



CARDINAL HEENAN
CATHOLIC HIGH SCHOOL

Recruitment Pack

Technology and Practical Arts Technician

Permanent role starting September 2025

Flexible hours—full time or part time hours will be considered

Closing Date: Friday 6 June 2025 at 9am

Our School

Thank you for your interest in working at our school. I hope that the information below will help to give you a good understanding of the school and our values, and that you can see yourself contributing to our continued success.

Cardinal Heenan Catholic High School is a very successful 11-16 school in Leeds. We are heavily oversubscribed in applications each year demonstrating our reputation in the wider community. Our students come from across Leeds, attracting a diverse range of socio-economic backgrounds – we are proud to be a truly comprehensive Catholic school. At Cardinal Heenan we have a strong focus on the personal development of all of our students and encourage in everyone a desire to achieve to their full potential in all areas of school life - spiritual, academic, creative, physical and emotional. Whilst valuing and achieving academic excellence through strong academic, vocational and extra-curricular programmes, it is equally important to us that students are able to develop into well-rounded, happy, capable, tolerant, compassionate people who recognise their self-worth and strive to be the best person that they can be.

We have an incredible staff team at Cardinal Heenan and colleagues at every level are encouraged to develop their own practice and experience. We are fully committed to developing staff and provide every opportunity for appropriate and effective CPD. The successful candidate will be joining a school that has a happy, friendly and committed staff, where each member of staff is supported and encouraged to develop professionally. We have excellent links with our local schools and work well together to support the education of the young people in Leeds. We have particular links with the Catholic schools and Academies, colleges and university in Leeds and have a commitment to develop collaborative working through such networks. Our school is a happy and enjoyable place to work. Colleagues at all levels are supportive and our students are wonderful.

The successful candidate will work within strong team of talented and committed specialist practitioners with a wide variety of levels of experience who collaborate and support one another. We are keen to receive applications from colleagues who have previous experience of working within schools or who have similar transferable skills that would allow you to contribute to the successful running of the department. We are looking for a team player, who is flexible and supportive and has an ambition to help make our school even better.

I hope that this has given you a brief insight into our school community, but please visit our website for further details of what our school offers with links to our Ofsted report, Diocese of Leeds report and school prospectus. If, following your research, you have any questions about our school or you would like to visit the school, please contact Angela Fieldhouse (afe@cardinalheenan.com).

Applications should be emailed to: recruitment@cardinalheenan.com
Thank you once again for taking the time to apply for this post and good luck.

Dominic Kelly
Headteacher

Technology and Practical Arts Technician

Grade B1, Points 4 - 6

Salary £24,404 - £25,183, pro rata to hours and weeks worked

Full or part time hours will be considered

Term Time only + additional days

Permanent Post, Required September 2025

Our school is a happy school, where relationships are positive, respect is prevalent and expectations are high. We challenge all members of our school community to “be kind, try your best and follow the rules” – our students are our greatest asset and never fail to inspire and impress staff and visitors. Our staff work incredibly hard to ensure that our students get everything that they could possibly need in order to achieve and we have an active staff community with regular social events and outstanding support networks.

Governors are seeking to appoint an enthusiastic and experienced Technology and Practical Arts Technician. This is an exciting position for an organised and proactive person. You will work with the Technology team to help support the smooth and efficient running of the department. Duties will include preparing and maintaining resources and equipment and assisting in practical classes. An understanding of stage management, lighting, sound and electrics would be advantageous.

We encourage our staff to develop their career path, and offer opportunities to access CPD and training.

This is an exciting time to join our happy, oversubscribed school and be part of a dynamic team who contribute to our school community. If you can offer vision, drive and a commitment to supporting our Catholic school, and will share our commitment to improving the life chances of young people regardless of background, we would like to hear from you.

Willingness to support the Catholic ethos of the school is essential.

Further details and our Catholic Education Service application form is available from the school website www.cardinalheenan.com. If you would like any more information about the role or department, or would like to visit the school, please email recruitment@cardinalheenan.com.

Please note that covering letters are not required and will not be used as part of the shortlisting or selection process. There is a section of the application form where candidates can offer further information to support their application. This can take the form of a letter of no more than two sides of A4.

Closing date: Friday 6 June at 9am

Our school is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment. An Enhanced Disclosure and Barring Service (DBS) disclosure will be sought, along with other relevant pre-employment checks, for the successful applicant.

We promote diversity and want a workforce which reflects the population of Leeds.

Job Description

Postholder	Technology and Practical Arts Technician
Salary/Scale of Post	Grade B1, Points 4 - 6 Salary £24,404 - £25,183, pro rata to hours and weeks worked Full or Part Time, Term Time only + additional days
Line Manager	Curriculum Leader for Design and Technology
Job Purpose	To provide a technician support service to the Technology and Art departments. To prepare materials and equipment, and cleaning and maintaining a wide range of resources in all areas of Technology and Art. In Technology the materials used include wood, metal, plastics, electronics, food, textiles and graphics. It also involves the use and maintenance of equipment and machinery associated with them. The post-holder must have awareness of and observe health and safety standards, in addition to meeting the requirements of the subjects and classes. Provision and maintenance of an ordered and tidy working environment is essential, as are close working relationships with staff in the Technology and Art departments.

Key Tasks	Specific responsibilities in the Technology and Art departments include: Daily • Assist with the preparation of resources for lessons. Prepare materials - wood, metal, plastic, food ingredients, clay etc as required. • Prepare and maintain equipment - glue guns, line bender, vacuum former, vinyl cutter, scroll saws, band saws, disc sander, pillar drills, circular saw, lathe, planer/thicknessers, food processors etc. • Help prepare teacher resources - photocopying etc. • Facilitate CAD/CAM work on laser cutter and 3D printers. • Assist in practical classes and carry out demonstrations when required. • Help in classes, including cleaning up and tidying away after lessons. Put dishcloths and tea towels through the washing machine and dryer. Put soiled cooking utensils through dishwasher. • Check all power tool batteries are fully charged. • Check used equipment is replaced. • Repair any damage to equipment as soon as possible after being reported. • Help with setting up cover lessons.
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Key Tasks	Specific responsibilities in the Technology and Art departments include: Weekly • Carry out maintenance checks on all machines, log and sign off. • Clear and tidy away materials. Tidy preparation areas. • Check state of equipment, benches, tables and clean and maintain as necessary. • Check and clean hobs, ovens, fridges and sinks. Top up washing up liquid bottles. • Check and clean filters on dishwasher, tumble dryer, extractors and vacuum cleaners. • Clean whiteboards throughout the department. • Check equipment drawers, trays and replenish consumables. • Administrative duties e.g. data input, production of notices for displays etc. Half termly • Monitor stock levels and advise Curriculum Leaders accordingly. • Receive, check and put away deliveries. • Service heavily used equipment and tools. • Empty and clean extractors and sinks. • Clean equipment drawers and cupboards in the food room. • Clean and tidy all stockrooms and workshops. Termly • Check and sharpen all tools and equipment as necessary. • Replace sanding discs, bandsaw blades, planer blades etc. • Repair or replace bench hooks, vice jaws, benchtop as necessary. Annually • Replace and repair bench tops and edging worktops. • Check and update equipment inventory. • Ensure all electrical items are available for PAT testing. • Stock checking. Specific Responsibilities for Whole School Activities • Operation and general upkeep of the sound board and mixing desks, including microphones. • Operation and general upkeep of the lighting systems (including changing coloured gels, changing bulbs, repositioning lights etc. • Practical set management (hanging curtains for scenery, stage assembly etc.)
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Health and Safety	• Ensure the maintenance of a healthy and safe working environment through; • Carrying out risk assessments for technical activities. • Actively contributing to the assessment, monitoring and review of all health and safety procedures. • Ensure the safe storage and maintenance of machinery/equipment and resources and responding to actual potential hazards. • Contributing to the design, development and maintenance of specialist resources including D&T machinery and equipment.
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Other Tasks	• To commit to safeguarding and promoting the wellbeing of all children in line with school policy and national guidelines. • To play a full part in the life of the school community, to support its distinctive mission and Catholic ethos and to encourage and ensure staff and students to follow this example. • To assist in providing an atmosphere in which effective learning can take place. • To support the promotion of positive relationships with parents, carers and outside agencies. • To work within school policies and procedures. • Demonstrate an awareness of confidentiality and abide by confidentiality requirements in relation to duties undertaken in the role. • Attend training and continuous professional development events and be responsible for their own professional updating. • To ensure high standards of professional appearance in line with the school's dress code. • Ensure promotion and support of Equal Opportunities and Health & Safety.
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Person Specification

Selection Criteria	Essential (E) Desirable (D)		Method of Assessment
	E	D	Application – A Interview – I References - R
Qualifications/Training			
GCSE English Language and Maths Grade C/4 or above (or equivalent)	✓		A, I
Willingness to undertake training if required	✓		A, I
Professional / other qualifications		✓	A, I
Experience			
Experience of working in a busy school environment		✓	A, I, R
Experience of maintenance and cleaning	✓		A, I, R
Experience of working with wood, plastics, electronics, food, art materials and textiles		✓	A, I, R
Skills and Specific Aptitude			
Full working knowledge of relevant policies, codes of practice and awareness of relevant legislation		✓	A, I, R
Understanding of the principles of learning and understanding		✓	A, I, R
Work to a high level of accuracy	✓		A, I, R
Practice and plan to ensure completion of tasks	✓		A, I, R
Ability to use ICT effectively to support learning	✓		A, I, R
Able to use other equipment—photocopiers etc.	✓		A

Person Specification

Selection Criteria	Essential (E) Desirable (D)		Method of Assessment
	E	D	Application – A Interview – I References - R
Motivation and Social Skills			
Communicate effectively with staff at all levels within school	✓		A, I, R
Well organised and confident	✓		A, I, R
Ability to meet deadlines	✓		A, I, R
Ability to carry out work in an accurate, calm, clear and positive manner	✓		A, R
Open and honest approach	✓		I, R
An interest in developing your own experience and ability	✓		A,I
Show initiative	✓		R
Supportive of the school Catholic ethos	✓		A, I, R
Has vision, energy and enthusiasm	✓		R
Flexible, positive attitude to work	✓		I
Ability to contribute to other aspects of school life	✓		I, R
Smart, professional appearance	✓		I, R
Commitment to safeguarding and promoting the wellbeing of all children	✓		I



Safer Recruitment

Cardinal Heenan is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment.

Application Form

If you wish to apply for the vacancy, please complete our Catholic Education Service application form which is on the school website (www.cardinalheenan.com).

References

Please include the contact details of 2 referees on your application form.

In accordance with Keeping Children Safe in Education we will obtain and scrutinise references on all short-listed candidates, where possible prior to interview.

If currently employed, one reference must be from your current manager and the other from the establishment before that. The reference for school based staff must be the Headteacher.

Referees will be asked for information about:

- all disciplinary offences (including those where the penalty is “time expired” if related to children) and
- all child protection allegations including the outcome of any child protection investigations.

Disclosure and Barring Service (DBS) Check

Before any offer of employment can be confirmed a satisfactory enhanced DBS check must be completed.

Under the Rehabilitation of Offenders Act 1974 (Exceptions) order 1975 (as amended in 2013 and 2020), all roles at our school are classed as regulated activity and as such an enhanced DBS check will be carried out.

We will also conduct checks against the DfE Barred List and conduct a check to see if a Prohibition Order issued by the Secretary of State for Education or GTCE sanction exists for roles in the teaching profession.

Online Checks

Online checks will be carried out for all shortlisted candidates to determine if there is any information in the public domain that may impact on their suitability to work in a professional role with children.

The online check will be conducted for shortlisted candidates before interview, where possible, so that any issues or concerns can be explored further with the candidate at interview.

The online check will only consider material that is relevant to their role working with children, their professional reputation or the reputation of the school.

Right to Work in the UK

All applicants will be asked for verification of their identity and proof that they are entitled to live and work in the United Kingdom. Original documentation will be required.

Our Commitment to Wellbeing

The term “wellbeing” can be used to describe our holistic health, including our physical, mental and emotional health. When we have good levels of wellbeing we feel that life is in balance and that we can generally cope well. We feel motivated and engaged and that we can “bounce back” from life’s challenges.

(Supporting staff wellbeing in schools, Anna Freud Foundation, 2023)

At Cardinal Heenan Catholic High School our Catholic identity drives our mission to look after our staff body and we understand that happy, healthy staff add so much to the communities that they so proudly serve. Staff are proud to work at this school. We are also acutely aware of the challenges existing across the profession, and we see it as our duty to support our colleagues. We have a strong commitment to wellbeing.

Our wellbeing initiatives include:

Catholic Life

- A strong Chaplaincy tradition so that all staff can feel part of the Catholic Community.
- Voluntary staff prayer every Friday morning.
- Fortnightly voluntary Masses held in school for both staff and students.
- Staff have access to Catholic Care support services.

Staff Professional Development

- A clearly planned and structured internal CPD provision that develops teaching and support staff.
- Bespoke support for individual career progression.
- All new initiatives are workload assessed.
- Fully supportive of external CPD opportunities for all staff.
- A staff wellbeing library where staff can borrow books and resources to support their wellbeing.

Workload

- Teaching ratio of 83% to support staff development.
- Careful consideration given to staff timetables.

Communication

- A visible and approachable SLT who all hold wellbeing as a key value for the whole school community.
- Clear communication with staff in the form of a weekly staff briefing and bulletin.
- Wellbeing drop in's so that staff can share views.
- Supervision support for support staff.
- A staffroom committee which meets with the headteacher regularly.
- Regular staff surveys.
- Staff suggestion box.
- Solution Circles for staff to share their concerns and support other staff.
- Staff have access to Leeds City Council Employee Assistance Service.

Community

- A welcoming, supportive and active staffroom.
- Staff activities including weekly HIIT, staff football, cake Friday.
- Fair and open opportunities for all to attend trips and events.
- Whole school staff recognition in the form of weekly “staff star”.
- Staff gratitude slips.

Inspiring excellence by encouraging every individual to be the person God calls them to be.

Our Mission Statement

John Carmel Heenan (1905-1975) was Bishop of Leeds, Archbishop of Liverpool and Cardinal Archbishop of Westminster. This school is a living tribute to a very faithful servant of God. We are proud to bear his name.

We wear the word Veritas (Truth) on our school blazers in memory of St Thomas Aquinas. He lived a life of prayer and study which led him to the Dominican Order, whose motto is “Veritas” or “Truth”. He sought truth wherever it could be found and burned with the desire to know the one truth, God, which gives meaning to all truths.

The Catholic Christian community at Cardinal Heenan endeavours to help students to know and build a relationship with Jesus Christ and to live the Catholic faith through prayer, sacraments and service. We are committed to making learning challenging and enjoyable for all so that we will secure the best outcomes and remain lifelong learners who are committed to seeking truth.

We strive to help all to learn and grow, treating one another with respect and generosity, whilst supporting parents as the first and most important educators of our children. Our aim is to **inspire excellence by encouraging every individual to be the person that God calls us to be**, in preparation for this life and the life to come.



Cardinal Heenan Catholic High School

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www.cardinalheenan.com