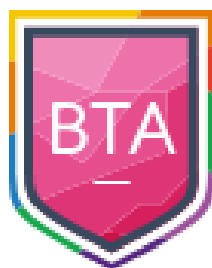




**Job Application Pack**  
**Head of Maths**  
**Bluecoat Trent Academy**

Hours of Work: Permanent, Full Time, All Year Round

Salary: L6-10, £47,734 to £52,721 per annum



## Welcome from the CEO



Archway Learning Trust is a vibrant learning community where students are cared for, receive a high quality education and experience every opportunity to be successful.

School years are amongst the most important in our lives, helping us to develop the knowledge, skills and characteristics we need to succeed. At Archway Learning Trust, we are committed to giving every child the very best start that we can. We offer outstanding teaching and learning and exceptional personal support in an inclusive, faith based environment. I became a teacher because I believe in equal opportunities for everyone.

I also believe that every child has the right to an excellent education. Learning is at the heart of any good society and the opportunity to learn from teachers who are committed, enthusiastic and innovative is a right that all children should have.

Our mission is to help children to understand and believe in themselves, respect and care for others and to develop a wide understanding of faith, the world around them and their place within it. The determination of our youngsters to succeed, and the passion of our teachers to make a difference, makes me proud to be Chief Executive Officer of this diverse and dynamic family of academies.

*S. Hampton*

## About the Trust

Archway Learning Trust, previously Bluecoat Academies Trust was formed in April 2014 as a result of the very long and successful history of Bluecoat Academy. The Trust comprises of Bluecoat Aspley Academy which includes the Sixth Form, Bluecoat Wollaton Academy, Bluecoat Beechdale Academy and Bluecoat Primary Academy and The Nottingham Emmanuel School and Sixth Form.

This is an exciting time for the Trust as we enter a phase of expansion: Three further secondary schools in Derby will be joining early in 2021 and the opening of the brand new Free School, Bluecoat Trent will be welcoming its first Year 7 cohort in September 2021.

*Working together, transforming lives*

The Archway Learning Trust believes in the transformational power of education for each individual and that this is enhanced through collaborative working between the academies within the Trust. The vision for all Archway schools is to transform the life chances of all children, having special care for the most vulnerable. The Bluecoat Trent Academy will draw on the strengths and expertise from across the Trust in order to expand the provision of outstanding education in Nottingham City.

Our aim as a Trust is to be recognised nationally and internationally as we develop our innovative approach to inclusive, enriching and balanced cross curricular teaching, preparing young people for lifelong learning based firmly on our Christian principles.

The growth of the Trust is a truly exciting time for prospective candidates who are looking to further their careers in a dynamic learning community that has opportunity at every point to share and learn from each other in order to become the best that we can be.



Bluecoat Aspley Academy



Bluecoat Beechdale Academy



Bluecoat Primary Academy



Bluecoat Wollaton Academy



Nottingham Emmanuel School

## Bluecoat Aspley Academy

Bluecoat Aspley Academy has over 1500 students, including over 450 in the Sixth Form. Bluecoat Academy Aspley is the largest school in the Trust and was the founder of Archway Learning Trust (previously known as Bluecoat Academies Trust). The Academy is both distinctively Christian and inclusive with all students being part of the large, diverse and multi ethnic family that we are very proud to be a part of. Bluecoat Aspley Academy holds a strong and positive reputation within the city benefitting from its long history, success and prominent position.



**Bluecoat Aspley**  
believe in yourself, in others, in God



**Bluecoat Wollaton**  
believe in yourself, in others, in God

## Bluecoat Wollaton Academy

Bluecoat Wollaton Academy has over 800 learners aged 11-16 and is both distinctively Christian and inclusive with a relentless ambition to enable every member of our Academy 'family' to be the best they can be. Bluecoat Wollaton was graded as 'Outstanding' in all categories in its recent Ofsted inspection in 2018 and has a strong pastoral and academic reputation across the city. It is also pioneering some new approaches to curriculum and the celebration of knowledge at the heart of that. The school's outcomes place it in the top 10% in the country and visitors frequently comment on how the children are polite and keen to learn.

## Bluecoat Beechdale Academy

Bluecoat Beechdale Academy is a growing school, with over 800 students on roll. The numbers have increased each year since joining the Archway Learning Trust and we are delighted with the growing confidence that local families are expressing by making Beechdale their first choice school in increasing numbers. Bluecoat Beechdale Academy is not formally designated as a Church of England Academy, but shares the ethos and many of the Archway values.



**Bluecoat Beechdale  
Academy**  
Believe, Belong, Achieve



**Bluecoat Primary**  
believe in yourself, in others, in God

## Bluecoat Primary Academy

Bluecoat Primary Academy opened in January 2015. The primary school is located nearer our Bluecoat Beechdale Academy in a brand new state of the art building on Harvey Road and this new accommodation will be home to 420 primary aged children; 26 three year olds and like Bluecoat Aspley and Bluecoat Wollaton Academy is both distinctively Christian and inclusive.

## The Nottingham Emmanuel School

The Nottingham Emmanuel School is a Church of England secondary and Sixth Form, with 1,000 students, including over 140 in the Sixth Form. The £25 million site is located near the banks of the River Trent in West Bridgford. The School is a diverse community, serving families and students from every academic, social, faith and ethnic background. Emmanuel has been praised nationally for its outstanding work as an effective, inclusive Church school.



## Bluecoat SCITT

Based at Aspley Lane, the Bluecoat SCITT offers school based Teacher training in a range of schools and subjects. As an accredited provider of school based teacher training, we are committed to training OUTSTANDING teachers to work within the East Midlands region. Our comprehensive one year School Direct Training Programme is offered for both Primary and Secondary trainees, as well as a salaried option in certain subjects.

## Bluecoat Trent Academy

The Bluecoat Trent Academy (BTA) will open its doors in September 2021 for the founding cohort of Year 7 pupils. BTA will be an 11-16, non-faith school. It is anticipated that this will be six forms of entry, growing to 8 in subsequent years. The new academy will be built on the former site of Clarendon College, on the edge of Forest Fields, close to Mapperley Park. Whilst the new academy is being constructed BTA will, for the first two years, be based in its own building on the site of Bluecoat Aspley Academy on Aspley Lane. The school will be underpinned by the ethos of all the Archway academies whilst establishing its own unique vision and values.



## Welcome from the Principal



I am delighted to welcome your interest in the Bluecoat Trent Academy. It is a dream come true for me to given the opportunity to not only lead a school but to shape it from its origins. I have a genuine love of education and learning, it transformed my life, giving me the freedom to make my own choices and enter a profession that brings me joy every day.

The Bluecoat Trent Academy will be committed to excellence for all; no matter what the starting point each individual will be supported in reaching their academic potential and striving to meet their goals. We will provide extensive opportunities for our students to explore experiences beyond the classroom and discover their individual talents, be it on a sports field, in a theatre or leading an expedition.

We will place equal value on ensuring our students grow and develop pastorally and socially. We aim that our students will make life-long friendships and, as in all of Archway's family of schools, there will be a strong sense of community. Our students will feel they belong.

In this caring and nurturing environment Bluecoat Trent students will be prepared to become citizens of the world. Having explored new experiences and through high quality teaching they will be clear about their next steps and committed to making a positive contribution to society. This is summarised in the Bluecoat Trent vision and values.

Our vision:

*Strive for excellence; shape the future*

Our values: At Bluecoat Trent we CARE



Citizenship



Aspiration



Respect



Excellence

## The Vacancy

The Trust is seeking to appoint a self-motivated and passionate candidate who can fulfil the role of Head of Maths at Bluecoat Trent Academy.

The staff team will be small initially, therefore the successful applicant will be expected to be fully committed to developing the leadership within Maths and also have a strong desire to be part of the founding cohort of staff. We are looking for leaders who have the ambition to shape the school into an outstanding provider.

Collaboration and CPL are of high importance within the Trust therefore a robust programme of training will be provided, particularly for areas where candidates have less experience. We would also be keen to hear from inspirational leaders who, as yet, have less leadership experience but feel that they can identify with the plans for and purpose of the school. This is an excellent platform for applicants with aspirations for Senior Leadership.

The post holder will work alongside the Principal in achieving the five-year strategic vision of the school. This will include designing the Maths curriculum and implementing the Academy's Teaching and Learning Framework within the Maths team. There will also be the opportunity for the right candidate to take on an aspect of whole school strategy. They will work hard to ensure that all children in the school excel from whatever their starting point, and will be fully committed to going above and beyond to ensure our students receive the very best in terms of opportunity, education and care.

Candidates should pay attention to the job description/person specification and explain within their application how they meet the criteria, whilst also describing what they will bring to the post from their own knowledge and experience.

The role will be based at the Trust's Bluecoat Trent Academy but the post holders may at any time be required to support or work at any of the sites within Archway Learning Trust.

## Applications



For more information about Bluecoat Trent Academy and the vacancy, please visit [www.bluecoattrent.co.uk/vacancies](http://www.bluecoattrent.co.uk/vacancies).

To apply for the role click apply which will take you to the application form for the post. We would encourage you to refer to the job description and person specification, demonstrating your suitability for the role.

If you wish to discuss the role further please email [cmcmamus@archwaytrust.co.uk](mailto:cmcmamus@archwaytrust.co.uk).

Alternatively, please attend our **Virtual Recruitment Event on Thursday 4<sup>th</sup> February**. This will be a chance to find out more about the Trust and the school, hear from the Principal and ask questions.

[Click here to attend](#)

**Closing Date: 9am, Monday 22<sup>nd</sup> February 2021**

**Interview Date: Monday 1<sup>st</sup> March 2021**

**It is our intention to interview in person if the National lockdown status permits.**



## Vision & Ethos

The vision statement of the Trust demonstrates its Christian ethos and faith foundation.

The Trust believes in the transformational power of education for each individual and that this is enhanced through collaborative working between the academies.

### We believe:

- That a Christian ethos underpins and informs all that we do.
- That the focus of the Trust is to promote collaboration between schools within a strategic locality in order to secure mutual improvement.
- That through managed collaboration between academies there will be increased and improved opportunities for the development of all staff, students/children, parents and community.
- In the development of a broad and balanced curriculum that supports young people's personal development and preparation for life.
- That the family of academies within the Trust, working together, will secure continuity and progression for all.
- That there should be high expectation for all children/students and young people whatever their circumstances or starting point and addressing disadvantage.
- That, through its structures and work, the Trust can create and support effective Governance for all members.
- That, through the Trust's work across its academies, expertise and capacity will be developed so that they can be supported with their development needs and economies of scale achieved.

## Safeguarding Children and Young People

Archway Learning Trust is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. Appointment to this post will be subject to the following satisfactory pre-employment checks:

- Health
- Identity
- Relevant work qualifications
- Right to work in the UK
- Barred List Check (previously List 99)
- Disclosure & Barring Service Check (for all staff and volunteers)
- References
- Childcare Disqualification Declaration Check (relevant Primary School posts only)

## Job Description

<b>POST TITLE:</b>	HEAD OF MATHS
<b>GRADE:</b>	L6 -10, £47,734 to £52,721 per annum
<b>MAIN PURPOSE:</b>	Strategic Leadership of Maths teaching Promoting the highest standards of behaviour in order to promote a calm working environment in the Academy, and to create an atmosphere conducive to learning
<b>RESPONSIBLE TO:</b>	Principal
<b>RELATIONSHIPS WITH:</b>	Senior Leadership Team Heads of Department and Lead Teachers Year Leaders SENCo / Teaching Assistants Support Staff Other teachers Parents Local community and educational providers

### GENERAL RESPONSIBILITIES

1. Support the overall Christian ethos of the Trust.
2. Be aware of and comply with Trust policies and procedures including but not exhaustive of:
  - Acceptable Use of IT Policy;
  - Code of Conduct;
  - Extremism & Radicalisation Policy;
  - Health, Safety and Security Policy & Guidance;
  - Keeping Children Safe in Education (Part 1) Guidance;
  - Safeguarding Policy and Training Slides;
  - Whistleblowing Policy;
  - IT Pack including Acceptable Use Statement;
  - Health, Wellbeing and Benefits Policy;
  - Finance Policy
3. Be aware of and support difference and ensure equal opportunities for all.
4. Contribute to the overall aims of the Trust and Academy Improvement Plans.
5. To develop and implement own professional development and skills.
6. To behave in a manner that is professional, friendly, fair with students and colleagues demonstrating and role modelling politeness and respectfulness.
7. To demonstrate an excellent record of attendance and punctuality.
8. Work cooperatively as part of the Trust wide staff team.
9. Undertaking any other duties which may reasonably be regarded as within the nature of the duties and responsibilities/grade of the post as defined.

### INTRODUCTION

The post holder will be required to work in partnership with other Middle and Senior Leaders to provide professional strategic leadership and operational management for the designated areas of the school curriculum. The post-holder has a duty to promote high quality in all aspects of the work of the team by maintaining high standards of achievement and ensuring that all students fulfil their potential through effective teaching and learning, and high expectations.

The Head of Maths is also responsible for the development and review of policy and practice in consultation with all members of the faculty. This will involve the establishment of clear principles, aims and objectives for the Faculty within the context of the Academy's mission statement, policies and development plan.

At the Academy we expect middle and senior leaders to be fully committed to:

1. Comprehensive, community education within an urban, multi-cultural environment;
2. The inclusive values and framework of the Academy;
3. Working as a mutually supportive team, sharing responsibility, successes and challenges;
4. Exercising positive leadership and creating a shared vision of the purpose and future development of the Academy that reflects our ethos and aims;
5. Maintaining high personal and professional standards in all aspects of Academy life;
6. A consultative and participative approach to leadership and management;
7. Being forward looking and anticipating change;
8. Their own professional and leadership development.

## MAIN RESPONSIBILITIES

You are required to carry out the duties of an Academy teacher as set out in the School Teachers' Pay and Conditions of Service Order.

As Head of Subject, with the support of other staff, you are responsible to the Principal, through the line manager, for:

1. Leadership and strategic development of the Faculty in line with the Academy improvement priorities;
2. Ensuring that the performance targets in relation to student progress are met across all subjects within the Faculty at KS3 and 4;
3. Exercising professional skills and judgement in effectively leading, managing and further developing the designated areas of the curriculum;
4. Implementing the Teaching and learning framework of the Academy within the designated curriculum area including staff CPD;
5. Systematically monitoring, review and evaluation of policy and practice within the Faculty;
6. Being highly respected and able to motivate others – to lead, develop and enhance the continuing professional development of the department;
7. Liaise effectively with Year Leaders to embed the Behaviour for Learning policy across the Faculty;
8. The implementation of whole Academy policy and practice;
9. Create a distinctive learning environment within the designated area of the school that inspires students;
10. Contributing as appropriate to whole Academy and wider community development;
11. Undertaking professional duties and administrative tasks as reasonably delegated by the Principal;
12. Participating in whole Academy planning and policy making;
13. Attending staff and other Academy committees and meetings; holding minuted subject meetings in line with Academy policy, involving staff in decision making and reporting back discussions and decisions of other appropriate committees and working groups;
14. Liaison with appropriate agencies outside of Academy, e.g. LA advisors and inspectors, industry, business and the wider community;
15. Have oversight of the Faculty budgets and expenditure;
16. Line-management of a significant number of staff, including the leadership and support of the staff team;
17. Supporting and enhancing the social, moral, spiritual and cultural development of students, both within the designated area and across the school;
18. Responsibility for the monitoring of all examination entries and the ongoing review of accreditation opportunities.

These tasks and accountabilities are intended to be a guide to the range and level of work expected of the post holder. This is not an exhaustive list of all tasks that may fall to the post holder and employees will be required to undertake any duties which may reasonably be regarded as within the nature of the duties and responsibilities/grade of the post as defined.



## TEACHER RESPONSIBILITIES

- 1) Have a thorough and up to date knowledge of their subject(s) and should take account of wider curriculum developments that are relevant to their work;
- 2) Consistently and effectively plan lessons and sequences of lessons to meet students' individual learning needs, including students with special educational needs, and gifted or talented students. They should be aware of, and take proper account of the strategies agreed in IEPs (Individual Education Plans) and IBPs (Individual Behaviour Plans);
- 3) Keep an attendance register of students in every lesson and following up absence when necessary;
- 4) Consistently and effectively use a range of appropriate strategies for teaching and classroom management;
- 5) Consistently and effectively use information about prior attainment to set well-grounded expectations for students, and monitor progress to give clear and constructive feedback;
- 6) Be able to make use of the performance data available in the Academy in order to determine how much progress their students are making;
- 7) Take responsibility for their own professional development and use the outcomes to improve their teaching and students' learning;
- 8) Make an active contribution to implementing the policies and aspirations of the Academy and Trust;
- 9) Be effective professionals who challenge and support all students to do their best;
- 10) Set and maintain high expectations for student behaviour;
- 11) Set a good example to students, for example in terms of appropriate dress, standards of punctuality and attendance.

## GENERAL NOTES

- 1) The aforementioned responsibilities are subject to the general duties and responsibilities contained in the School Teachers' Pay and Conditions Document and the Conditions of Service ("Burgundy Book") and are additional to the general duties and responsibilities of a Teacher;
- 2) These accountabilities do not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed;
- 3) These accountabilities are not necessarily a comprehensive definition of the post. It will be reviewed at least once per year and it may be subject to modification or amendment at any time after consultation with the holder of the post.

## STAFF CONDUCT

- All employees are expected to familiarise themselves and follow the Trust vision and ethos during their working lives with Archway Learning Trust.
- We are professional people and expect professional conduct (behaviour and language) based on mutual respect, good manners, politeness and common courtesies for all members of our community. We expect that at all times employees behave in a manner that role models positive behaviours for our students to follow.
- Physical violence, verbal abuse and swearing are unacceptable and not tolerated.
- Employees are expected to maintain a professional relationship with students.
- Staff will be fully supported by the Trust at all times in carrying out the behaviour policy.

## DRESS CODE

- The Trust expect staff to wear professional business dress mirroring our high expectations of our student dress code.
- Some functions within the Trust are required to wear uniform that will be supplied by the Trust.

## PERSON SPECIFICATION – Head of Maths

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Relevant 'A' Levels (or equivalent) and degree</li> <li>• Qualified Teacher Status</li> <li>• Good honours degree (2:1 or better)</li> <li>• GCE A Level in specialist subject grade A*-C</li> </ul>	<ul style="list-style-type: none"> <li>• Specific leadership training (e.g. National Professional Qualifications)</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Substantial successful teaching experience in the appropriate subject area across the full 11-16 age and ability range</li> <li>• Demonstrable impact in raising student achievement and adding value</li> <li>• Completion of relevant CPD</li> <li>• Evidence of being able to lead, manage and be responsible for initiatives/developments across a range of staff</li> <li>• Experience of developing the curriculum</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of mentoring or coaching other staff to improve their outcomes</li> <li>• Experience of supporting and challenging staff</li> </ul>
<b>Knowledge and understanding</b>	<ul style="list-style-type: none"> <li>• An understanding of current educational developments and a clear grasp of issues relating to education in general and their subject specialism(s)</li> <li>• Raising achievement for all learners</li> <li>• An understanding of leadership and management in Academies/ Schools</li> </ul>	<ul style="list-style-type: none"> <li>• The integration of ICT into all courses</li> <li>• Use of Microsoft Teams</li> </ul>
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>• An ability to work in collaborative partnership with the full range of people associated with the Academy - staff, parents, governors, community, business, LA, OFSTED</li> <li>• An ability to lead, build and work within teams</li> <li>• Excellent teaching skills</li> <li>• Excellent communication skills</li> <li>• Leading teaching and learning across all ages ranges</li> <li>• Leading the implementation of new methods of teaching and learning</li> <li>• Developing resources across the curriculum</li> <li>• High expectations and effective strategies to manage students' learning/behaviour</li> <li>• Confident in using data to support student progress and leading others to do the same</li> <li>• Clarity of vision with an ability to think and plan creatively to anticipate and solve problems</li> <li>• Ambition to deliver outstanding lessons as a classroom practitioner and to coach colleagues to improve their performance</li> <li>• Is committed to continuing professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of financial planning and budget management</li> </ul>

<b>Personal Characteristics</b>	<ul style="list-style-type: none"> <li>• Passionate about comprehensive education, inclusion and equal access</li> <li>• Ability to support the important Christian values of the Trust</li> <li>• A willingness to work hard with enthusiasm and vision</li> <li>• Integrity and good judgement</li> <li>• Confidence, independence and flexibility</li> <li>• Able to motivate self and others</li> <li>• Inspires confidence and enthusiasm through very good interpersonal skills</li> <li>• Works under pressure, meets deadlines and remains positive and resilient</li> <li>• Effective organiser and time manager with ability to manage competing and conflicting demands on the curriculum area staffing and resources</li> <li>• Ability to listen, reflect and respond accordingly, building supportive relationships with colleagues to celebrate success and resolve problems and issues</li> <li>• Tact and sensitivity</li> </ul>	<ul style="list-style-type: none"> <li>• A sense of humour</li> </ul>
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