



ESKDALE SCHOOL

Head of Maths (L6 – L10) Required for September 2021



I am delighted you are interested in joining the team at Eskdale School. We have a highly ambitious, aspirational group of professionals who are raising standards and significantly improving the life chances of the young people of Whitby and the Yorkshire Coast.

Our motto is '**A place of belonging – A place of inspiration**' and our aim is that all our students thrive and make good academic progress whilst developing into resilient, confident and respectful young people.

In September 2019 we developed a partnership with Caedmon College where both schools will share a Sixth Form to provide further opportunities for our staff and students to learn and develop.

Eskdale School is a community in which our teaching and support staff are incredibly passionate about teamwork.

Staff morale is high and we have a commitment to recognise individual potential and to provide support, CPD and training for colleagues joining our organization at all levels; you will never feel unsupported or alone in our school.

As a small school we are able to really get to know our students and in many ways this is one of the reasons why we have had very little staff turnover in recent years. My staff tell me they like working here, feel supported and encouraged and value the open door approach we have with parents and the community.



Teaching is one of the best jobs in the world and for any professional who is looking for either their first or next school it is vital you find one that will support you. Myself and our SLT all teach because we enjoy it, and it allows us to continue to develop in the classroom. As an Art Teacher I still get a buzz when a student learns something new.

We are really proud of our school and the progress we are making. Please take the time to come and visit is – we'd love to show you around.



Andy Fyfe (Head teacher)



If you're thinking about your next teaching job, think about joining us on the Yorkshire Coast. If you are an ambitious and creative teacher, come and help us achieve our ambition to enable every young person in our schools to succeed.

As a teacher you may be looking for:

- Professional stretch and challenge as you enter the profession or take your first steps in subject or middle leadership.
- To work in a place where inclusivity is celebrated, strong values and ethos are embedded and everyone works together in partnership to benefit all young people on the coast.
- A school and area where teachers are valued, wellbeing and workload are being tackled and colleagues from across the area work together to make the coast life their best life.
- An area where a walk on the beach after teaching is never too far away!

Our area offers all these things and more. Our school community consists of 35 primaries, eight secondary providers and three specialist schools, along with a technical college, sixth form provision and a Coventry University campus.



You'll find that your salary stretches further on the Yorkshire Coast, offering teachers a standard of living not available in many other parts of the country. As well as the main towns of Scarborough and Whitby, the area is dotted with many smaller settlements and villages, offering an affordable lifestyle in a great environment. House prices in the main coastal towns are around £60k below the UK average, whilst average rents (in Scarborough) are almost half the UK average.





Our Coastal Offer



There are no great schools without great teachers - the key to education is the person at the front of the classroom.

Teachers like you have the opportunity on the North Yorkshire Coast to be supported to have an enriched career that remains attractive to you as your career and life develops. We recognise and have developed a range of distinctive opportunities to give you the confidence to engage in additional professional and leadership development, as well as access to fully-funded national professional qualifications.

Our offer

For all permanent EBAC teaching subjects we can offer, in addition to your pay point, a **£4000** recruitment and retention payment for teachers living outside of the Coastal area.

We also offer access to a **£8000** reimbursement package for teachers relocating to our area, which includes moving costs, stamp duty fees, estate agent fees and lodging allowances.

Please visit www.teachyc.co.uk for more information

RECRUITMENT, RETENTION & RELOCATION INCENTIVES FOR TEACHING POSTS ON THE YORKSHIRE COAST

RECRUITMENT AND RETENTION PACKAGES (R&R)

As part of our commitment to tackling teacher recruitment and retention we can offer an R & R package of £4000 which is paid over two years. This is in addition to your existing pay benefits at your school.

RELOCATION PACKAGE

The coast is a wonderful place to live and work!

The North Yorkshire Coast is a destination of choice offering a good quality of life and a strong sense of community. Our area offers you access to good schools and quality of education, health, recreation and cultural opportunities which are right on your doorstep.

Our area enjoys a buoyant employment market, ongoing sustainable investment and regeneration projects all of which makes North Yorkshire an attractive county to live and work in.

We recognise that relocating to take up your new post can be costly, particularly if you are selling your house or finding a place to rent.

We can offer a range of pay and reward packages that may be available subject to your school.

A relocation package of up to £8000 reimburses moving fees, estate agency costs, legal fees, lodging allowances and housing contents.

Family flexible policies

- ★ Consideration for flexible working
- ★ Maternity and adoption leave available for up to 52 days
- ★ Access to Shared parental leave
- ★ Commitment to allow you to attend those special family activities and events
- ★ Childcare friendly policies

Health and Wellbeing

- ★ Access to local gym memberships at discounted rates
- ★ Discounts to local and national retailers such as: Shopping, Family, Automotive,
- ★ Online health assessments including advice with nutrition, exercise and fitness advice and resources
- ★ Confidential counselling services
- ★ Events and activities with a range of times and venues
- ★ Eye care appointments and discounts

Staff Benefit and Discount Schemes

- ★ Financial & Professional, Gifts, Home & Garden, Sport, Health & Beauty & Travel
- ★ Access to salary sacrifice schemes on green cars, cycles, travel, career development qualifications and home technology

Pension Options

- ★ For further information about a teachers pension there is the 'Teachers' Pension - see <https://www.teacherspensions.co.uk/>
- ★ For support professionals there can be the Local Government Pension Scheme (LGPS).
- ★ For further information about the scheme and its key benefits please visit: www.lgpsmember.org/thinking-joining.php



JOB DETAILS

- Head of Maths
- Ability to teach Maths to GCSE is required

All posts at Eskdale School involve at all times, a view to further the mission, values and strategic aims of the school; accepting responsibility for the implementation of school policy, procedures and other guidance, as set out in the Staff Handbook and elsewhere; working positively, flexibly and co-operatively both with colleagues and as appropriate with those outside school; and the setting of high standards.

All roles involve responsibilities and expectations as set out in the appropriate national standards and in the school's role specifications and documentation.

All members of staff are expected to promote and safeguard the welfare of students in accordance with the Safeguarding Children in Education Act,

including maintaining clear professional boundaries in all relationships; to promote an anti-racist, multi-cultural approach; in line with school policy. Additional duties may be asked of members of staff by the Head teacher as occasion requires.

The generic role specifications below are offered in good faith as a guide to professional practice in the expectation that staff will seek to approach them in a professional manner. All role specifications are subject to revision in the light of changing circumstances.

Good luck with your application!

Application Process

Please request further details from:

James Annetts at james.annetts@northyorks.gov.uk

Tele: 01609 534939 / 07966 261249

Applications Accepted By:

EMAIL:

Email applications accepted to

James.annetts@northyorks.gov.uk

Please Include:

- Fully completed application form
- Letter of application addressed to Andy Fyfe, Head teacher, covering no more than two sides of A4.

MAIL:

Lisa Thompson
Office Manager
Eskdale School
Stainsacre Lane
Whitby
YO22 4HS





Job Description:

Line Managed by: Deputy Headteacher

Purpose

- To oversee and further develop the Maths curriculum
- To promote numeracy across the curriculum
- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.
- To monitor and support the overall progress and development of students as a teacher/form tutor.
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- To contribute to raising standards of student attainment.
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.
- To support the deputy head in raising attainment in these curriculum areas through the monitoring and evaluation cycle.
- To support the Headteacher with Appraisal of staff.

MAIN/CORE DUTIES

Operational/Strategic Planning:

- To oversee the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the subject area.
- To oversee the subject area's Improvement Plan and its implementation.
- To attend all appropriate meetings.
- To plan and prepare courses and lessons.
- To contribute to the whole school's planning activities.

Curriculum Development:

To assist the Deputy Headteacher to ensure that the curriculum area provides a range of teaching which complements the School's Strategic Objectives.

Staff Development/Recruitment/Deployment of Staff

- To take part in the school's staff development programme by participating in arrangements for further training and professional development.
- To continue personal development in the relevant areas including subject knowledge and teaching methods.
- To engage actively in the Performance Management Review process.



- To ensure the effective/efficient deployment of classroom support.
- To work as a member of a designated team and to contribute positively to effective working relations within the School.

Quality Assurance:

- To help to implement school quality procedures and to adhere to those.
- To contribute to the process of monitoring and evaluation of the subject area in line with agreed school procedures, including evaluation against quality standards and performance criteria.
- To seek/implement modification and improvement where required.
- To review from time to time methods of teaching and programmes of work.
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.

Management Information:

- To maintain appropriate records and to provide relevant accurate and up-to-date information for Management Information Systems (MIS), registers etc.
- To complete the relevant documentation to assist in the tracking of students.
- To track student progress and use information to inform teaching and learning.

Communications:

- To communicate effectively with the parents of students as appropriate.
- Where appropriate, to communicate and co-operate with persons or bodies outside the school.
- To follow agreed policies for communications in the school.

Marketing and Liaison:

- To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings and liaison events with partner schools.
- To contribute to the development of effective subject links with external agencies.

Management of Resources:

- To contribute to the process of the ordering and allocation of equipment and materials.
- To identify resource needs and to contribute to the efficient/effective use of physical resources.
- To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the School, subject area and the students.

**Pastoral System:**

- To be a form tutor to an assigned group of students.
- To promote the general progress and well-being of individual students and of the form tutor group as a whole.
- To liaise with the Heads of Year to ensure the implementation of the school's Pastoral System.
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
- To evaluate and monitor the progress of students and keep up-to-date student records as may be required.
- To contribute to the preparation of Action Plans and progress files and other reports
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
- To communicate as appropriate, with the parents of students and with persons or bodies outside the School concerned with the welfare of individual students, after consultation with the appropriate staff.
- To contribute to PSHE and Citizenship according to school policy.
- To apply the Behaviour Management systems so that effective learning can take place.

Teaching:

- To teach students according to their educational needs, including the setting and marking of work to be carried out by the student in the school and elsewhere.
- To assess, record, and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure that ICT, Literacy, Numeracy and school subject specialism(s) are reflected in the teaching/ learning experience of students.
- To undertake a designated programme of teaching.
- To ensure a high quality learning experience for students which meets internal and external quality standards.
- To prepare and update subject materials.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus.



- To maintain discipline in accordance with the school's procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To mark, grade and give written/verbal and diagnostic feedback as required.

Other Specific Duties:

- To continue personal development as agreed at appraisal.
- To engage actively in the performance review process.
- To address the appraisal targets set by the line manager each Autumn Term.
- To undertake any other duty as specified by School Teachers' Pay and Conditions Body (STPCB) not mentioned in the above.
- To play a full part in the life of the school community, to support its distinctive aim and ethos and to encourage staff and students to follow this example.
- To promote actively the school's policies.
- To comply with the School's Health and Safety policy and undertake risk assessments as appropriate.
- To show a record of excellent attendance and punctuality.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The School will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition. Our 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 job description is current at the date shown, but following consultation with you, may be changed by Management to reflect or anticipate changes in the job which are commensurate with the salary and job.



Person Specification

Qualifications	Essential	Desirable
Qualified Teacher Status	√	
Evidence of further professional qualifications and training	√	
Relevant subject degree		√
Experience		
Expertise in teaching the relevant subject	√	
Experience of evaluating and monitoring student progress	√	
Teaching experience across the key stages	√	
Experience of initiating, implementing and managing developments within the subject area		√
Form tutor experience		√
Knowledge		
Excellent subject knowledge	√	
Good knowledge of current curriculum developments within the subject area	√	
Understanding and knowledge of developments in learning and teaching	√	



Understanding of the learning process	√	
Understanding of SEN/AEN provision		√
Skills and abilities		
Ability to use a variety of teaching strategies	√	
Ability to monitor and evaluate students' progress	√	
Excellent written and oral communication skills	√	
Excellent presentation skills High level ICT skills	√	
Excellent interpersonal skills and smart appearance	√	
Excellent organisational, prioritisation and time management skills	√	
Good classroom behaviour management skills	√	
Ability to use ICT to enhance teaching and learning	√	
Ability to form trusting relationships with pupils and parents.	√	
Commitment to raising standards	√	
Commitment to furthering the achievement of all students	√	
Commitment to safeguarding and promoting the welfare	√	
An enthusiastic and effective team player	√	

