



# **Ridgewood School Recruitment Pack**

**Position:  
Faculty Leader of Maths**

Prepare for the road ahead

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# Ridgewood School – Values and Ethos

## Our Values

We educate the whole child. Ridgewood School seeks to provide all its students with the opportunities and support which enable them to achieve and exceed their potential, not only in terms of academic achievement, but as a valuable member of the school community, and of the wider society beyond.



## Ethos and Aims

- To raise the aspirations of students so they desire to achieve and exceed targets set for them, both within and beyond the classroom
- To engender a sense of collaborative purpose, so students and staff work together to achieve their best
- To care for students as individuals and to respect their talents, aspirations, strengths and unique qualities
- To provide opportunities for students to be engaged, interested and challenged by what they do and learn, every day
- To continually strive for improvement in all areas, through hard work, resilience and determination

## Letter from the Headteacher

Dear applicant,

Thank you for showing an interest in this post and for considering Ridgewood School for the next stage of your career.

I have been at the school for a little over a year. Despite the obvious challenges that have faced us in the past twelve months, I have found Ridgewood School to be the most rewarding place to work. The staff, students and wider community have been incredible to work with and I am confident that the successful candidate will receive the same warm welcome.

Never has there been a better time to join us. We are in the early stages of planning a multi-million pound new build that will ensure that the staff and students benefit from 21<sup>st</sup> Century resources. We are regularly oversubscribed in Year 7 and our Post-16 provision is thriving. For an informal conversation with me about the school or the role, or for a visit, please use the 'Contact Us' facility on our website.

Yours faithfully,

Andy Peirson

Headteacher  
Ridgewood School

## About Ridgewood School

The school's values of excellence, integrity, teamwork and enjoyment permeate all aspects of school life and are central to our work at Ridgewood. We are extremely proud of our school and the high quality education we provide. We insist on high standards of conduct from all our students and we expect them to behave impeccably: treating each other, our staff and visitors with kindness and respect.

We strive for all our students to meet and exceed their potential academically, however, we also place a great deal of importance on them really enjoying school and developing skills that will enable them to be responsible members of society. Our aspirations for our students drive every action, shape every interaction and inform every decision each day. We work hard to instil a love of learning, develop resilience and build confidence so that our students continue to flourish now, and in the future.

*“We want every student who leaves Ridgewood School to aspire to achieve beyond what they thought they could do when they first started with us.”*

Our curriculum is ambitious for all students, regardless of their starting point. We offer a wide range of courses at GCSE and A Level to meet the needs of all. Our curriculum beyond the classroom is also vast and varied, providing our students with countless opportunities to broaden their horizons and share new experiences.

We want Ridgewood to continue to thrive and be at the heart of the local community. Parents/carers have a huge role to play in this and we welcome feedback from them on what we are getting right and what we can do to improve. Keeping communication channels open is vital in our pursuit of excellence.

– Andy Peirson, Headteacher



## Training and Development Opportunities

At Ridgewood, we believe that the effective training, support and development of our staff enables them to be the best they can be, and to give our students an exceptional teaching experience. Ridgewood offers its staff bespoke packages which are tailored to their career point and path, and which encourage them to become reflective, enthusiastic and expert practitioners.

Our CPD is varied and matched to the needs of our staff, both teaching and associate. Teaching staff engage in whole school training in teaching and learning, understanding our school systems and quality assuring data, as well as benefitting from our bespoke development opportunities.

At Ridgewood, we also value a variety of forms of CPD. Training, coaching, shadowing of roles, one-to-one support, and project-based development can be organised in order to support staff to develop effectively in their jobs, and to understand how to make the next step in their career.



## Our Curriculum



Our academic curriculum aims to offer students of all abilities and talents an opportunity to develop their knowledge and skills across a wide variety of subjects. We are committed to providing a curriculum which is challenging yet accessible, and which fosters a love of learning, as well as enabling students to achieve success in exams and assessments. Students follow a two-week timetable in order to maximise learning time. We regularly review our curriculum, to ensure that the needs of all our students are being met. More details of each subject can be found on our website.





## Our Enrichment Opportunities

Because we value a rounded education, our students have access to an extremely wide range of extra-curricular opportunities and trips. We firmly believe that students get out of school what they put in to it, so we encourage our students of all ages to get actively involved in the many clubs on offer.



### Trips

Experiencing 'real world' versions of what students are taught in a classroom helps embed learning and broaden students' knowledge and understanding. For example, our Engineering students get to see how engineers work on a massive scale, and visit companies such as TATA Steel to witness first-hand the theory they learn in class. Other subject-based field trips include performing arts students visiting Doncaster's CAST theatre and watching a live performances, as well as taking part in the iSing event and the band competition Stage Invasion.

Outside lessons, students get to travel both nationally and internationally. In October 2019, a group of students went to New York to experience all the city has to offer. In summer 2018, students made a once-in-a-lifetime trip to Tanzania. Closer to home, a large number of students take part in the National Citizenship Programme each year where they spend three weeks involved in adventure pursuits, social action planning and volunteering in the community.

Sixth Form students are also heavily involved in enrichment, and won the prestigious Helena Kennedy Debate Competition held at Sheffield Hallam University this year.





## Clubs

Within school, there are over thirty clubs that students can join. These range from those aimed at students who enjoy sport (badminton, hockey, rugby, football, netball, basketball, table tennis and zumba) to those for our aspiring businessmen and women, including the established Young Enterprise Scheme. We also submit entries to the Connections Competition, a high profile National Theatre competition, and the South Yorkshire Road Safety competition, which we won for two years in a row. This year we are focusing on 'New Views'.

Examples of clubs on offer include:

- Elite band
- Guitar choir
- Athletics
- Book club
- Basketball
- Code club
- Table tennis
- Netball
- Duke of Edinburgh Award
- Zumba
- Cheerleading
- Science club
- Football
- Rugby
- Art
- French film club

To support academic progress, there are also revision sessions which run alongside the enrichment programme.

## Our unique student reward system ALTUS

The Latin word 'altus' means high, noble or profound. We thought this was an appropriate way to describe the students who achieve this status at Ridgewood, and so we developed the Altus reward scheme in order to recognise outstanding effort and attitude. As well as having a Latin meaning, we have also attributed the qualities of our Altus students to each letter of the word:

A is for attitude  
L is for leadership  
T is for teamwork  
U is for understanding  
S is for success

After each round of Creating Futures data has been entered and distributed to students and their parents, those students who display a 'Motivated' or 'Outstanding' attitude in all their subjects, will be rewarded with an Altus badge in a special Altus assembly.

## Behaviour for Learning

Our Behaviour for Learning policy (BfL) ensures that students are able to learn and work without distractions, and that praise is at the forefront of every lesson. It has four simple rules which students must follow:

- Remain on-task at all times
- Remain silent when the teacher is talking
- Speak to other people in a pleasant way
- Do not touch another student

Those students who do not follow these rules will receive consequences which may lead to an after school detention if the rules are consistently broken. Students who follow the rules will receive praise from their teachers, and will be eligible for the Altus reward system. We strive to create an environment where teachers can teach, and students can learn.



## Sixth Form

Our Sixth Form students have a consistently impressive track record of securing places at their first choice universities and on prestigious higher apprenticeships.

### Facilities

We have excellent facilities, many of which are uniquely available to our Sixth Form students in our Faraday Sixth Form Centre.

- A purpose built Sixth Form Centre which includes subject-specific classrooms
- Purpose built Science and STEM laboratories
- Resource centres housing key texts, journals and access to bookable equipment such as tablets and digital cameras
- Several IT suites
- A 200-seat, multi-use auditorium
- A mix of study and social spaces
- A café

As well as the facilities in the Sixth Form Centre, students have access to main school facilities.

- A gymnasium, a full sized sports hall, a fitness room, three 5-side football pitches, one 9-side football pitch, two 11-side football pitches, one full sized rugby pitch and recently refurbished multi-purpose courts.
- An iMac suite featuring 26 iMacs with MIDI keyboards with Sibelius, Garage Band and Logic Pro X software
- Six fully restored music practice rooms (benefitting from an electric drum kit, keyboard, guitar, bass, microphone and multi-channel amp)
- Laser cutters, 3D printers, CNC Milling machines, and a range of state of the art engineering facilities
- A kiln for clay work
- Validus, a dedicated wellbeing centre equipped to meet the needs of all our young people



## **Activities and Events**

### **Duke of Edinburgh Gold Award**

A highly prestigious, nationally recognised qualification offered to all Sixth Form students, DofE enables students to develop a vast range of skills, both physical and mental, and they are supported by specialist, highly trained staff.

### **Young Enterprise**

Students involved with the Young Enterprise programme at Ridgewood have won almost 40 awards in just four years. The programme provides students with the opportunity to run their own business, source finance, manufacture a product and sell it to members of the public.

### **Sports Leaders Award Level 3**

For those studying PE at Sixth Form, there is an opportunity to take part in the Sports Leaders Award programme. As part of this scheme, students have the opportunity to lead on a particular area of sport, and to design and deliver sessions to others to help improve fitness.

### **National Citizens Service (NCS)**

Ridgewood School is proud of having formed an exciting partnership with the Doncaster Rovers Club Foundation in order to provide students with opportunities to take part in the NCS programme. Students complete the scheme during the summer holidays and spend two weeks away from home; the first week involves a residential activity and the second week is spent volunteering within local charities.

### **Camps International**

A group of students previously participated in an exciting once-in-a-lifetime trip to Tanzania, co-ordinated by Camps International. As part of the programme, students volunteered for two weeks within a Tanzanian village, helping to develop vital infrastructure including schools, medical centres and houses. They spent a further week taking part in a PADI scuba diving course, leading to their first PADI qualification.

### **Internships**

Students in Year 12 complete a week-long internship within a professional working environment and we are fortunate to have access to a wide range of internship providers. We work closely with our students at all stages of the process to ensure that they are matched to the appropriate internship placement.

The internship scheme truly enables students to expand their horizons, experience a taste of the careers they wish to pursue and in some cases, provide opportunities for a taste of independent living. Vital relationships have been developed as a direct result of internships, particularly in the field of medicine. Students are not confined to the local area for their placements, and some have taken this chance to complete placements in France and Spain. As well as providing a unique window into a potential future career, the scheme has also allowed students to establish key contacts and points of reference that they can use throughout their careers.

### **Validus Centre**

We are extremely proud to be able to offer our students Validus, a dedicated wellbeing centre equipped to meet the needs of all our young people.

Validus provides a programme of holistic support, including qualified counselling support, professional and targeted support for young people experiencing issues, and specialist support for those students experiencing stress, anxiety, depression and low mood. It also raises the profile of wellbeing for all young people and staff and effectively supports our wider school teams. This outstanding facility enables us to effectively coordinate safeguarding, child protection, welfare and health concerns through one central hub and to provide opportunities for working with families and the wider community. It is also an appropriate and confidential venue for external agency workers working with young people and their families in school.

# Job Description

**RESPONSIBLE TO:** The Senior Leadership Team

**RESPONSIBLE FOR:** Provision and outcomes in Maths at all Key Stages

## MAIN DUTIES AND RESPONSIBILITIES:

### **Purpose of Role**

To lead the faculty to secure high quality provision, allowing all students to make progress in Maths.

### **Essential Characteristics**

All middle and senior leaders will be expected to exhibit and further develop the following:

- The ability to help shape, influence and deliver a collective vision for Ridgewood School
- A total commitment to model that vision for staff, students and the wider community
- Drive and determination
- Appropriate ambition for self and others
- The ability to hold adults to account in the interests of students
- Display and engender enthusiasm and energy
- Personal resilience
- Ridgewood focused but outward looking

### **General Responsibilities**

To carry out the roles and functions of a Faculty Leader in accordance with the stated aims and objectives of the school as stipulated by the governing body.

### **Whole School**

To assume a leadership role in:

- Ensuring the welfare, behaviour and social progress of students through maintaining high standards.
- Provide an educational vision and direction which focuses on effective teaching and learning, therefore ensuring that standards of attainment continue to rise.
- Supporting an ethos in which students and parents share and support the values of the school.
- Promoting a safe and orderly atmosphere in the school.
- Self-evaluation.
- Maintaining a high visibility across the school.

### **Specific Responsibilities as Faculty Leader**

1. To build a cohesive team spirit and common aims within the faculty.
2. To establish faculty policies and procedures which reflect the whole school aims and have regard to colleagues' work/life balance.
3. To establish curriculum plans and schemes of work which deliver outcomes and support transition.
4. To undertake Quality Assurance of the faculty and produce the faculty SEF.
5. To establish a faculty action plan.
6. To organise and direct the teaching and learning in the faculty.
7. To develop appropriate standardized methods for reviewing students' progress and organise intervention for those requiring support to improve outcomes.
8. To participate with the Middle Leaders' Group in developing whole school strategies.
9. To lead and manage staff with faculty responsibilities.
10. To secure the performance of staff; supporting development.
11. To ensure consistent standards for performance management and intervene where necessary.
12. To facilitate the sharing of best practice, using internal and external expertise in partnership with other providers and exam boards.

13. To participate in the recruitment, induction and support for new staff.
14. To liaise with the Inclusion Team, for EAL and SEND students, in respect of their provision and review of progress.
15. To promote good order and discipline within the faculty, liaise with pastoral staff if necessary and ensure that rewards and sanctions are used consistently.
16. To ensure that the faculty is appropriately represented and Parents' Evenings and Open Evenings.
17. To promote SMSC and opportunities for enrichment.
18. To manage the budget and ensure resources are well managed.
19. To promote identity, engagement and aspiration within the faculty.
20. To undertake any reasonable professional duties at the request of the headteacher.

The job description is to be performed in accordance with the provisions of the School Teachers' Pay and Conditions Document and within the range of duties set out in that document. The post is also subject to the conditions of Service for School Teachers in England and Wales and to locally agreed conditions of employment.

Note: This job description is not your contract of employment or any part of it. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed.

All posts at the school are subject to a six month probationary period. Confirmation of the position is subject to satisfactory completion of this period.



## Person Specification

ATTRIBUTES/ REQUIREMENTS	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
<b>EDUCATION, QUALIFICATIONS AND VOCATIONAL TRAINING</b>	<ul style="list-style-type: none"> <li>Academically strong with a good degree</li> <li>Qualified teacher status</li> <li>An outstanding classroom practitioner with a strong track record of achieving excellent examination results</li> <li>Committed to continuing professional development</li> </ul>	<ul style="list-style-type: none"> <li>Membership of appropriate professional bodies</li> <li>Leadership qualification(s)</li> <li>Management qualification</li> </ul>	Application form Certificates Verification by DfE Interview
<b>KNOWLEDGE AND UNDERSTANDING</b>	<ul style="list-style-type: none"> <li>Process and systems for quality assurance within the area of which they hold direct responsibility</li> <li>The ability to apply ICT to learning, teaching and management of subject areas</li> <li>Project planning</li> <li>Knowledge of current and potential future developments in relation to the national and local education scene</li> <li>Methods for coaching and mentoring, development of all aspects of teaching practice, including innovative thinking and collaborative working</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of school improvement and effectiveness strategies including the process of school self-evaluation and strategies for raising standards</li> <li>An understanding of the principles associated with managing others, developing policies, procedures and protocols and managing resources, including staff and finance</li> <li>National leadership standards (e.g. leading strategically, leading teaching and learning, leading the organisation, leading people and leading in the community)</li> </ul>	Application form Interview References
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>Proven track record as a subject teacher</li> <li>Evidence of subject and departmental leadership</li> <li>Good teaching and learning practitioner</li> <li>Experience of coaching and mentoring</li> <li>Experience of change management</li> <li>Experience of managing projects successfully</li> </ul>	<ul style="list-style-type: none"> <li>Experience of whole school leadership and/or school improvement work</li> <li>Experience of managing staff, dealing with sensitive, difficult situations in an effective way</li> </ul>	
<b>SKILLS</b>	<ul style="list-style-type: none"> <li>Confident use of ICT</li> <li>High level of communication skill, both written and oral, enabling them to persuade, influence, overcome barriers to understanding, deal effectively with contentious and/or sensitive issues and deal with difficult conversations with empathy</li> </ul>	<ul style="list-style-type: none"> <li>High level of research skill: translating national and local changes into appropriate policies, pathways and approaches, ensuring other stakeholders are involved and knowledge is shared</li> </ul>	Application form Interview References

	<p>and sensitivity, whilst asserting as appropriate</p> <ul style="list-style-type: none"> <li>• High standard of organisational and administrative skills, ensuring projects are properly planned, executed, monitored and evaluated and that tasks are achieved to a high standard to deadlines</li> <li>• Ability to persuade and influence others</li> <li>• Ability to work independently within a team, focusing on achievement at an individual and a group level</li> <li>• Ability to lead others, managing day to day operational issues whilst also providing staff with a meaningful vision for the future</li> </ul>		
<b>PERSONAL AND PROFESSIONAL ATTRIBUTES</b>	<ul style="list-style-type: none"> <li>• Deciding &amp; Initiating Action</li> <li>• Leading &amp; Supervising</li> <li>• Persuading &amp; Influencing</li> <li>• Analysing – Analyses numerical data</li> <li>• Coping with Pressure &amp; Setbacks</li> <li>• Emotional intelligence</li> <li>• Flexibility</li> </ul>	<ul style="list-style-type: none"> <li>• An ability to think 'out of the box'</li> <li>• Sense of humour</li> </ul>	Application form Interview References
<b>PHYSICAL ATTRIBUTES</b>	As assessed and advised by Occupational Health.		Medical Questionnaire Medical examination if required
<b>ADDITIONAL REQUIREMENTS</b>	Good level of attendance Occasional working outside of the school day in attendance at parents' evenings etc.		Application form Interview References
<b>The post is subject to a satisfactory record check being undertaken by the Disclosure &amp; Barring Service</b>			

## Job Advert

### **FACULTY LEADER OF MATHS**

**Salary: MPS/UPS + TLR1b £11,886**

**To start: September 2023**

At Ridgewood School we are extremely proud of our school and the high quality education we provide, including our popular Sixth Form. Our school motto, 'Prepare for the road ahead', represents our belief in preparing our students for their future, not only in terms of academic achievement, but also in terms of the training, enrichment and experiences. Our school values – Excellence, Integrity, Teamwork and Enjoyment – underpin what we do and contribute to our ethos in everything we undertake as a school community.

Having recently achieved an Ofsted "Good" rating in all categories, with improvements in the mathematics curriculum and teaching being highlighted, we are looking to continue this trajectory of success for our students. We are looking to appoint a talented and enthusiastic leader of Ridgewood's Maths Faculty.

*The successful candidate will:*

- be a highly effective practitioner in their own classroom
- be passionate about whole school and subject specific pedagogy
- have a proven record of raising standards and attainment
- be able to lead and motivate a large team
- have a commitment to enriching students' lives

*We offer:*

- an exceptional Behaviour for Learning policy that supports staff and students
- a genuine commitment to manageable workload and staff wellbeing
- access to high quality and bespoke CPD for all levels of experience
- a supportive and visible Senior Leadership Team

### ***How can you apply for this role?***

For full details, to discuss the role or to request an application pack, please contact the school on 01302 783939 or email [appls@ridgewoodschool.co.uk](mailto:appls@ridgewoodschool.co.uk)

We strongly encourage visits from potential candidates – please contact the school to arrange this. Completed applications should be returned directly to school via post or email: [appls@ridgewoodschool.co.uk](mailto:appls@ridgewoodschool.co.uk)

**The closing date for this post is 9am Friday 21 April 2023. Interviews will take place soon after.**

*Ridgewood School reserve the right to close this advert prior to the closing date above.*

*The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check. The school operates a no smoking policy.*