

The Weston Road Academy



Assistant Subject Leader for Mathematics

Information Pack

Start Date : September 2022



The Weston Road Academy

Blackheath Lane, Stafford, ST18 0YG

Aspiring and Believing to Achieve the Extraordinary

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Letter from Headteacher

May 2022

Assistant Subject Leader for Mathematics
The Weston Road Academy

Dear Applicant,

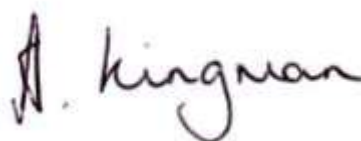
Thank you very much for requesting details for the position of Assistant Subject Leader for Mathematics at The Weston Road Academy. The post arises due to the promotion of the current post holder.

This is an exciting opportunity for a person wishing to develop their career in an environment that is supportive of its staff. The successful candidate will be joining the Academy at an exciting time as it continues to grow. We are looking to recruit an enthusiastic and committed teacher who cares deeply about the prospects of the young people under our care, and someone who is passionate about education within a comprehensive system.

This is an excellent opportunity for you to develop your leadership skills. We seek somebody who will have a committed focus on raising attainment and achieving progress for all pupils within a caring and aspirational environment. You will benefit from working with a strong team of teachers and support staff in a purpose built learning environment. All staff share the Academy's vision that every pupil will 'Aspire and Believe to Achieve the Extraordinary'. Pupils will leave The Weston Road Academy with excellent academic outcomes and a clear purpose for the next stage of their lives.

Our information pack gives details of the post and the recruitment process. I hope that you will be inspired to apply for this exciting opportunity and look forward to receiving your completed application. In the meantime, if you have any queries or would like to visit the school, please contact us on 01785 413600.

Yours sincerely,

A handwritten signature in dark ink, appearing to read 'A. Kingman', with a stylized flourish at the end.

Ann Kingman
Headteacher

Vision and Values



Vision: *To be an outstanding academy, at the heart of the community, enabling our pupils to deliver the extraordinary across all areas of the curriculum and beyond.*

Objectives

To collaborate with our community, making a difference to the life chances of every pupil, breaking down barriers to learning, building self-belief, and developing aspirations, therefore, enabling every child to achieve the extraordinary

To enable staff to achieve their best; passionate about teaching, rewarded for delivery of our priorities and supported by effective leaders

To offer a broad and balanced curriculum that inspires and encourages delivery of the extraordinary

To create a truly inclusive academy where adults build positive relationships with children and where every child feels safe, happy, confident, challenged and supported to achieve the remarkable

To develop partnerships with parents, businesses, and our local community in order that Weston Road continues to be a centre of excellence that is trusted and valued by its stakeholders and beyond

To enable all pupils to achieve the extraordinary through provision of a world class environment, underpinned by financial sustainability and inspired staff

To enable pupils to make the right choices by equipping them with the life skills, guidance and advice empowering them to be the creators of a rewarding and successful future within their local community, modern Britain and the wider world.

We will deliver our vision through our **Core Values** ensuring extraordinary outcomes for all:

Belief	Togetherness	Respect
Responsibility	Accuracy	Inclusion
Organisation	Excellence	Integrity

Information about The Weston Road Academy

Welcome to The Weston Road Academy. We are extremely proud of our school and new pupils, staff and visitors are always struck by the friendly, positive and hard-working atmosphere. Our ethos is built on traditional values such as respect, hard work, community, pride in our appearance and high expectations. We work together to instil an enjoyment in learning and strive to support each child. We work hard to develop their confidence and skills to be the best they can be and to reach their full potential. It is our pleasure to invite you to be a part of the exciting future of our academy. We are not just a school recognised by Ofsted as Good, we are also welcoming and caring, with the staff, ideas and a drive to continually improve. Our pupils leave us well qualified and proud of their achievements. We guide them to be mature, highly skilled and successful learners equipped for the fast paced modern society they will eventually join.

Since opening in 1979, as Weston Road High School we have continued to deliver an excellent education to pupils of all backgrounds and abilities, valuing the well-being of each pupil. Serving the community of East Stafford and nearby villages, our academy is an ideal size – not so big that it is impersonal but large enough to offer a wide variety of courses and extra-curricular opportunities.

On 1st October 2011 we proudly became Stafford's first academy. As a converter academy, The Weston Road Academy is answerable directly to the Department for Education and has used its freedoms to develop an innovative curriculum and pastoral care system. Inevitably, this document cannot convey the inspiring atmosphere and vibrancy of the academy, and unfortunately at this time we cannot invite you to visit us to find out first hand, why so many parents choose The Weston Road Academy as the preferred choice for their child's secondary education. However, there is plenty of information on our website and please do get in touch if you have any further questions.

Academy Facilities

The Weston Road Academy is an attractive building encompassing two courtyards and a wildlife area as well as extensive playing fields. Each department has its own suite of rooms. In addition to normal specialist classrooms, we have a 180-seat theatre, sports hall with weight training room, gymnasium, eight hard playing courts, drama/dance studio, and specialist rooms for music, science, design and technology, art and ceramics, computing and ICT.

The Academy Day

08:45 am	Warning Bell	13:25 pm	Period 5
08:50 am	Tutor Time	14:15 pm	Period 6
09:05 am	Period 1	15:05 pm	End of School Day
09:55 am	Period 2	15:15 pm	Period 7 (Sixth Form only)
10:45 am	Break	16:05 - 16:55 pm	Period 8 (Sixth Form only)
11:05 am	Period 3		
11:55 am	Period 4		
12:45 pm	Lunch		

Leadership Team

Mrs A Kingman – Headteacher

Mr M Smith - Deputy Headteacher - Pastoral Care

Mr D Bloor - Assistant Headteacher - Teaching and Learning

Mr N Everill - Assistant Headteacher - Assessment and Data

Mr J Hackett - Assistant Headteacher - Inclusion and Community

Mrs S Hancox - Director of Finance

Extended Leadership Team

Mr C Gibbard - Associate Headteacher - Sixth Form

Mrs Z Breeze - Associate Headteacher - Curriculum

Governors

Our Governing Board is made up of a group of individuals from both the academy parents and the wider community. The role of the Academy Governing Board is to provide strategic leadership, accountability and to act as a critical friend. The three Sub-Committees are the Finance and Premises Committee, Teaching and Learning Committee and Staff and Students' Committee. The Term of Office for Governors, with the exception of the Headteacher, is four years.

Mr A Hind, Co-opted Governor, Chair of Governors

Mr J Heath, Governor appointed by The Academy Trust

Mr D Craig, Governor appointed by The Academy Trust

Mrs L Lewis, Co-opted Governor

Mrs J Brazier, Parent Governor

Mrs E Mather, Parent Governor

Mr M Goodwin, Parent Governor

Mrs L Green, Parent Governor

Mr G Russel, Staff Governor

Mr E Plant, Staff Governor

Mr A Piercy, Staff Governor

Workload and Wellbeing

We have reviewed the workload of staff and will continue to do so, this includes:

- Introducing new technology systems to be more efficient with appropriate and adequate training
- Focusing on our priorities
- Only sending emails during the working week, not at weekends or in holidays, unless it is an emergency
- Reviewing our meeting schedule giving staff more opportunity to talk with each other through our Teaching and Learning Coaching Network
- Introducing a comprehensive CPD programme with support for individuals
- Reviewing our marking policy, altering the frequency and quantity
- Simplifying our reports to parents
- Dedicating time to collaborative planning
- Reviewing the school calendar
- Reducing the number of data collection points from six to three per year

Our Director of Fun has:

- Introduced various secret buddy schemes
- Gives staff weekly 'shoutouts'
- Organised staff socials
- Organised staff events, including yoga classes, mud runs and Leadership Team cook breakfast

We can offer through external agencies:

- Nurse Support Services
- Physiotherapy
- Counselling
- Weight Management
- Menopause Support
- Private Medical Operations in some instances
- Cancer and Chronic illness Support
- GP helpline
- Speech Therapy

In our most recent staff survey, 90% of staff rated staff morale at the Academy as good or very good!

Admissions

The Weston Road Academy is the admission authority and has responsibility for setting the admission arrangements and for making decisions regarding admissions applications.

Pupils in Years 7 to 13 can apply directly to The Weston Road Academy for a school place and we will liaise with Staffordshire County Council Admissions on your behalf.

Secondary School Admission applications for transition at the end of Year 6 are managed by the Staffordshire School Admissions Service.

Admission number

The Year 7 PAN (Pupil Admission Number) for the entire academic year 2022—2023 is 182.

Admissions over-subscription criteria:

- 1) Children in Care and children who ceased to be in care because they were adopted (or became subject to a residence order or special guardianship order)
- 2) Children who have an elder sibling in attendance at the academy who will still be attending at the proposed admission date
- 3) Staff children
- 4) Children living within the catchment area of the Academy
- 5) Children who satisfy both of the following tests: on medical grounds or by other exceptional circumstances and the child would suffer hardship if they were unable to attend the academy.

Curriculum

The Weston Road Academy is committed to providing for all of its pupils a broad, balanced and personalised education. The emphasis, in all years, is upon providing pupils with a varied diet of studies across a wide range of subjects. Personalisation is achieved through high quality teaching. Further, corrective literacy and numeracy schemes and 1 to 1 tuition are used to support the literacy and numeracy of those pupils who need this. Small-group English and Maths intervention takes place in years 10 and 11, again for those in need.

In Year 9, pupils are given the opportunity to choose some of their courses to study, in order to pursue particular interests or strengths. At this “Options stage”, pupils are guided along a particular pathway according to their own individual strengths and weaknesses, but can ultimately make their own choices. This allows pupils to follow a curriculum which is balanced, stimulating and of interest to them.

Social, Moral, Spiritual and Cultural Education, Citizenship, Literacy, Numeracy, Economic Awareness, Health Education, Internationalism and Careers are delivered across the Curriculum, often in SHARE (Social Health and Relationship Education)

In the Sixth Form we work in collaboration with four other schools in Stafford. This allows pupils to choose from a wide variety of academic and vocational courses.

Curriculum

The timetable operates on a 30-period week with lessons being in either doubles or singles. PSHCE is delivered throughout the curriculum.

Year 7, 8 and 9

The following table gives the breakdown of lessons in Years 7, 8 and 9.

<u>SUBJECT</u>	<u>YEAR 7</u>	<u>YEAR 8</u>	<u>YEAR 9</u>
ENGLISH	5	4	5
MATHEMATICS	4	5	4
PERFORMING ARTS	1	1	1
COMPUTING AND DIGITAL LITERACY	1	1	1
SCIENCE	4	4	4
TECHNOLOGY	2	2	2
ART	2	2	2
HISTORY	2	2	2
GEOGRAPHY	2	2	2
FRENCH	3	3	3
PHYSICAL EDUCATION	3	3	3
SHARE (PSHCE)	1	1	1

Years 10 and 11

<u>SUBJECT</u>	<u>YEAR 10</u>	<u>YEAR 11</u>
ENGLISH	5	4
MATHEMATICS	4	5
SCIENCE	6	6
PHYSICAL EDUCATION	2	2
SHARE (PSHCE)	1	1

Curriculum

4 BLOCKS each of 3 periods	
and containing a mix of the following (one of which must be an EBacc subject)	
ART AND DESIGN	
PERFORMING ARTS	
BUSINESS STUDIES	
COMPUTER SCIENCE	
FOOD TECHNOLOGY	
FRENCH	
GEOGRAPHY	
HISTORY	
	ICT
	MUSIC
	PHOTOGRAPHY
	PHYSICAL EDUCATION
	PRODUCT DESIGN

GCSE courses are offered in all of the above subjects, but where appropriate some pupils are following a more vocational pathway. These include Cambridge Nationals in ICT, Cambridge Nationals in Enterprise, BTEC Performing Arts and Technical Award in Performing Arts.

The Learning Support department assists pupils with learning difficulties or Special Educational Needs and this is organised by the Special Educational Needs Co-ordinator in close consultation with the Subject Leaders.

Sixth Form students benefit from Weston Road's relationship with the Stafford Partnership. The academy delivers English Literature, Maths, Physics, Chemistry, Biology, History, Geography, Art, Psychology, Business Studies and PE at A Level. Others are available through the other Stafford High Schools.

Content: Years 12 and 13 (The Sixth Form)

Sixth Form students at The Weston Road Academy usually follow a curriculum of three courses of their choice. The intention is that the courses are pursued to full qualifications, although individual circumstances are considered. Further information about the Stafford Sixth Form Partnership can be found in the Prospectus.



Blackheath Lane
Stafford ST18 0YG
Tel: 01785 413600
e-mail: office@westonroad.staffs.sch.uk
11-18 co-educational; NOR 1015



The Weston Road Academy

ASSISTANT SUBJECT LEADER For Mathematics

Permanent ,Full-Time Post, Mainscale/UPS +TLR £4782

Start Date: September 2022

Are you an energetic, enthusiastic and inspiring classroom practitioner with a real passion for Mathematics?

We can offer you:

- A stimulating working environment with a platform to share your ideas, where staff well-being is a high priority
- A fully resourced scheme of learning
- Career development opportunities
- A supportive and dedicated team of colleagues
- Enthusiastic and well behaved pupils
- The opportunity to teach A Level if suitably qualified

Due to the promotion of a member of staff, we are seeking an outstanding Mathematics specialist with excellent subject knowledge to teach inspirational lessons and to use their drive, passion and teaching dynamic to make a significant contribution to our successful Mathematics Department.

Who we are:

The Weston Road Academy is a friendly, caring, harmonious, progressive, over-subscribed 11-18 Academy, located on the edge of an attractive county town. The Academy has an outstanding reputation for pastoral care and is extremely proud of its GCSE and A Level results, demonstrating the hard work and achievement of the pupils and teaching staff. Ofsted judged the Academy Good in January 2018. Pupils' attitudes towards Maths are extremely positive.

About our Maths Department:

Our successful Mathematics Department is well accommodated and resourced. There is excellent teamwork and resource sharing and, in return for your overwhelming desire for excellence and career ambition, we offer outstanding professional development and a stimulating working environment.

The department also offer pupils a range of extra-curricular opportunities which include a games club.

Please see our website for further details <http://www.westonroad.staffs.sch.uk/TheAcademy/Vacancies/>

Closing date: Monday 16th May 2022, 12pm

Completed applications should be returned to ljames@westonroad.staffs.sch.uk

We are strongly committed to promoting and safeguarding pupil welfare and expect all staff to share his commitment. This post is exempt from the Rehabilitation of Offenders Act.

Job Description

Assistant Subject Leader For Mathematics
Main Scale/UPS +TLR £4782
Full-Time Permanent Post / Start Date: September 2022
Closing Date: Monday 16th May 2022, 12pm

The Post

We see this as an exciting opportunity for a teacher looking to work in a department that is well organised and enthusiastic about its teaching. There is strong collaborative resource development and an excellent team ethos, and the person appointed will be very well supported. We will be operating a comprehensive programme of professional support and development.

Job Description

Purpose

- To support the Subject Leader in the provision of personalised learning (an appropriately balanced, relevant and differentiated learning experience for students, including effective assessment for learning), in accordance with the aims of the school and curriculum policies determined by the Governing Board and Headteacher of the school.
- To deputise for the Subject Leader when and where appropriate.
- To lead the teaching of the subject in Key Stage 3, as agreed with the Subject Leader and Headteacher.
- To develop, enhance and support the teaching practice of others.
- To monitor and support the overall progress of students within the area of responsibility and as a form tutor.

Reporting To: Subject Leader.

Responsible For: The provision of personalised learning and the monitoring of student progress in KS3, and general support for the subject leader, as agreed with the Subject Leader and Headteacher.

Liaising with

Leadership Team, Subject Leader, relevant non-teaching support staff, external agencies and parents.

Operational/Strategic Planning

- To personalise students' learning through the development of appropriately differentiated schemes of learning, resources, and teaching strategies within the area of responsibility.
- To develop an assessment that supports and promotes effective learning in the area of responsibility.
- The day-to-day management, control and operation of the area of responsibility.
- To lead in monitoring and following up student progress in the area of responsibility.
- To assist in the business/financial management of the department, and to help ensure that the financial management of the department reflect the needs of the students and the aims and objectives of the academy.

Curriculum Provision

- To liaise with the Subject Leader to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme in line with the school's aims and objectives.

Curriculum Development

- To support curriculum development within the whole department with particular emphasis on the relevant area of responsibility.
- To keep up to date with national developments in the area of responsibility and teaching practice and methodology.

To liaise with the Subject Leader to maintain accreditation with the relevant examination and validating bodies.

Job Description

Staff Development, Recruitment and Deployment of Staff

- To work with the Subject Leader to ensure that staff development needs are identified and that appropriate training is designed to meet such needs.
- To contribute to Performance Management and to act as reviewer for staff within the department.
- To promote teamwork and to motivate staff to ensure effective working relations.

Quality Assurance

- To assist with the effective operation of quality control systems (e.g. homework monitoring, student book checking, analysis of department assessment results).
- To help to establish common standards of practice within the department and develop personalised learning in the area of responsibility.
- To contribute to the school procedures for lesson observation.
- To implement school quality procedures and to ensure adherence to those within the department.
- To monitor and evaluate the area of responsibility in line with agreed school procedures including evaluation against quality standards.
- To seek/implement modification and improvement where required within the area of responsibility.

Management information

- To assist the Subject Leader with the analysis and evaluation of performance data.
- To assist the Subject Leader with identifying and taking appropriate action on issues arising from data, systems and reports; setting deadlines where necessary and reviewing progress on the action taken.
- To manage the department's collection and use of student performance data within the area of responsibility.

Communication

- To help ensure that all members of the department are familiar with its aims and objectives.
- To liaise with partner schools, higher education, industry, examination boards, awarding bodies and other relevant external bodies, as necessary.

Marketing and Liaison

- To contribute to the school liaison and marketing activities, e.g., the collection of material for press releases.
- To contribute to the development of effective subject links with partner schools and the community, attendance where necessary at liaison events in partner schools, and the effective promotion of the subject at Open Evening, Prize-giving Evening and other events.

Management of Resources

- To assist the Subject Leader to identify resource needs and to contribute to the efficient /effective use of physical resources.

Pastoral Systems

- To monitor and support the overall progress and development of students within the area of responsibility
- To help to monitor students' progress and performance in relation to expectation for each individual; ensuring that appropriate follow-up action is taken where necessary.
- To act as form tutor and carry out the duties associated with the role as outlined in the generic teacher job description.
- To help to ensure the behaviour policy and behaviour management procedures are implemented in the department so that effective learning can take place.

Person Specification

Assistant Subject Leader For Mathematics

Person Specification

The successful applicant will be able to demonstrate or give evidence of:

- strong subject knowledge
- good teaching skills and the capacity to stimulate pupils' enthusiasm and ambition
- the ability to teach Maths to at least GCSE Level
- awareness and keenness to exploit developments in Maths education, including the use of ICT
- good understanding and use of assessment to maximise pupil progress
- the readiness to work as part of a team in the development of learning activities and resources
- the ability to establish in the classroom an orderly atmosphere in which pupils are able to work both independently and in groups as appropriate
- a sincere commitment to comprehensive education and Equal Opportunities
- a positive outlook and belief in the power of education to improve children's lives.

Selection Procedure

Applicants are asked to send a fully completed application form to the academy, highlighting any gaps in employment. No other letter or CV is required.

The appointment decision will take account only of the application form, lesson observation, task and interview. References will be used to confirm the decision. No unofficial soundings will be asked for or considered in the selection process.

The Weston Road Academy is strongly committed to safeguarding and promoting pupil welfare and expects all employees to share this commitment. The successful candidate will therefore need to undertake a List 99 and criminal record check via the DBS and provide references to cover a full three year period.

The Mathematics Department

The Weston Road Academy is proud to have formerly been a Specialist Mathematics and Computing School and has continued to build on this strength in recent years. The Maths Department is led by a strong and committed team of teachers. At the heart of the department is a drive and determination to encourage independence. We are a busy and forward looking department that always wants to build on our strengths and to broaden our capabilities. We are supportive of each other and often work collaboratively.

As a department, we have good relationships with our students. Clear expectations are set regarding work and behaviour and when these are not met, there are systems in place to help staff and pupils alike.

Curriculum Structure

The school operates a 30 period week, with lessons of 50 minutes. In Years 7 and 8, pupils are taught in half year groups but are set according to ability. In Year 9, 10 and 11 pupils are set across the entire year group to form seven classes. All pupils experience four periods of mathematics each week, with the exception of Y9, and Y11 who have five. Those pupils requiring extra support are well served by the SEN department and we benefit from having our own higher level teaching assistant. All pupils on roll are entered for GCSE Mathematics. All pupils follow the Pearson's (Edexcel) linear syllabus, sitting their exam at the end of Y11.

For Post-16 we offer A level Mathematics (Edexcel), with statistics and mechanics studied alongside pure mathematics.

Enrichment

The department takes part in a number of initiatives to promote out of lessons learning. This includes running both mathematical and non-mathematical clubs and competitions.

UKMT challenge are offered to the more able pupils at all key stages. Cross-curricular links are explored where appropriate. Our Gifted and Talented Y8 pupils visit a local university to attend Master-classes. The department is always seeking new and innovative ways to enrich pupils' mathematical experiences.

Resources and Accommodation

Maths is taught in a suite of rooms and has its own departmental office. Teachers are issued with laptops and there are interactive whiteboards in all of our classrooms. The department subscribes to websites such as MathsWatch, White Rose Maths, Mathspad, Boss Maths and Mathsbox. A number of Pixl initiatives are being used after successful trials.

The department is well resourced—each classroom has a set of mini-whiteboards, number fans, algebra tiles and double-sided counters. We are constantly trialling and developing resources to meet the needs of our learners, with current initiatives being developing problem solving skills and reasoning and the use of manipulatives to support and scaffold. Ideas, expertise and resources which support our detailed schemes of work are regularly shared.



Thank you for your interest in The Weston Road Academy and for taking the time to read about our school. We look forward to receiving your application in due course.

The Weston Road Academy
Blackheath Lane, Stafford, ST18 0YG

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