



# THE WELLS ACADEMY

Integrity Resilience Ambition

# Welcome from the Principal

I feel incredibly privileged to be the Principal of The Wells Academy.

At Wells, our motto is 'Be Kind, Work Hard, Achieve Greatness'. This philosophy describes who we are and influences everything we do. We believe all children are entitled to an exceptional quality of education that is built upon a culture of high expectations, an ambitious and inclusive knowledge rich curriculum and teachers that are inspirational subject experts.

Our mission at The Wells Academy is to provide students with an education that allows them to live a life of meaning and purpose. By the end of Year 11, we want each of our students to be equipped with the knowledge, character and qualifications required to make a positive and lasting contribution to their family, community and the world.

Thank you for taking an interest in our Academy, we look forward to meeting you.

**George Coles**  
Principal, The Wells Academy



# Who we are

## Why do we exist?

We exist to provide our students with an education that allows them to live a life of meaning and purpose. By the end of Year 11, we want each of our students to be equipped with the knowledge, character and qualifications required to make a positive and lasting contribution to their family, community and the world.

## What do we do?

We teach students a knowledge rich curriculum and support them to gain the very best qualifications.

## How will we succeed?

1. Uphold a culture of high expectations
2. Develop an ambitious and inclusive knowledge-rich curriculum
3. Raise standards of expert, evidence-informed teaching

## How do we behave?



### Integrity

We are honest and do the right thing, even when no one is watching. We are always kind and courteous in our words and actions. We are courageous and stand up for what is right.



### Resilience

We work hard and are self-disciplined. We persevere when things get difficult. We embrace challenges as an opportunity to grow.



### Ambition

We hold high expectations of ourselves. We resist making excuses. We form positive habits to achieve greatness.



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## Deputy Head of Maths

The Wells Academy is committed to creating a diverse workforce. We'll consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

### Job details

**Salary:** MPS/UPS and TLR 2D

**Hours:** 32.5 hours, per week

**Contract type:** Full time, permanent

**Reporting to:** Assistant Principal: Head of Faculty

**Responsible for:** Supporting the Assistant Principal: Head of Faculty in leading the faculty

### Main purpose

To be accountable for student progress and development within the faculty and to ensure staff comply with the standards set at national, trust and academy level.

To actively support the implementation of an appropriately broad, balanced, relevant curriculum in the faculty, in accordance with the academy's strategic anchors of:

1. Uphold a culture of high expectations
2. Develop an ambitious and inclusive knowledge-rich curriculum
3. Raise standards of expert, evidence-informed teaching

### Uphold a culture of high expectations

- Deputise for the Head of Faculty when absent and to assist the Head of Faculty in the day to day running of the faculty
- Contribute to the implementation of and adherence to faculty/academy policies and procedures
- Assist the Head of Faculty to review and develop faculty action plans and to devise strategies to raise achievement at Key stages 3 and 4
- Support the Head of Faculty in implementing the behaviour policy within the faculty, in accordance with the academy behaviour policy, to include analysing behaviour reports, organisation of paired lesson timetable and supporting staff with strategies to manage behaviour
- Take responsibility for regular recognition for positive/improving ATL scores and sharing examples of work from lessons with the wider academy community

### Develop an ambitious and inclusive knowledge-rich curriculum

- Support the Head of Faculty in the construction of a robust and well implemented five-year curriculum
- Review medium-term planning documents and delegate resourcing needs as designated by the Head of Faculty
- Standardise assessments across KS3 within the faculty and monitor the progress of students within these assessments and within data collection periods

- Support the Head of Faculty to quality assure the curriculum being delivered through lesson visits, lesson observations, planning and work scrutiny
- Ensure that all students are supported to enable them to achieve their full potential
- Identify students that require further support and intervention and organisation of intervention sessions
- Organise extra-curricular opportunities within the faculty area

#### **Raise standards of expert, evidence-informed teaching**

- Employ a wide range of interpersonal skills to liaise with staff on a daily basis- disseminate information, provide support and guidance and consult on new policies
- Monitor the work of teachers within the department offering guidance and support where required and helping them to identify improved ways of working
- Assist with the performance development of teachers in the department to raise the quality of teaching and learning
- Plan and lead a range of CPD sessions for faculty staff

#### **General duties and responsibilities**

##### **Teaching**

- Plan and teach well-structured lessons to assigned classes, following the academy's plans, curriculum and schemes of work
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned students, making accurate and productive use of assessment
- Adapt teaching to respond to the strengths and needs of students
- Set high expectations that inspire, motivate and challenge students
- Promote good progress and outcomes by students
- Demonstrate good subject and curriculum knowledge
- Participate in arrangements for preparing students for external tests

##### **Whole-school organisation, strategy and development**

- Contribute to the development, implementation and evaluation of the academy's policies, practices and procedures, so as to support the academy's values and vision
- Make a positive contribution to the wider life and ethos of the academy
- Work with others on curriculum and students development to secure co-ordinated outcomes
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach

##### **Health, safety and discipline**

- Promote the safety and wellbeing of students
- Maintain good order and discipline among students, managing behaviour effectively to ensure a good and safe learning environment

##### **Professional development**

- Take part in the academy's appraisal procedures
- Take part in induction, further training and development in order to improve own teaching

##### **Communication**

- Communicate effectively with students and families
- Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the academy
- Develop effective professional relationships with colleagues

#### **Personal and professional conduct**

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside academy
- Have proper and professional regard for the ethos, policies and practices of the academy, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities

Colleagues will be required to safeguard and promote the welfare of children and young people, and follow academy policies and the staff code of conduct. Please note, this is illustrative of the general nature and level of responsibility of the work to be undertaken, commensurate with the grade. It is not a comprehensive list of all tasks that the postholder will carry out.

#### **Person specification**

<b>Criteria</b>	<b>Qualities</b>
<b>Qualifications and training</b>	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Successful teaching experience</li> <li>• Evidence of professional development relevant to this role</li> </ul>
<b>Skills and knowledge</b>	<ul style="list-style-type: none"> <li>• Good knowledge of legislation and guidance on curriculum requirements</li> <li>• Outstanding classroom practice, constantly showing a positive and resilient approach to students and staff</li> <li>• Excellent communication and organisational skills</li> <li>• Knowledge of effective teaching and learning strategies</li> <li>• A good understanding of how children learn</li> <li>• Ability to adapt teaching to meet students' needs</li> <li>• Ability to build effective working relationships with students</li> <li>• Knowledge of guidance and requirements around safeguarding children</li> <li>• Knowledge of effective behaviour management strategies</li> <li>• Good IT skills, including previous use of SIMS, ClassCharts and CPOMS</li> <li>• Effective communication and interpersonal skills</li> <li>• Ability to communicate a vision and inspire others</li> <li>• Ability to build effective working relationships with staff and other stakeholders</li> </ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• High expectations for all students and belief in bringing out the best in all</li> <li>• Commitment to upholding and promoting the ethos and values of the academy</li> <li>• Commitment to always act with integrity, honesty, loyalty and fairness to safeguard the assets, financial integrity and reputation of the academy</li> <li>• Ability to work under pressure and prioritise effectively</li> <li>• Commitment to maintaining confidentiality at all times</li> <li>• Commitment to equality</li> </ul>