



Lodge Park
Technology College

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INFORMATION FOR JOB APPLICANTS

Thank you for requesting details about employment opportunities at Lodge Park. We hope that you find this material useful and that there is sufficient information to encourage you to apply for a position with us. If you have time, do try to browse our website, which has information about our College, recent events, our newsletter and our full prospectus. Please also feel free to email or telephone us.

We believe that Lodge Park Technology College is a very special place and that people who work and learn here are our most valuable asset. Because of this, we make it our business to ensure that all our staff are extremely well catered for – from the moment they accept a job to the moment they move on in their careers. We put great time and effort into ensuring that all our colleagues are given the tools and support to enable them to carry out their responsibilities effectively and with enthusiasm.

As an **Investor in People** and a DCSF-appointed **Associate Training School** we feel it is of the utmost importance to provide the best support and training for all of our colleagues. On appointment, therefore, colleagues can expect:

- Regular contact prior to taking up post
- An excellent induction package
- Initial and ongoing training of the highest calibre
- A full commitment to Performance Management and Continuous Professional Development so that individual, team and corporate goals can be met
- Exceptional levels of support and guidance
- An ongoing dialogue about Professional Needs
- A developing leaders programme to allow staff to gain whole-school development experience and to become involved in the Senior Leadership Team
- Support in accessing the Microsoft Innovative Teachers programme to develop and share innovative practice in the use of ICT for learning
- Access to the very best training in developing practice in the classroom (in 2009 including training in Philosophy for Children/Critical Thinking and in Formative Assessment)

We firmly believe that by investing in the recruitment, support and development of individual colleagues we can achieve even greater things. We expect the highest levels of commitment and professionalism from our colleagues; we expect colleagues to be proactive in their approach to their role; in particular, we wish to appoint colleagues who are positive and who seek solutions to issues.

We are a genuinely caring and supportive learning community and also tremendously ambitious.

The College

We are an over-subscribed 11-18 Specialist Technology College of 180 staff and 1276 students with Associate Training School status. We were delighted to be in the first tranche of Specialist Schools in 1994, and we feel that this spirit of innovation and entrepreneurship permeates everything we do. Similarly, we gained Training School status in 2004 and feel that this is a measure of our innovative and people-centred approaches to professional development at all levels. In 2008 we became a Trust school, securing formal links with Dell Computers and Land Securities.

A resumé of recent developments includes:

- An improvement in the percentage of students achieving five or more Grades of A*-C at GCSE/GNVQ from 24% (1998) to 72% (2009).
- The provision of a laptop computer for all teaching staff to improve teaching and learning
- Recognition as an IIP institution under the Revised Guidelines (2008)
- Recognition of excellent provision and teaching of ICT (and ICT across the curriculum) by membership of the Specialist Schools Trust ICT Register
- Innovation with the University of Derby and the University of Northampton with regard to Graduate Training and Foundation Degree
- An innovative approach to workforce remodelling
- The Award of the International Schools Award for our work with schools in Europe, China and Africa, including videoconferencing with Karachi High School, Pakistan, and visits to the European Parliament

We are committed to raising standards via innovation, collaboration and calculated risk-taking. Currently we play a major part in two Leading Edge Partnerships with a view to **teacher training** and raising achievement in Mathematics and Design Technology. We are investigating the impact of ICT by piloting a group of students who are using a laptop as the principal learning tool. We are working closely with the Specialist Schools and Academies Trust and local sponsors to consider ways in which Applied Learning can provide additional pathways to student success. Our Sixth Form has grown from 70 students in 2003 to 240 in 2009.

Staffing and Curriculum

Lodge Park is fortunate to have high quality staff to both teach and support student learning. We are keen to develop teams at all levels, with the ultimate aim of doing what is best for all our students. We have specialist staff in all Faculty areas supported by an ever-growing team of Associate Staff. Considerable attention has been given to **workforce remodelling**, including the appointment of **HLTAs** to assist the development of learning resources. We encourage all colleagues to develop their expertise, and expect staff to sign up to relevant professional development opportunities.

The curriculum reflects what we are trying to achieve as a leading Technology College. All students have access to a core entitlement curriculum, which includes outstanding provision for ICT. We are keen to develop the curriculum which takes account of high aspirations and local, regional and national need. Recent additions include:

- Dance
- Vocational Science
- E-Psychology
- Electronics
- Media Technology
- Community Sports Leadership Award
- Applied Art and Design
- Expressive Arts
- Music Technology

Working with the Community

At Lodge Park, we like to define the Community in several ways

- The College Community
- Local Schools and Colleges with whom we work
- Sponsors and Partners
- Lifelong Learning and Adult Education
- The Broader Educational Community

We believe that working in close partnership with local and national organisations, we are able to offer our staff and our students a rich and rewarding experience.

Our Work as a Technology College

We are fully involved with the Specialist Schools and Academies Trust (SSAT) in developing innovation. Currently, we are working with the SSAT to:

- Promote and develop the ICT Register and Lodge Park as an ICT Focus school
- Develop the International Dimension
- Promote Applied Learning and Differentiated Curriculum Pathways

Development of Campus

We are delighted to have successfully lobbied for and been awarded £3.7 million to build our Sixth Form Block and our new Vocational Centre. The new Sixth Form and Vocational Centre's accommodation comprises an excellent Common Room with 30 computers, an ICT suite, a quiet study area, two seminar rooms, a further teaching room and a stakeholders' room. These 2 new additions to our accommodation provide an excellent place for our students to study. In addition to the above we have developed existing accommodation to suit our specialism. This accommodation includes the introduction of multi media rooms for each of Maths, English and Humanities, and we have introduced laptops for use in Modern Languages. We have also installed a training room and modified accommodation to include a new Art room, a Drama studio and three further ICT suites.

In Conclusion

We value our workforce extremely highly and expect the highest levels of commitment. In doing so however, we provide bespoke professional development packages, tailored to the individual needs of our staff.

We wish to attract staff who will seek promotion because in doing so we know that staff will work hard, be creative and, above all else, get the best for each one of our students. Having read all of this information therefore please feel free to contact us if you would like further information.



Guy Shearer
Principal