

# WYMONDHAM COLLEGE



Candidate Recruitment Pack

**Head of Mathematics**

**Closing Date | Applications considered upon receipt**

**Interviews | To be confirmed**

**Start | September 2024**



[www.wymondhamcollege.org](http://www.wymondhamcollege.org) |

Wymondham College |

@Wymondhamcol

# A welcome from the Principal

Dear Applicant,

Thank you for your interest in the post of Head of Mathematics at Wymondham College. I hope that the information in this pack gives you a sense of the importance of this role in the continued development of our Outstanding World Class School, as reflected in our Ofsted Outstanding gradings in all categories across education and boarding, which we believe makes us the first state boarding school to achieve this under the new frameworks.

Wymondham College is a school community unlike any other and is the largest State Boarding school in the country with over 1400 students on role, half of whom board with us. We have a staff in excess of 400 and our campus covers 83 acres of beautiful Norfolk countryside. Our recent Ofsted inspection stated

“The curriculum, including in the sixth form, is broad and very well planned. It identifies ambitious aims for what pupils should learn... Wider experiences seamlessly extend pupils’ learning. The meticulously planned curriculum empowers pupils to develop detailed and richly connected knowledge. As a result, pupils achieve to an extremely high level.”

- Ofsted Inspection Report for Education – Wymondham College, October 2023

We are extremely proud of our heritage and our strong academic performance underpinned by a broad and balanced academic curriculum and extensive Wymondham Life programme that offers students over 75 activities a week. The Ofsted Inspectors noted “Children and staff talk about their boarding houses as a ‘family’ and ‘community’... The school has created a culture of a home away from home. Given the size of the boarding provision, this is an impressive feat.”

- Ofsted Inspection Report for Boarding School – Wymondham College, October 2023

The successful candidate will strategically lead the mathematics team and be an active middle leader.

Wymondham College offers:

- A strong commitment to developing the whole child
- Achievement that is viewed in its broadest sense
- A belief that all can and will achieve

- Learning outside the classroom is highly valued and actively promoted
- Character education is integral to our work - developing resilience, self-esteem, and a can-do approach
- CPD and Staff development is central to our improvement strategy
- A diverse student community and a broad international outlook
- We never settle for less than outstanding as our latest Ofsted report indicates.
- Strong academic standards
- A culture of strong engagement and high standards of behaviour
- A World Class School
- Winner of the Secondary School of the Year (2022)

Sapientia Education Trust provides:

- Opportunities for CPD and Career Development in a rapidly growing, successful Multi-Academy Trust
- Mentoring programmes to support senior leaders
- Links with a range of partner schools, both in Secondary and Primary
- Professional networks & development

The successful candidate will be ambitious, student focused and resilient; they will believe in the power and moral purpose of education and insist on the highest standards for all of our students. Ultimately, they will want and have the capacity to make a difference.

If you are inspired by this role and would like to join our team, I look forward to receiving your application.

Best wishes

**Zoe Fisher - Principal**





## Background Information



## The College

Wymondham College is the largest state boarding school in the UK, with around 650 boarding students and 700 day students. We are a mainstream 11 – 18 non-selective state school, serving a very broad and diverse student community. We have a large Sixth form, with around 450 students. The College is proud to be one of the country's great, distinctive state schools. Over the past few years, the College has secured numerous accolades – these include: 'Outstanding' Ofsted inspections in education and boarding, World Class Schools Award, International Schools Award, Top 50 Schools Sunday Times parent power Award, Good School Guide endorsement and Pearson's Secondary School of the Year (2022)

We have a proud record of strong academic performance, with both achievement and progress significantly above national averages with over 90% of students studying the EBacc suite of subjects. After 6<sup>th</sup> form, the majority of our students go onto university, in particular Oxbridge and Russell group universities as well as a growing number of high-level apprenticeships at some of the most prestigious organisations including Rolls Royce, Jaguar Land Rover, PricewaterhouseCoopers, Clifford Chance and Aviva.

As a boarding school, extra-curricular life and character development is core to our work. We run an extensive range of extra-curricular activities (Wymondham Life) and

our students excel in a wide range of areas – Arts, Sport and International opportunities are all exceptionally strong.

## **Student Admissions**

The College has always been co-educational and has been organised in co-educational, combined day and boarding houses since the 1970s. The College is non-selective other than for a small number of places allocated for students with sporting or musical aptitude in Year 7 and the operation of a Minimum Qualifying Standard (average of grade 5.5 in best 8 GCSEs) for entry into the Sixth Form. We are heavily oversubscribed for day places, with typically over 250 applications for our Year 7 day places.

## **School Funding**

As a state funded boarding school all education at Wymondham College is free but parents (or sometimes charitable trusts or local authorities) pay a fee to cover the costs of the boarding provision at the College. The fee is much less than that which is charged by independent boarding schools and this, along with the fact that half of the College comprises of local day students whose parents pay nothing for them to attend, gives Wymondham College a very inclusive and down to earth ethos.

## **Boarding**

Boarding remains central to the Wymondham College experience. Some 650 of the College's students board on a full or weekly basis. Most boarders come from East Anglia, but there are a significant number of students from further afield in the UK, Europe, the UAE, West Africa, the Caribbean and Hong Kong. Service Children are also well represented among the student body. All students attending the College must have UK citizenship. The Ofsted Boarding Inspections in 2008, 2012, 2017, 2019 judged boarding at the College to be 'Outstanding'. We were inspected again in 2023 and once again rated as 'Outstanding'.

## **Sixth Form**

The large Sixth Form of around 450 students is an important feature of the College. The Lincoln Sixth Form Centre was extended and provides over 200 boarding spaces (of which 115 are in single en suite rooms) and a focus for the life of the whole Sixth Form. Sixth Formers benefit from outstanding support and an extensive programme of enrichment opportunities, including work experience and visiting speakers tailored to their needs. The annual Lincoln Lecture is an opportunity for students to attend a lecture given by a speaker of national or international renown and there is a parallel

lecture on scientific subjects, the Sam Peel Lecture. Student leadership is a major feature of Sixth Form life. Members of the Principal's Council are elected by their peers and undertake a wide range of representative, ambassadorial and organisational responsibilities on behalf of the student body as a whole. Student Subject Leaders are appointed by each academic department to act as advocates for the subject and to run activities and provide support for younger students. The Lincoln Junior Common Room runs a successful programme of social events for the Sixth Form.



## Brief History

Wymondham College was established in the aftermath of World War Two on the site of one of the largest American Army Hospitals in the European theatre. Its foundation was driven by the vision of Dr (later Sir) Lincoln Ralphs, then Director of Education for Norfolk. The Ralphs family remain closely connected to the College. Lincoln Ralphs's vision was to create a boarding school which would be a centre of excellence which children from all backgrounds could attend and which would bear comparison with boarding schools in the independent sector.

## Recent Developments and the creation of the Trust

The College formed a Multi-Academy Trust in early 2016, establishing the Sapientia Education Trust (SET). In September 2016 we sponsored a local primary school and since, the Trust has grown to include 10 Primary Schools and 7 High Schools from September 2022.

Wymondham College Prep School is also on the College site and is one of only two state Prep boarding schools in the UK. The state-of-the-art boarding house, Underwood Hall, is home to fifteen Year 5 & 6 children during term time. We work closely with the Prep school staff and pupils on curriculum, enrichment and boarding life.







# Our Trust

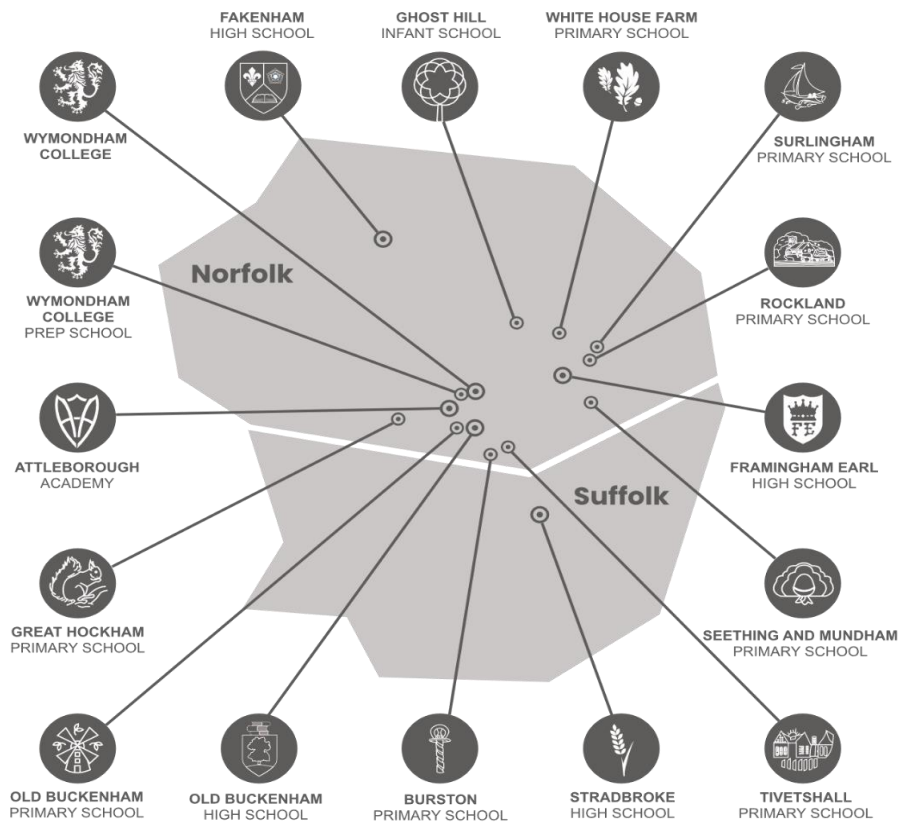
The Sapientia Education Trust (SET) was established in 2016 with the purpose of bringing like-minded schools together to work in partnership to deliver world-class standards of education to young people in Norfolk and Suffolk. The term 'Sapientia' comes from the motto of the founding school, Wymondham College and means wisdom.

We are committed to delivering high academic standards in our schools, combined with a view of education that is child-centred and holistic. Our schools have a strong commitment to personal development and extra-curricular activities are strongly promoted.

Our work is cross-phase and involves a strong commitment to staff development and on-going professional learning for all staff in our schools. We believe that collaboration and partnership work help raise standards and we work with a range of schools within and beyond the Trust.

SET provides a range of services to support our schools. This includes established HR, Finance, Health & Safety, ICT and Estate teams. In addition, we have a Central Education Team providing specialist support to help raise standards further.

Our philosophy is to work to support school leaders, so that more of their time can be spent on the core business of delivering a world class education, locally.





## Testimonials

**Sue Baldwin, Regional Schools Commissioner, wrote the following in an article for the Confederation of School trusts:**

'Many of the Trusts we work with are interested in and participating in growth and development activities. One such is Sapientia Education Trust. Sapientia has 16 schools – six secondaries and ten primaries - across Norfolk and Suffolk, with seven of its schools joining in the last three years. Sapientia grew out of the founder school, Wymondham College, which is the largest state boarding school in the country, with successive Ofsted 'Outstanding' judgements to its name. Some of the key factors of successful growth at Sapientia have included: an excellent school improvement strategy, robust financial management, strong leadership across the trust exemplified by the CEO and National Leader of Education Jonathan Taylor, and extensive involvement and support to other schools and Trusts via vehicles such as the ENCOMPASS Teaching School Alliance (which Sapientia is a core member of). Driving up educational standards - not only in its own schools but within the region and beyond - has been the bedrock of Sapientia's considerable achievement.'

**Ofsted has recognised the impact of our work in a number of recent inspections:**

*"Leaders and the trust have created a have created a climate where pupils and staff feel valued and supported."* (Tivetshall Primary Oct -2021)

*"Staff are proud to work at the school and say that leaders are mindful of their well-being and workload. They appreciate the wide range of professional development*



available through the trust, including training to improve their subject knowledge and curriculum planning.” (Great Hockham Primary – Nov 21)

“The trust has added impetus and expertise” (Attleborough Academy – Nov 21)

“Staff value the training and support they receive, including that provided by the Trust” (Burston Primary – Dec 21)

“Leaders responsible for early years, English and mathematics have received effective support and training from the trust. Leaders are knowledgeable, enthusiastic, and clear about what needs to be done next for standards to continue to rise” (Old Buckenham Primary – Feb 2019)



# SAPIENTIA EDUCATION TRUST

## WYMONDHAM COLLEGE JOB DESCRIPTION

### HEAD OF MATHEMATICS

**Permanent, Full Time from September 2023**

<b>Line Manager:</b>	Vice Principal
<b>Salary:</b>	<b>MPS minimum – UPS Maximum</b>
<b>TLR:</b>	TLR 1.2 / £11,401 per annum
<b>Additional Allowances:</b>	Boarding Duty Payment
<b>Residential Status:</b>	Non-Resident



# THE POST

## **General Responsibilities**

The Head of Mathematics is responsible to the Principal via the Vice Principal, for the effectiveness of both the mathematics taught and wider enrichment curriculum.

They will be responsible for the further enhancement of a progressive mathematics curriculum which is aspirational and supportive of whole student achievement, regarding both academic outcomes and progression towards higher education, employment and adulthood.

In addition, they will hold the post of a teacher under the standard contract for teachers at Wymondham College.

A contribution to the wider life of the College is an expectation of all staff, for example by developing and supporting the extra-curricular activities within the Mathematics Department.

To facilitate and enhance an understanding of the boarding ethos of the College, teaching staff undertake a boarding duty in the first year of their employment. This duty comes with additional remuneration.

The post holder is required to work on Saturday mornings, when the College is in session (typically 2 out of every 3 Saturdays). Additional holiday entitlement compensates for Saturday morning sessions and the annual requirement for directed time is 1265 hours in line with the STPCD.

Wymondham College is member of the Sapientia Education Trust (SET). We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

They will abide by the Code of Conduct for Staff and Volunteers at Wymondham College.

The first six months of employment shall be a probationary period and employment may be terminated by the Trust during this period at any time on one week's prior written notice. The Trust may, at its absolute discretion, extend this period for up to a further six months. During this probationary period, performance and suitability for continued employment will be monitored.

## Specific Responsibilities:

- To drive and lead a dynamic mathematics department
- To lead student progress in mathematics across KS3, KS4 and post 16 with strong transition from KS2
- Build on an existing track record of outstanding student progress and attainment
- Lead research informed innovative curriculum that is ambitious, collaborative and world class
- Manage allocated budgets so that the delivery of the curriculum is cost effective
- To use effective quality assurance to ensure there are high standards of teaching and learning across mathematics by continuously developing and enhancing the quality of teaching and learning
- To use effective quality assurance to ensure school policies and procedures are implemented and applied consistently and appropriately by all staff
- To maintain and develop the expectations for behaviour for learning
- To ensure that mathematics at the College has a strong national and local presence to secure high quality professionals within the department
- To ensure that mathematics at the College has a strong national and local reputation so that it is a place of choice for education, particularly at post 16
- To lead professional development and implementation of researched and effective support for students, particularly those with SEND across all year groups
- To lead on and coordinate high quality professional learning at the College, Trust and more widely
- To work collaboratively with leaders to achieve and sustain a world class experience for all
- Be willing to share teaching strategies and resources and deliver CPD within the department/College;
- Contribute towards the wider college community;
- Be a Tutor and play an active role in House-based tutor activities;
- Participate in the staff performance management and appraisal process;
- Participate in, and where appropriate, contribute to the College programme of continuing Professional Development.
- Carry out a boarding duty in the first year as a minimum, to be able to understand and play a part in the Boarding ethos of the College

## PERSON SPECIFICATION

**Personal Qualities.** Wymondham College expects its teachers to have the following personal qualities:

- Be an innovative, independent thinker with the capacity for strategic thinking;
- Be creative and proactive in finding solutions;
- Be flexible and adaptive to changing needs and priorities;
- Be resilient, calm and tenacious under pressure;
- Be insightful and analytical with good problem-solving skills;

- Have excellent communication skills and evidence of being able to build and sustain effective working relationships with staff, students, parents and the wider community;
- Be a self-reflective practitioner who always seeks to improve;
- See the 'big picture' in relation to whole school priorities & improvement;
- Able to reason their educational philosophy, in tune with the school ethos;
- Be willing to contribute to the extra-curricular life of the school;
- Possess a sense of humour;
- Have the ability to inspire and enthuse staff and students about their subject;
- Be highly self-motivated, able to energise and motivate others;
- Be insightful and understanding of national, international and research developments relevant to teaching and learning in their subject.

**Professional Competence.** Wymondham College expects its teachers to have the following professional competences, or in the case of early career teachers, the College would expect them to develop the following competences:

- Be an Outstanding Teacher (or have the potential to be) with evidence of impact on student outcomes with a proven track record of total commitment to helping every student achieve their very best and make progress;
- Have excellent understanding of what constitutes excellence in teaching and learning;
- Have a keen understanding of data and be able to analyse patterns in performance over time;
- Be a positive role model for students and staff on a day-to-day basis;
- Collaborate effectively with staff, parents/carers and students;
- Liaise and work with partner schools, HEIs, Examination Boards and other relevant external agencies in the pursuit of continued improvement;
- Excite and engage visitors about the College at Open Evenings and all other events;
- Have very high expectations of the learning of all students at all times;
- Work with colleagues across all key stages to ensure embedded transition from Key Stage 1 to 5.

## **DRESS CODE**

The post-holder will be expected to wear appropriate business attire and will be supplied with appropriate Staff ID. This must be worn at all times to ensure that students, staff and visitors are able to identify Wymondham College employees.

## **REVIEW**

The Job Description will be reviewed annually as part of Wymondham College's Performance Management programme.



### **Terms and Conditions**

This post is offered on a full-time, permanent basis and is based at Wymondham College.

### **Remuneration**

MPS minimum – UPS maximum per annum appropriate to the seniority of the role and the skills and experience of the post holder, plus TLR 1.2 / £11,401 per annum.

All payments are payable under the Teachers' Pension Scheme.

Wymondham College staff enjoy a number of non-contractual benefits, including free refreshments and midday meals during term-time, and a SODEXO benefits package to all staff.



## **Pre-employment checks**

All applicants must be prepared to undergo several compliance checks to confirm their suitability to work with children and young people in line with “Keeping children safe in education”.

The Trust reserves the right to withdraw offers of employment where checks or references are deemed to be unsatisfactory.

## **Interview process**

**Application will be considered upon receipt.**

### **Interview process**

- Candidates will be shortlisted
- References will be requested

The interview process will be over 1 day and will include:

- Lesson observation and feedback
- Values based interview
- Pupil panel
- School Improvement task
- Meetings with staff, and pupils
- Final panel, including presentation

## **How to apply**

Complete an online application form via our website - <https://www.se-trust.org>  
Please explain how your experiences to date equip you to lead a world class mathematics education at Wymondham College. Please limit to 1000 words.



# Sapientia

EDUCATION TRUST

Sapientia Education Trust  
Wymondham College,  
Wymondham,  
Norfolk,  
NR18 9SZ

**01953 609000**  
**[enquiries@se-trust.org](mailto:enquiries@se-trust.org)**