

Applicant information

Contents

Message from the Principal	3
Our vision, mission and values	4
The curriculum	5
The UTC calendar	6
Proposed staff structure	7
Staff – principles and expectations	8
About the sponsors	10
How to apply	10



Message from the Principal

Thank you for your interest in working with us at UTC South Durham. This is an exciting opportunity to join us in the creation of a very different type of education for students who have a strong interest in STEM subjects.

The chance to create an innovative education establishment is very rare and this is a wonderful opportunity to be involved from the start. As a key member of a small team you will shape how we work and our students' educational experience.

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.

A flexible approach to the role will be needed as we create a culture amongst staff and students and establish systems. Ensuring that our students are safe and developing as young citizens is also vital.

We're the first university technical college to be established in the North East and will play a significant role in the provision of education and skills for the engineering and manufacturing industry in the area. Our business sponsors, Gestamp Tallent and Hitachi Rail Europe, 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.

The UTC opened in September 2016 in a new state-of-the-art building on Aycliffe Business Park. The sponsors are fully committed to this project and are demonstrating that in their level of support, but we do not underestimate the importance of appointing staff whose experience, energy, ambition and values match our own.

We have tried to give you a clear picture of our aspirations for the UTC in this pack and additional information can be found on our website www.utcsouthdurham.org.

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

UTC South Durham offers a very different approach to education. We require staff with an attitude towards our students as young adults. If you are excited by this prospect then we look forward to receiving an application from you.

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 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 will be inspected by Ofsted using the normal framework. The key elements are:

- **Academic subjects** – students study GCSEs, A-levels or nationally recognised equivalent qualifications.
- **Technical education** – all students study engineering and have a choice of other technical subjects.
- **Workplace learning** – all students undertake visits and placements in companies as well as projects within the UTC.

KS4 curriculum

English	Maths	Engineering	Science	Option 1	Option 2	Ind. Study	PE	Period 7
5	5	6	6	2	2	2	2	4
Lang. Lit.	Maths	Double award or Triple award	Physics Chemistry Biology Combined Science	Geography MFL Comp. Sci.	D&T Business Electronics Geography Comp. Sci.	Mentoring Ind. Study (poss. 3 rd option)	Sport and Fitness	Challenge clubs Projects Briefings Sports leadership Careers/IAG RE, PSHE Mentoring
1 x project	1 x project	2 x project	2 x project					

Post-16 curriculum

Maths	Engineering	Option 1	Option 2	EPQ	Ind. Study	Period 7
5	6	5	5	2	7	4
A-level Maths or L3 Core Maths	Single award (x1)	Physics Product Design Business	Engineering (double) Product Design Further Maths Chemistry Computer Science	Extended Project Qualification	Independent study	Challenge clubs Projects Sports leadership Careers/IAG Mentoring

1 year pre-apprenticeship programme - level 2 (approximately 15% of cohort)

English	Maths	Engineering employability	Engineering	Option 1	Option 2	Ind. Study	Period 7
4	4	6	8	3	3	2	4
GCSE re-sits or extension	GCSE re-sits or extension	Selection of short practical accredited programmes	Level 2 Engineering (x2)	D&T (Geography)	Business (Comp Sci.)	Independent study Literacy Numeracy Placements	Challenge clubs Projects Sports leadership Careers/IAG Mentoring

Support and SEND

Our students are 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.

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 and have independent study time. No formal homework is set, though 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

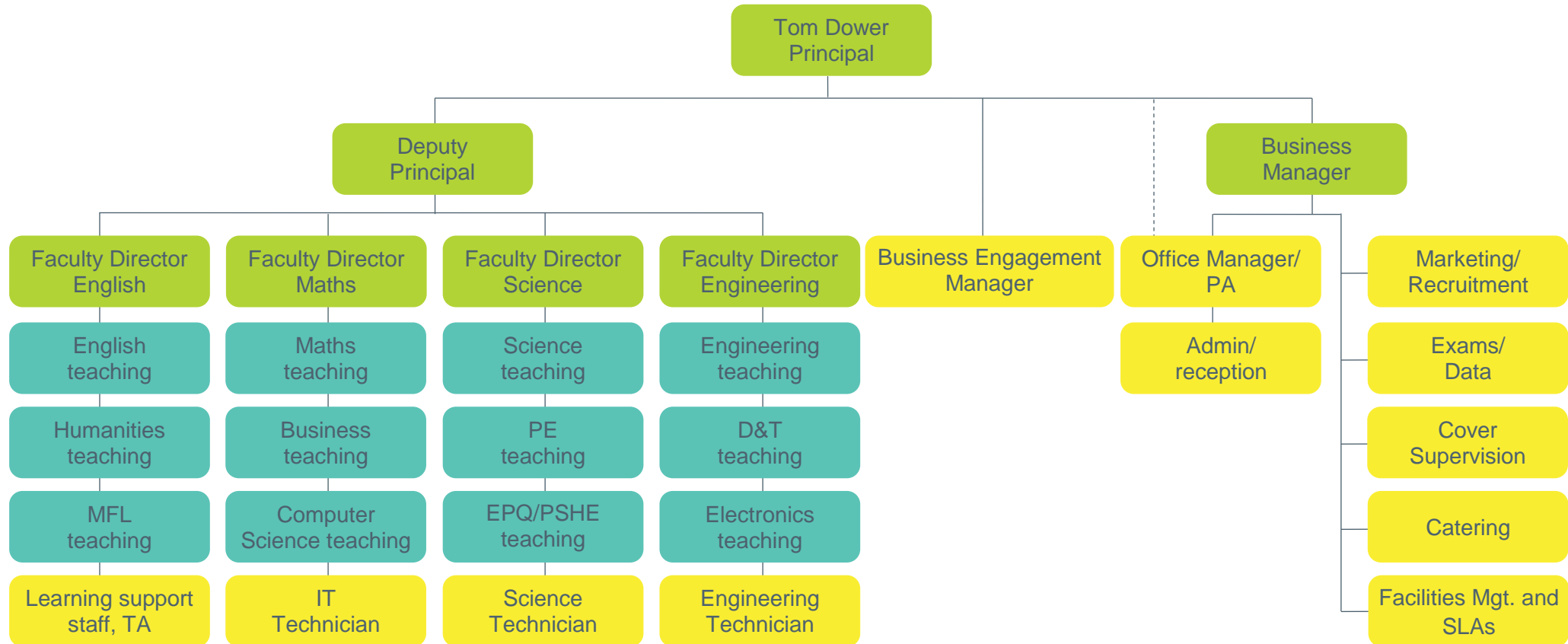
Students clock in and out, simulating the world of work and for registering/safeguarding. There are no bells as students and staff take responsibility for their own timekeeping.

Period 1	8.30
Period 2	9.30
Break	10.30-10.45
Period 3	10.45
Period 4	11.45
Lunch	12.45-1.30
Period 5	1.30
Period 6	2.30
Break	3.25-3.40
Period 7	3.40-4.30

Students leave at 3:30pm on Wednesdays when staff CPD takes place until 5:30pm.



Proposed staff structure



Notes

- The boxes do not define number of people – the structure will be scaled (and may be changed) depending on student and staff recruitment. In year 1 in particular some of these roles will be part-time or combined.
- Child protection, SENCO and pastoral responsibilities will be defined following leadership recruitment.

Staff – principles and expectations

All staff of the UTC are 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.



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.
- Main-scale teachers prepare and deliver a 'standard' teaching load of 22 subject lessons a week, plus enrichment and support time. This is 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 follow Durham LA's term dates. Five training days are built into the school year (as with most schools) and most staff are expected to work the equivalent of two additional days a year. This is 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 are expected to attend businesses on visits with students as appropriate and to act as mentors for students.
- As a small team running a new school, many processes will not be fully established prior to opening of the UTC and as such flexibility will be needed in every role.



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 Europe

Hitachi Rail Europe 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 www.utcsouthdurham.org/vacancies. Applications should be returned to jobs@utcsouthdurham.org by the closing date.

To arrange an informal discussion, please email:
Jean Bell, Business Manager
jean.bell@utcsouthdurham.org



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