs, A-levels or nationally recognised equivalent qualifications with a focus on STEM subjects.
- **Technical education** – all students study engineering and have a choice of other technical subjects. They develop a range of specialist skills.
- **Workplace learning** – everyone undertakes a comprehensive programme of visits and placements in companies as well as industry led projects in the UTC.

KS4 curriculum

We exist to enable young people get ready for the world of work and find meaningful, technical and academic careers. Our Year 11 leavers continue to have 100% positive destination in education, employment or training.

For most students the UTC is a four year experience as they progress on to our Sixth Form. For our recent Year 13 leavers, everyone who wanted to has gone to University and all of them went to study STEM (science, technology, engineering and maths) degrees. 66% of students secured paid apprenticeships with local employers (higher or advanced), that is eight times the national average.

Post-16 curriculum

Students study one of two pathways; a two year Level 3 route of A-levels and equivalent qualifications or a one year pre-apprenticeship route of practical engineering skills. We meet with families individually before enrolment to discuss career aspirations and design a programme which meets each student's needs. There are three clear strands to our student experience:

A full explanation of our curriculum can be found in the student prospectus on our website: www.utcsouthdurham.org

Support and SEND

Our superb student support team are on hand when extra help is needed to ensure that our young people achieve and are safe and healthy. Our students are further supported by robust pastoral and safeguarding systems, with mentoring and SEND support for individuals as appropriate. We're a small school and know our students well.



Careers and Destinations

Students are supported by a full time Careers Leader. Our first cohort of students left last year and their destinations are impressive:

- In Year 13 everyone who wanted to have gone to University and all of them went to study STEM (science, technology, engineering and maths) degrees.
- 66% of students secured paid apprenticeships with local employers (higher or advanced), that is eight times the national average.
- 100% of our Y11 students went on to positive destination and nobody was classed as NEET (not in education, employment or training).

The UTC calendar

The UTC year

The UTC operates the same term dates as Durham LA schools, minimising disruption for families with siblings at other schools and staff with children.

The UTC day is longer, reflecting a grown-up working environment and allowing time for all students to undertake projects, visits, enrichment activities. We expect students to carry on thinking, researching and designing outside school on their stimulating projects and undertake exam revision both inside and outside school.

Students are encouraged to undertake activity such as relevant work experience during holiday periods in order to enhance their experience and skills in areas of interest.



The UTC day

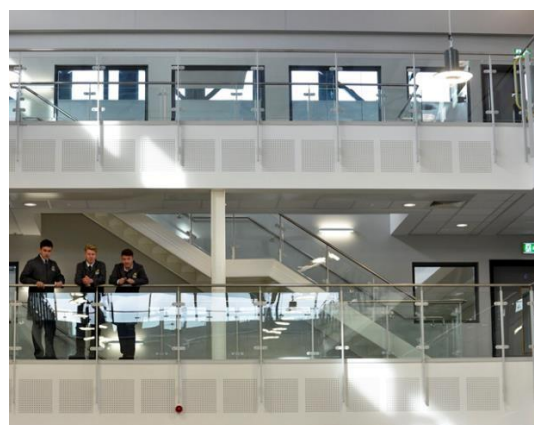
There are no bells as students and staff take responsibility for their own timekeeping.

We operate a one-week timetable.

Timings of the day:

Year 10	Year 11 12 13
P1 8.45-9.45	P1 8.45-9.45
P2 9.45-10.45	Break 9.45-10.00
Break 10.45-11.00	P2 10.00-11.00
P3 11.00-12.00	P3 11.00-12.00
P4 12.00-1.00	Lunch 12.00-12.30
Lunch 1.00-1.30	P4 12.30-1.30
P5 1.30-2.30	P5 1.30-2.30
P6 2.30-3.15	Break 2.30-2.40
Break 3.15-3.25	P6 2.40-3.25
P7 3.25-4.25	P7 3.25-4.25

Students leave at 2:30pm on Wednesdays when staff CPD will take place until 4:30pm. We all finish at 2.30pm on a Friday.



Staff – Principles and Expectations

Terms and Conditions

For clarity of understanding and expectations, the main UTC staff policies and terms and conditions are based on nationally-recognised policies and terms and conditions that have been adapted to make them relevant to the operation of the UTC, with the differences made explicit. The key differences are:

- We are creating a different learning climate for students and this means a different way of working for staff.
- Full time teachers will prepare and deliver a 'standard' teaching load of 23 subject lessons a week, plus enrichment and support time. This will be adjusted appropriately for those with leadership responsibilities, NQTs and part-time staff.
- Staff are required to be on site for the full UTC day unless they have a part-time contract. They are longer days than most schools. This means that more planning, preparation and assessment time is built into the working day allowing staff to undertake more of their work on site.
- We will follow Durham LA's term dates. Five training days will be built into the school year (as with most schools) and most staff will be expected to work the equivalent of two additional days a year. This will be taken in the form of events for student recruitment or education. Flexibility is assumed in this approach to allow for individual needs and appropriate notice will be given of the events.
- Most staff will be expected to attend businesses on visits with students as appropriate and to act as mentors for students.
- As a small team running a school flexibility is needed in every role.



We recognise that the longer week for students means a longer week for staff so we have the following in place as well as a number of specific advantages of working at the UTC:

- A high proportion of PPA lessons (5 hours per week)
- Most teachers have an additional COVER lesson which can be used for cover (no planning needed) but is sometimes an additional slot for planning
- Early finish on a Friday (2:30pm)
- 2 hours of CPD meeting time each week built into the working week (2:30pm - 4:30pm on Wednesdays)
- Work experience weeks for Year 10 and 12s leads to some gained time.
- Flexibility and a sensible approach to personal circumstances which might require you to be offsite (all requests considered fairly) – while there can be no guarantees, we try to accommodate compassionate circumstances
- Support for CPD activities (such as visits to other UTCs/schools)
- Smaller classes than most schools (av 24 for core subjects and 17 for Engineering at KS4)
- A new building with great facilities and specialist equipment; all staff have their own, new laptop to allow for flexible working
- The vast majority of teachers have their own teaching space
- A grown-up working ethos and atmosphere with students
- A free on-site gym and shower facilities

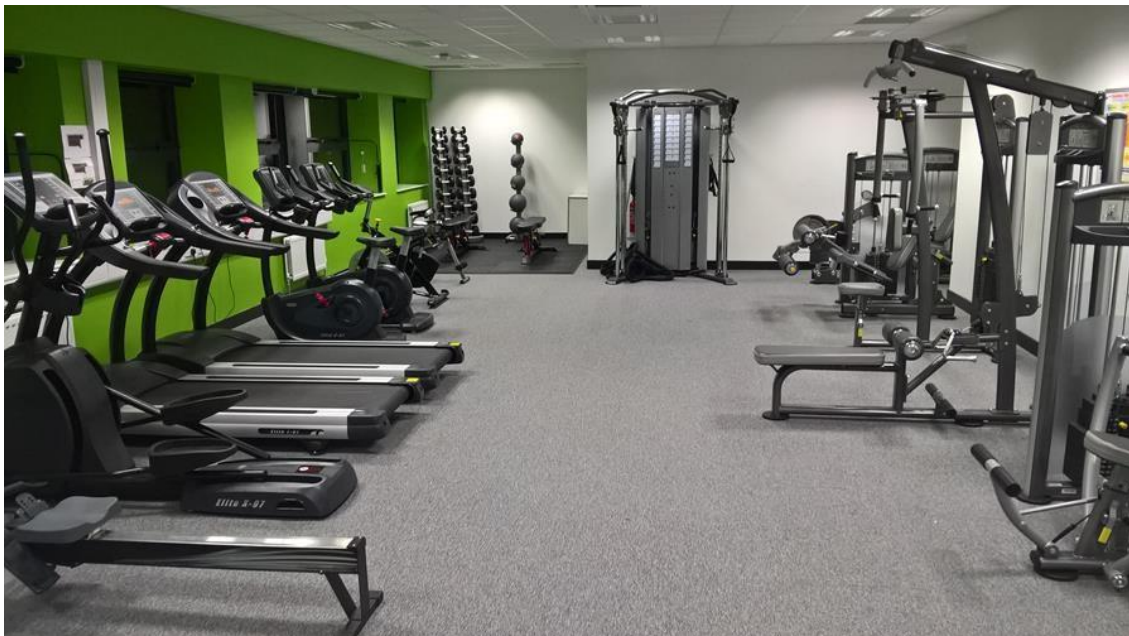
A Typical Teacher week

Category	Hours	Notes
Subject lessons	23	Requires planning and preparation
PPA	5	Your own planning time
Cover	1	Usually used
Clubs or intervention	1	Your choice of club to lead or be part of
Independent Study or East Room	1	No planning needed.
Total	31	

There will be variation to this schedule dependent on subject need and an individual's role within the UTC.

All staff of the UTC will be expected to:

- Model only the highest of standards in relation to work ethic, behaviour, dress code and conduct.
- Demonstrate personal and professional integrity, promoting the vision and values of the UTC.
- Enable a climate that engenders personal growth and success for all staff and students.
- Commit to the provision of a curriculum which enables real workplace experiences and the opportunity to engage in employer-led and industry-sponsored projects.
- Demonstrate and develop in students the workplace skills of: attitude, self-management, communication, teamwork and a professional approach.
- Positively promote the belief that all young people can achieve beyond national expectations given their starting points and that all, without exception, will progress to university, employment and/or training.
- Commit unconditionally to ensuring that all groups of students, irrespective of their starting points will thrive, eradicating any notion of 'gaps' in performance or 'labelling' between groups



About the sponsors

University of Sunderland

The University of Sunderland is one of a new generation of civic universities, innovative, accessible and outward looking, with global influence and remarkable local impact. Excellent teaching, internationally recognised research and an extensive business engagement portfolio all contribute to the University's success.

Hitachi Rail

Hitachi Rail Ltd is one of the most significant inward investors in County Durham. The company is a total railway system supplier offering rolling stock, traction equipment, signalling, traffic management systems and maintenance depots. Hitachi draws on many years of experience as a leading supplier of metro, commuter and high-speed trains such as the Shinkansen (bullet train) for the Japanese and international markets. The new manufacturing and assembly plant in South Durham is being developed to support the Department for Transport-led Intercity Express Programme and future Hitachi projects.

Gestamp Tallent

Gestamp Tallent Ltd is part of Gestamp Automocion, an international group dedicated to the design, development and manufacture of metal components and structural systems for the automotive industry. Today, Gestamp Automocion is present in 22 countries, has 95 production centres across the world and employs over 25,000 people. In line with the demands of global customers for a global supply network, Gestamp is a truly international business, but the British operation has remained as robust as ever. As one of the five plants within the UK, the Newton Aycliffe plant is one of the region's largest employers with a workforce of over 1,400 people.



How to apply

Applicants are required to submit an electronic application form which is downloadable from <https://www.utcsouthdurham.org/about/staff-information/current-staff-vacancies>. Applications should be returned to jobs@utcsouthdurham.org by the closing date.

To arrange an informal discussion, please email: Tom Dower, Principal, tom.dower@utcsouthdurham.org