



CURRICULUM LEADER OF MATHEMATICS

This is a rare opportunity to take a vital role at one of the most sought after schools in the South West. We are seeking an outstanding teacher to lead our Maths Department on a full time basis from 4 January 2022.

Backwell School is a large comprehensive school with over 1700 students of which over 350 are in the Sixth Form. Judged by Ofsted as Good in January 2020, the school has an excellent reputation in the local area and is oversubscribed. Our latest Ofsted report can be read [here](#).

The successful candidate will be able to teach Maths at all key stages as well as to lead and manage the Curriculum Area and its staff. Our Maths Department comprises 12 talented, specialist mathematicians who teach in modern purpose-built classrooms with wonderful countryside views!

The successful candidate will have a proven track record of providing excellent outcomes for students and developing staff to improve the quality of education. We are looking for a leader, confident in their knowledge and experience of nurturing success in Mathematics and with the ability to take staff with them.

Students at Backwell School enjoy Mathematics. The Department produces excellent examination results year on year. Maths and Further Maths are very popular choice at A Level and many students then move onto Maths-based higher education courses, including Oxbridge. We would welcome the fresh ideas of a new Curriculum Leader on how to build on this success and, in particular, to ensure that those less confident in Maths make the progress that they should.

The successful candidate will work with all staff in the department, including key stage leaders. The post includes responsibility for leading teaching and learning within the area as well as managing staff, resources and budget, modelling and ensuring participation in school initiatives and processes. The Curriculum Area includes Computer Science, however this team of three is led by its own Subject Leader (currently the Deputy Headteacher) and is organised, roomed and resourced independently from Maths.

This is an exciting time to join our school as a Curriculum Leader. Our school development priorities focus on establishing a shared 'toolkit' of research-based pedagogy, effective use of assessment, the progress of vulnerable students and a whole school ethos around anti-discrimination. The successful candidate should be excited by the prospect and challenge of developing a curriculum and culture which enables pupils of all abilities to excel.

Backwell School offers its staff a vibrant and stimulating teaching environment and there is a broad range of professional support available for new members of staff both within the department and in the wider school. At Backwell School, we prioritise staff wellbeing; planning time is generous with full time teachers teaching a maximum of 51 lessons out of 60. We also provide a fantastic benefits package to our employees including a contributory pension scheme, a broad employee assistance programme and benefits (offering discounts on shopping), cycle to work scheme and on-site parking.

The school has thriving extracurricular activities in all areas, and staff are encouraged to play a full part in the life of the school. Backwell School students take part, and achieve very well, in regional and national mathematics competitions supported by department staff. Teachers are encouraged to run clubs for students around either personal interests or subject areas and the school has a wide range of these taking place. All members of teaching staff are expected to act as tutors within the pastoral system.

Backwell School is part of the Lighthouse Schools Partnership. This offers us curriculum collaboration and support opportunities with Chew Valley and Gordano School. We also have a Trust wide Professional Development Team organising a wide range of staff training and development.

Before making an application candidates are asked to match their qualifications, experience, skills and abilities against the criteria listed on the job and person specification below.

We are committed to providing a comprehensive education for all our young people and this ethos is summarised in the Backwell School Charter.

To make an application please visit the: [Backwell School Eteach page](#)

The closing date for applications is **9 am on Monday October 4 2021** and interviews will be held in the **week beginning 11 October**. Those who are successful following shortlisting, will be contacted regarding interview arrangements.

Applicants are encouraged to visit the school to find out more: please contact the Head's PA ecapeldavies@backwellschool.net to arrange a convenient time to visit. We are also happy to arrange an online meeting for candidates based outside the local area who wish to know more about the school and the role.



Backwell School

Job specification: Curriculum Leader of Mathematics

Teaching and Learning responsibility: TLR 1B

Responsible for: Staff within the Maths Department, including TLR holders for each key stage and the Subject Leader for Computer Science

Responsible to: SLT Link > Deputy Headteacher (Curriculum)

JOB PURPOSE: To lead and manage the Teaching and Learning of Mathematics to ensure maximum progress and learning outcomes of students in those subjects

DUTIES

Teaching and Learning

As Curriculum Leader:

- To take a strategic role in the planning and delivery of the subjects in the curriculum area.
- To take a principle role in the self-evaluation, monitoring and improvement processes with regard to the subject areas in the curriculum area.
- To lead and develop teaching and learning in the Curriculum Area
- To liaise with other colleagues, agencies, organisations and schools regarding matters specific to the Curriculum Area.
- Within school policies, to ensure that effective systems for behaviour management are in place in the Curriculum Area.
- To oversee and promote recruitment at Ks4 and Ks5 for subjects in the Curriculum Area
- To represent the school and the Maths department in collaboration with other schools and organisations in the local area and beyond

As Subject Leader:

- To monitor, lead and develop teaching and learning in Mathematics.
- To monitor student progress in Mathematics and ensure that effective interventions are made to raise standards, in particular in eliminating any gaps between identifiable cohorts of students.

- To plan and implement the curriculum and manage change, whether brought about following discussions in school, or following external direction.
- To liaise with other colleagues, agencies, organisations and schools regarding subject specific matters.
- Within school policies, to be responsible for the management of student behaviour in Maths.
- To oversee and promote recruitment at Ks4 and Ks5 for Mathematics, including Further Maths.

Team Leadership and Management

- To implement the school's Appraisal policies in respect of staff in the Curriculum Area.
- To monitor, support and guide the Maths Department, including TLR holders for each key stage.
- To have oversight of the deployment of teaching and support staff and to organise the induction of new staff.
- To take part in the recruitment and appointment of new staff.
- To take responsibility for own continuing professional development.
- To manage and deploy the budget, accommodation, resources and equipment in Mathematics.
- To be responsible for assessment (internal and external) and reporting within Mathematics.

Whole School

- To take a high level collaborative role in school management and the development and delivery of whole-school initiatives and developments.
- To represent the Curriculum Area and Subject at relevant Department meetings.
- To plan and manage Curriculum and Subject Area meetings as appropriate.
- To be aware of and work within all school policies, particularly those on Equality, anti-discrimination and Cultural Diversity and on Health and Safety.
- To contribute to the ethos of positive achievement of learning, high expectations of behaviour and respect for the environment.
- To carry out such other duties as are required and as are commensurate with the grade of the post.

Sept 2021



Backwell School

Person Specification: Curriculum Leader of Mathematics

ATTRIBUTES	ESSENTIAL	DESIRABLE	EVIDENCE
QUALIFICATIONS	Qualified teacher status. Honours degree or equivalent.		Application
EXPERIENCE	Current successful secondary school experience. Experience and proven expertise of curricular leadership in Maths. Record of very good classroom practice		Application References School Data

	including at public examination level.		
TRAINING AND PROFESSIONAL DEVELOPMENT	<p>Excellent knowledge of current educational thinking and developments in Education and Mathematics.</p> <p>A balanced programme of relevant INSET in the last three years.</p> <p>Experience/knowledge of Ofsted and School Self Evaluation processes</p>	Experience of leading successful professional development activity.	Application References Interview
PERSONAL QUALITIES	<p>Enthusiastic, perceptive and fair.</p> <p>Knowledge and expertise in how people learn.</p> <p>Ability to both support and challenge students and staff.</p> <p>A personal commitment to high quality and excellence that will match and extend the school's proven record.</p> <p>A proven desire to ensure all students achieve their best regardless of background.</p> <p>Smart appearance at all times.</p>	Evidence of wider school engagement and leadership.	Application References Interview
LEADERSHIP AND MANAGEMENT	<p>Ability to help us build on the breadth of the educational experiences we offer both in and out of the classroom.</p> <p>Evidence of involvement in/commitment to extra-curricular activities.</p> <p>Evidence of involvement in managing change.</p> <p>Involvement in school-based developments and initiatives.</p> <p>Ability to foster and maintain good relationships with the school stakeholders and community.</p> <p>Ability to work independently and as a team leader and team member</p> <p>Respect for the professional expertise of others.</p>	Evidence of innovative and effective curriculum development.	Application References Interview

	<p>Consultation and analytical skills.</p> <p>The ability to prioritise, plan and react.</p> <p>The ability to use data effectively to inform actions.</p>		
COMMUNICATION SKILLS	<p>Good communicator to a range of audiences</p> <p>The ability to chair and contribute to the success of meetings.</p>		<p>Application</p> <p>References</p> <p>Interview</p>

REASONS TO WORK FOR

BACKWELL SCHOOL

We respect your professionalism

Subject areas are encouraged to develop and design a knowledge rich curriculum suitable for all pupils. Teachers teach in their specialist areas and are not required to submit lesson plans. Lesson observations do not carry a formal judgement. Departments are encouraged to share and centrally store resources. We encourage an evidenced pedagogical approach rather than following educational fads.

High expectations for behaviour

We have a behaviour system that enforces high expectations for classroom behaviour. High profile SLT and our Behaviour Manager take the lead in following up any instances of poor behaviour and in running daily same-day detentions leaving teachers free to focus on their teaching in a positive learning environment.

Fantastic development opportunities

As a teaching school leading the NSTA (North Somerset Teaching Alliance), we offer a huge range of training programmes. As a member of the LSP (Lighthouse Schools Partnership) we have close links with a number of local secondary and primary schools. As a large school and sixth form there are many opportunities to develop your experience and for internal promotion.

Staff wellbeing is a priority

There is a maximum of 85% contact time with form-filling and data collection kept to a minimum. We no longer have detailed written reports. We have a sympathetic approach to staff absence and we follow a 'rarely cover' policy. Staff get involved in all aspects of school life including extra-curricular activities.

Staff say that they have strong and supportive working relationships with their colleagues. We have a dedicated staff room, affordable catering, a staff wellbeing group and CPD bookshelf in our library.

Our students are great to work with

Visitors to Backwell invariably comment on the positive attitudes of the students: that they enjoy their time at school, have very good relationships with their teachers and are motivated to learn. This is reflected in high participation in a huge range of extra-curricular activities as well as in our examination results.

