



**THE
HAYLING
COLLEGE**

Learning, Growing, Achieving and Celebrating Together

Application Pack:

Head of Mathematics



Dear Applicant,

Thank you for your interest in our Head of Mathematics role at Hayling College. I am very proud and privileged to introduce myself as the Head teacher of the College and I am looking for an outstanding Head of Mathematics to join our team of committed staff to take the school forward. I hope you will continue your application and wanted to share a few words that I hope will convince to apply.

The Hayling College is a happy, caring and safe place where good working relationships between pupils, staff and parents are at the heart of our successful work. We have very high expectations of ourselves. All pupils are expected to work very hard, practice and persevere within a supportive and nurturing environment.

Through our mantra: ***Learning, Growing, Achieving and Celebrating Together*** our focus is to ensure that all our students leave us as very well qualified young citizens, fully prepared for their next steps and ambitious to make a significant contribution to society.

In February 2018 OFSTED judged the college 'Good' in all areas so recognising all the hard work, commitment and progress by staff, pupils, parents and Governors. It is therefore a very exciting time to join the college and be part of work and development to achieve higher standards.

For more information about the school, please consult our website: www.hayling.hants.sch.uk. To receive more information, arrange a visit, or ask any questions that may inform your application, please contact our Assistant Head Teacher, Ian Mills.

Ian.Mills@hayling.hants.sch.uk

I very much look forward to receiving your application.

Yours faithfully

Colin Rainford
Headteacher



Information for applicants

Salary: MPR/UPR, plus a TLR 1c

If you wish to apply please return the fully completed application form and equalities monitoring form to our Assistant Head Teacher, by 12pm on Monday 26th April 2021. Emailed applications are acceptable to Ian.Mills@hayling.hants.sch.uk.

Unfortunately unsuccessful applications cannot be acknowledged and feedback will only be available to those unsuccessful at interview. But I would like to thank you for your interest in this post and wish you every success in your future career.

The Hayling College is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks.



Job Advert

Head of Mathematics

- **Contract/Hours:** Permanent, Full-time
- **Salary Type:** MPR/UPR
- **Salary details:** TLR 1c
- **Location of Role:** The Hayling College
- **Start Date:** September 2021

Job/Person Summary

Are you looking to advance your career? We are seeking to appoint an enthusiastic, passionate and well qualified Head of Mathematics to join our friendly and ambitious team. The Hayling College is a smaller than average secondary school, rated 'Good' in all areas by Ofsted at our recent inspection February 2018. We are looking for an inspirational leader to build on our 3-year trend of improved outcomes for pupils in GCSE Mathematics. The staff at The Hayling College are an incredibly supportive, hard-working and approachable group of people and our students are happy, confident and keen to learn. The college really prides itself on our family feel- something that is regularly commented upon by visitors.

Through the guidance of a senior manager the successful candidate's brief will focus on developing and extending:

- Raising attainment and achievement in the Mathematics department.
- Provide strategic leadership of the Mathematics department
- Leading other staff development within the Mathematics team and across the College
- Leading whole school coordination and development of numeracy.
- Leading Behaviour management within the Mathematics department.
- Responsibility for Mathematics department budget.
- Responsibility for the Mathematics Curriculum and Assessment model.
- Other responsibilities will be negotiated

The successful candidate will be an outstanding classroom practitioner who has the ability to enthuse both pupils and staff, with a passion for Mathematics, teaching and learning, who can inspire others to achieve their very best. We would be really interested in meeting you to find out what aspects of KS3/4 Mathematics you have developed and improved in your current or previous roles.

This opportunity affords the successful candidate tailored professional growth, individually, within the Mathematics team and across aspects of whole school improvement.

Application Procedure

Please do not hesitate to contact Ian Mills, Assistant Head Teacher on Ian.Mills@hayling.hants.sch.uk. (Please note only fully completed Hampshire teaching application forms will be considered).



Key responsibilities will include: -

Achievement

- Drive forward and raise the standards of teaching and attainment through monitoring the quality of provision within the department area, coaching and mentoring colleagues and leading department performance management.
- To oversee and contribute to self-evaluation and school improvement work, including results analysis, lesson observations, learning walks and work scrutiny.
- To oversee and contribute to the process of the setting of targets within the department and to work towards their achievement.
- To ensure the completion of exam entries within the department.
- To take decisions regarding examination entries.
- To oversee analysis of exam entries across the department to identify patterns of underachievement including vulnerable groups.
- To maintain accurate and up-to-date records of student progress after each reporting cycle to identify patterns of underachievement.
- To implement and support targeted individual and group intervention Strategies and monitor and evaluate the effectiveness of these.
- To monitor student attendance together with students' progress and performance and develop strategies to address any concerns/issues, linking with whole school strategies.

Teaching and Learning

- Be responsible for group allocations and teach allocated classes
- Lead and manage homework/home learning within the Mathematics department.
- Actively role model and support others in teaching to integrate recent developments.
- Actively role model and support others to effectively provide learners, colleagues, parents and carers with timely, accurate and constructive feedback on learners' attainment, progress and areas for development, that promotes pupil progress in Mathematics.
- Improve the effectiveness of assessment practice in the Mathematics department.
- Take a lead in planning collaboratively with colleagues in order to promote effective practice. When planning, identify and explore links within and between subjects/curriculum areas.
- Provide practical support to teachers to improve their teaching and learning skills, focussing on Maths and then leading Numeracy across the whole college. *Typical activities will normally include*; coaching, mentoring and the induction of teachers, including trainees and NQTs, through to experienced classroom teachers.
- Disseminating Numeracy materials and advising on best practice, research and continuing professional development.

Behaviour and Safety

- To ensure high standards of behaviour, respect and courtesy from students across lessons taught in the department area.
- To model effective use of the behaviour policy and support staff in implementing the policy and procedures.
- To maintain a visible profile in the department area and around school to support behaviour management.
- To be responsible for ensuring the environment of the department area is safe, welcoming and supports teaching and learning.
- To celebrate and praise the achievements of staff and students.



Leadership and Management

- Actively use and support colleagues to understand local and national statistical data as a basis for improving teaching and learning.
- Promote collaboration and work effectively as a team member, supporting others to develop such skills.
- Monitor and evaluate the contribution and impact of other staff to school improvement.
- Ensure up to date knowledge of national changes and developments within the department.
- To oversee and facilitate the day-to-day monitoring, management and operation within the faculty department and deploy staff to achieve school improvement priorities.
- To lead the implementation of school policies and procedures.
- To lead and drive forward curriculum development within the department.
- To identify the CPD and resource needs of the department and action relevant training.
- Work effectively with staff and leadership, acting as a key link supporting the senior leadership to implement new policies and practice across the school. As required, undertake outreach work linking with local Colleges.

Person Specification



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Qualifications and Professional Development

Qualified teacher status
A relevant subject Degree

Experience

The post would suit a person with a proven track record of teaching and leading Mathematics at KS3/KS4.

Knowledge and understanding

The person appointed would have a strong subject knowledge and familiar with the national curriculum in Mathematics and how it relates to teaching mathematics and the demands of the new specification exam.

Skills

ICT skills and the ability to use them in the classroom would be an advantage and a willingness to share such skills and develop them would also be good. The successful applicant would be one who can work as part of a team, have good communication skills and show leadership in the classroom. They would also benefit from a willingness to share and develop best practice. An ability to think outside the box when it comes to practical maths would be an ideal.

Values

Share our college vision of high expectations and commitment to providing opportunities for all learners and all abilities to reach full potential in a caring environment.