

# Director of Learning - Maths

## Stationers' Crown Woods Academy



**More than just a job. More than just an employer.**

Leigh Academies Trust is a dynamic, vibrant multi-academy trust, founded in 2008. Today we encompass 31 academies across Kent, Medway and South-East London.



## Simon Beamish

BA (Hons) MSc PGCE NPQH NLE FCCT

Chief Executive  
Leigh Academies Trust



# Welcome

Through a model of education that creates a network of inspirational and inclusive academies that share the same values, the Trust provides the drive for educational improvement and dynamic transformation. All of the academies work closely and collaboratively together, along with our partners, seeking to exploit the key educational philosophy of human scale education. To maximise the levels of achievement across each of our learning communities, all activities are focused on improving the life chances of the young people in our care.

As of 1st September 2021, our Trust will comprise 31 geographically organised academies (15 secondaries, 14 primaries and 2 special) educating 20,000 students, and employing 2,500 talented staff. The Trust is establishing four 'clusters' of academies: North West Kent; Central Kent; South East London; Medway. In addition, the Trust is responsible for one of the region's biggest initial teaching training organisations, a large teaching school hub and is an accredited apprenticeship provider. Our future plans are found in our Vision 2025 document available on our website.

We are now recruiting to appoint an exceptional leader to the role of Director of Learning - Maths at Stationers' Crown Woods Academy. The role of Director of Learning is a pivotal role in the school's future journey as our appointed leader will continue to build and evolve our unique and inspirational place of learning at Stationers' Crown Woods Academy.

The successful candidate will work closely with the Assistant Principal and other senior leaders across the Trust to maintain and further develop a strong network of effective academies across Greenwich.

We are looking for an exceptionally talented leader who will use their energy and vision to make a real impact, achieving outstanding outcomes for our students and ensuring that the school exceeds current standards and achievements.

**Wayne Barnett**

Principal  
Stationers' Crown Woods Academy



## Stationers' Crown Woods Academy

It is with an enormous sense of pride that I introduce you to Stationers' Crown Woods Academy. We are a values driven Academy with an unshakeable belief in human potential and are proud of our staff and students. We have the highest expectations of them in terms of academic achievement, personal development, attitude, behaviour, attendance and appearance.

Our staff are dedicated and committed to students being stretched, challenged and supported in all their learning experiences so that they can reach their full potential and learn essential life skills to help them succeed in an ever-changing world. Our curriculum offer is broad, innovative and inclusive with a rich variety of subjects that allows students to aspire, strive and thrive.

We are committed to a research-based, evidenced-informed pedagogical philosophy which supports the delivery of our knowledge rich curriculum. Through our appreciation of the fact that forgetting is an inevitable part of the learning process, we have designed a coherent spiral curriculum model which constantly revisits the same topics and skills over the course of a student's education. Each time the content is revisited, the student gains deeper knowledge of the topic as the complexity increases. This has the benefit of reinforcing information over time.

Lessons therefore start with spaced retrieval

practice designed to aid the long-term retention of knowledge. Pupils are then introduced to novel content through clear, concise and precise instruction delivered by subject experts who draw on concrete examples and analogies to help build upon prior learning. After checking understanding through applying appropriate questioning techniques and addressing any misconceptions, pupils are exposed to models and have the opportunity to engage in high quality classroom oracy before attempting independent deliberate practice. Such quality classroom talk and practice reinforces basic knowledge and develops automaticity, freeing up valuable space in the working memory so that pupils can continue to build schema. It is through such stimulating and challenging lessons, delivered in world-class learning facilities, that we empower and meet the needs of all our students so that they are prepared for a life full of opportunities and success.

Our enrichment and extension opportunities support the development of our students as well-rounded, life-long learners. It is an immense privilege to lead such a highly skilled, professional, team of staff, all of whom are focussed on students' academic progress, character development, happiness and well-being. Young people face many choices and challenges in their teenage years and our Small School model enables us to provide outstanding care and pastoral support.

# Vacancy

Stationers' Crown Woods Academy has a rare and truly exciting opportunity to appoint an exceptional candidate to join and lead our Maths department and have oversight of our academy strategy. You would be joining one of the largest and most popular schools in Greenwich and we would welcome hearing from candidates with a strong track record of achieving results who are currently department leaders or experienced post-holders ready for promotion. This is a challenging but hugely satisfying position offering a whole school leadership opportunity.

We are seeking to appoint an individual who can build a rapport with our students and engage them in the subject as well as leading and inspiring an established and collaborative team. We consistently provide excellent career opportunities for those who demonstrate ambition and drive.

The role of Director of Learning consequently warrants a high profile position within the academy, and we believe that our offer reflects this. Overseeing existing TLR holders you will be responsible for securing the best possible outcomes for our students. We expect all of our students to be challenged, to be inspired and to achieve beyond expectation; this will be your focus.

## What we are offering:

For our successful candidate, being a member of staff at Stationers' Crown Woods Academy and the wider Trust means you'll receive access to a great range of employment benefits from day one. [Click here to view the current benefits package, and be mindful that the list is always growing.](#)

## We'd like to hear from candidates who are:

- An excellent leader who is passionate about learning and has strong subject knowledge within the Mathematics remit
- Collaborative, able to build strong professional relationships
- Able to motivate and inspire students and staff to achieve their full potential
- Energetic and have a can-do attitude
- Confident and has strong career aspirations
- Committed to safeguarding and the happiness and wellbeing of everyone at the Academy
- Prepared to be involved in leading co-curricular activities either within or outside of their teaching subject

Position	Director of Learning - Maths
Location	Stationers' Crown Woods Academy
Responsible to	SCWA Wider Leadership Team
Basis	Permanent, Full-Time
Commencement	September 2022
Salary	Leadership scale, commensurate with experience

# Application Process

On the basis that interested candidates may be keen to visit the academy before making a formal application, you can arrange this by contacting Naomi Jeffery on [naomi.jeffery@scwa.org.uk](mailto:naomi.jeffery@scwa.org.uk). Visits will be offered throughout May and will be hosted by a member of SLT. Social distancing and other Covid-secure safety measures will be observed at all times following latest government guidelines. Please ensure you offer Naomi a range of dates when you are available in your initial email to ensure we can coordinate a visit that works for both you and the academy.

Candidates wishing to have an initial conversation with the Senior Leadership Team about this role can also arrange for a telephone call. Those wishing to do so should also contact Elene Redelinghuys on [elene.redelinghuys@latrust.org.uk](mailto:elene.redelinghuys@latrust.org.uk) in the first instance.

To submit an application in full, please do so online via the following link;

[Director of Learning - Maths - Online Application Form](#)

If you have any queries on any aspect of the application process or need additional information, please contact Elene Redelinghuys (LAT Talent Team) on [elene.redelinghuys@latrust.org.uk](mailto:elene.redelinghuys@latrust.org.uk).

The academy is committed to safeguarding children and successful candidates will be subject to an Enhanced DBS check. Our commitment to safeguarding is underpinned by robust processes

and checks which are in place across the Trust.

**Application closing date:** Friday 20th May 2022 (noon)

**Interview date:** Wednesday 25th May 2022



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## Job Profile

**Role: Director of Learning - Maths**  
**Stationers' Crown Woods Academy**  
**Reporting to: SCWA Leadership Team**

### Role Purpose:

#### General

- To actively promote our academy's shared vision and values
- To ensure effective safeguarding procedures are understood and employed by all members of the Maths team
- To be responsible for high quality provision of Maths across the academy
- To lead a team of teachers in curriculum planning and developing pedagogy
- To ensure the effectiveness of taught subjects through careful monitoring, self-evaluation and appropriate follow up and support in liaison with the academy Wider Leadership Team
- To lead Maths in effectively dealing with student behaviour issues in line with academy policy and our shared vision and values
- To ensure equal access and opportunities for students and staff in the academy
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### Key Areas of Responsibility:

#### Academy Performance

- To promote the highest of expectations and inspire across Maths through high quality teaching and the establishment of a caring, respectful and inclusive learning environment that challenges members of our community to be the very best they can be
- To be responsible for the performance of Maths across the academy through strategic

planning identifying areas for development with key timeframes for action and appropriate intervention and follow up

- To develop, effectively monitor and evaluate and rigorously follow up curriculum planning, teaching approaches and assessment and reporting procedures
- To ensure the learning needs of every individual student are met and to respond proactively where gaps in performance become evident from data analysis and from the quality assurance of provision in all classes across all year groups
- To develop, effectively monitor and accurately review teacher and student performance Maths across the Academy
- To ensure Academy policy with regard to attendance, punctuality and behaviour is implemented effectively and regularly evaluated and that all actions taken align with our academy vision and values
- To report to the Wider Leadership Team on the performance of the Maths across the academy
- To ensure that the Learning Support Policy is effectively delivered and in accordance with DfE, LAT and Academy guidelines
- To ensure equal opportunities issues are addressed
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#### Staff

To develop strong teamwork and collaborative approaches to all aspects of academy life that align to our academy shared vision and values

To line manage all staff in Maths effectively in order to ensure the highest of expectations and aspirations are at the core of all strategic and operational decisions made

To celebrate successes and achievements of





individuals within the team and to regularly share best practice as one means of contributing to effective staff professional development

To lead on facilitating team and individual high quality professional development that is tailored to the needs of the subject, takes into account the academy strategic priorities and reflects current educational issues at national and local level

To effectively challenge under performance, implement support where necessary and follow up rigorously

To monitor, track and intervene through a strong understanding of data and data systems

To manage cover during staff absence

To work / liaise with the Wider Leadership Team

### Students

- To ensure that all students receive their entitlement to an inclusive education in a caring and respectful environment that challenges them to be the very best they can be.
- To ensure that students have access to high quality, relevant and engaging resources for learning.
- To form and maintain appropriate relationships and boundaries with students to safeguard their welfare.
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### Resources

- To work closely with the academy Wider Leadership Team in deciding the best use of resources across the academy
- To produce a plan detailing the deployment of resources in Maths
- To demonstrate commitment to innovations that are in the best interests of our students

This job description will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade.

### Safeguarding of students and Duty of care

All staff, regardless of role, level of seniority and location, have a responsibility to ensure the highest levels of safeguarding and promoting the welfare of our pupils, and we expect all our staff and volunteers to share this commitment. We must collectively create an environment where children feel safe to learn, play, and grow. Children should feel comfortable in their surroundings and know that they can approach any responsible adult with any problems or concerns.

All staff must be able to identify any children who are at risk of harm, and know the characteristics of abuse or neglect. If you suspect or confirm harm then it's essential you know what actions to take.

Annual safeguarding training is offered to all staff at Leigh Academies Trust, and it is the staff member's responsibility to be aware of the most up to date guidance documented in the [Keeping Children Safe in Education document \(Department of Education\)](#).

### Notes

The job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and may be subject to modification or amendment at any time after consultation with the holder of the post.

The duties may be varied to meet the changing demands of the academy/business unit at the reasonable discretion of the Principal/Director. This job description does not form part of the contract of employment. It describes the way the post-holder is expected and required to perform and complete the particular duties as set out in the foregoing.

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## Person Specification

### Qualification Criteria

- Qualified to degree level or higher.
- Qualified to teach and work in the UK.

### Experience

- Evidence of teaching at an outstanding level.
- Experience of raising attainment.
- Experience of having designed, implemented and evaluated effective, imaginative and stimulating schemes of work and project-based learning activities.
- Experience of and/or affinity for teaching children of all abilities.

### Behaviours

- Effective team member and leader who demonstrates resilience, motivation and commitment to driving up standards of achievement.
- Genuine passion for and belief in the potential of every student.
- Models, mentors and monitors workplace behaviour.

### Learning the Curriculum

- Commitment to building a knowledge-rich and technical skill-rich project-based curriculum with industry partners.
- Ability to lead on assessment, evaluation and development of student portfolios.
- Able to set and deliver high expectations for accountability and consistency.
- Passionate about teaching maths in a dynamic and inspirational manner.


### Leading the Learning

- Excellent classroom practitioner and mentor.
- Ability to embed a culture of learning amongst staff and students that creates an ambitious, purposeful and highly motivating environment.
- Committed to seeing all students progress to university, work or apprenticeship.

### Teaching and Learning

- Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice.
- Thinks strategically about classroom practice and tailoring lessons to students' needs.
- Ability to use ICT effectively and at a high level in teaching, recording and reporting.
- Understands and interprets complex student data to drive lesson planning and student attainment.
- Good communication, planning and organisation skills.
- Demonstrates resilience, motivation and commitment to driving up standards of achievement.
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.





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## Benefits at Leigh Academies Trust

At Leigh Academies Trust, we want to provide you with a rewarding and enriching career and to help you to reach your full potential, both professionally and personally. As an employee of Leigh Academies Trust, here is a taster of the great benefits you can receive from day one;

- An open and collaborative working environment, not just within your academy but also across the Trust where innovation is encouraged
- A career in an organisation that values individuality and diversity
- Dedicated focus groups to ensure we have the optimal working environment in all aspects.

### Professional development opportunities

- Regular training and access to a range of internal and external programmes tailored to your learning needs throughout your career
- Educational sponsorship (application required)
- Opportunities for career progression as we are willing and able to support moves from one academy to another.

### Financial

- A competitive salary for both teaching and non-teaching staff whereby pay progression is possible on an annual basis, following successful performance
- Access to a highly attractive pension plan
- Neyber platform – support provided to build your financial confidence and support when needed with Neyber loans
- Access to a range of benefits and discounts that are sourced specifically for our staff.

### Well-being

- Full-time associate staff receive 25 days annual leave plus bank holidays which increases to reflect your length of service
- The chance to work with a company who received a 'Gold' Workplace Wellbeing Award for the last two years
- Wellbeing champions and access to Mental Health First Aiders
- 24/7 access to a free Employee Assistance Programme to provide confidential advice and guidance
- Student Wellbeing support from our Educational Psychologist team
- Personal resilience and Wellbeing courses
- Access to our Wellbeing platform with a range of ever evolving benefits
- Wellbeing campaigns.

### Facilities

- Great school buildings with many state-of-the-art facilities across our academies, providing positive working environments
- Free/discounted gym access
- Free car parking at every site
- On-site catering with great food, all reasonably priced for staff (with the option to buy evening meals so you don't have to cook!)
- Social networking opportunities across the trust to create new relationships both inside and outside of the work setting.



# An overview of the Trust you'd be joining

Leigh Academies Trust is a non-profit making charitable company limited by guarantee, based in Strood, Rochester, Medway. The Trust exists to support and assist schools to build upon their existing strengths and to help them achieve educational transformation. It has significant experience in running schools, and today includes both sponsored academies and schools which have chosen to convert to academy status.

The Trust was formed in 2008 with the linking of The Leigh Technology Academy and Longfield Academy under one governing body. It now encompasses over 20,000 students, between the ages of 3 and 19, in 31 primary, secondary and special academies, across Kent, Medway, Bexley and Greenwich.

## Leigh Academies Trust – Our Values:

- We care – about our pupils through our human scale approach to education, our staff and their well-being and the communities that we serve, driven by our high ideals and strong moral values.
- We have boundless ambition – to achieve excellence for all and create confident young adults with high levels of resilience and integrity.
- We work together – as one team in the belief that we are greater than the sum of our parts. We foster an enterprising culture through collaboration and in close partnership with industry and other educators.
- We keep getting better – using our 'can-do' attitude towards continuous improvement and innovation.

## Trust Advantages:

- Expert central services for finance, HR, IT, facilities and business functions.
- Innovative approaches to teacher recruitment and retention.
- Fast track development of leaders for internal promotion opportunities.
- Central reserves protect individual school budgets.
- Substantial investment in cross-Trust initiatives to improve teaching and learning.
- Close collaboration between senior leaders across the Trust.
- Integration of primary and secondary approaches into all-through education.
- Adequate scale to design and test new ideas.
- High quality strategic governance with wide business and professional experience.
- Robust delivery models as government policies, rules and measures change.

**Our Mission: Shaping Lives,  
Transforming Communities**

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