

APPOINTMENT OF

KEY STAGE 4 LEAD

TEACHER OF MATHEMATICS

Required for September 2023

Closing date: 9am, Wednesday, 22nd May 2023

Interviews: to follow thereafter

**Christ’s School, Queen’s Road, Richmond upon Thames, TW10 6HW**

**Tel: 020 8940 6982 e-mail: hr@christs.school**

**www.christs.richmond.sch.uk**

May 2024

Dear Candidate

Thank you for your interest in the position of KS4 Lead Teacher of Mathematics at Christ’s School.

Christ’s School is a Church of England comprehensive school for 950 young people aged between 11 and 18. Our vision is to deliver Excellence as Standard to every member of our Christ’s family: excellent leadership; excellent staff; excellent outcomes and excellent partnerships.

Our school is situated on an enviable site adjacent to Richmond Park in Richmond upon Thames in South West London. We have excellent links with our feeder primary schools and the local community. We are proud to be a faith school and welcome students from Christian and other religious backgrounds.

At Christ’s School we combine our expectations for students’ excellent academic achievement with an emphasis on their personal growth as well-rounded individuals. Our aim is for students to become confident, successful, responsible young people, who love learning, have a desire to lead and serve and are ambitious for their own futures.

Our learning environment is inspirational, supportive and happy, and based on the Christian values of Love, Justice and Peace. We provide outstanding educational opportunities and experiences for each of our students to enable all to explore intellectually, to grow emotionally and spiritually and to achieve their full potential.

Our Behaviour for learning approach focuses on restorative practice and recognises the importance of building positive relationships with individual students. It is based on the work of Paul Dix at Pivotal Education. We are proud to be a Regional Hub School for Pivotal and have achieved their Gold Award in recognition of our work in this area.

Our results continue to go from strength to strength. We were particularly pleased with our 2016 Ofsted inspection in which we performed strongly in each of the criteria and achieved a judgement of ‘Good’ overall. As a Christian school we were particularly pleased that our work to ‘promote pupils’ personal development’ was judged as ‘outstanding’ and ‘the level of care and support for all pupils is of the highest standard’. Our SIAMS inspection report also found the school to be outstanding at meeting the needs of all learners.

Applications should be sent in the form of a completed online application form including a supporting statement. This should outline how your skills and experience fit the job and person specifications, the impact you have made in your current/most recent role and should be no longer than 3 sides of A4, font size12.

Please email completed applications to Mrs Julia Ralph - [hr@christs.school](mailto:hr@christs.school). We are looking for completed application forms (email only) to be returned by **9am Wednesday, 22nd May 2024. Interviews to follow thereafter.**

Early applications are welcome and we reserve the right to appoint before the closing date if we find a suitable candidate.

**Christ’s School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.**

**Christ’s School is an Equal Opportunities employer as detailed in our Equal Opportunities Policy.**

**Any appointment made will be subject to checks that details given on the application form are as stated.  It will also be subject to receipt of a satisfactory medical disclosure form.  Before an appointment can be confirmed a DBS enhanced disclosure will be required.**

Please visit our website where you will be able to find out more about our school, ethos, and vision. If you have any queries about the application process or would like to arrange an informal visit, please contact Julia Ralph on 0208 439 9652.

At Christ’s we deliver Excellence as Standard.  If you believe you can help us realise our vision, we look forward to hearing from you.

Yours sincerely,

**Helen Dixon (Mrs)**

**Headteacher**

Job description: KS4 Lead Teacher of Mathematics

**Job:** Teacher of Mathematics

**Salary / Grade:** MS/UPS - Outer London Pay/TLR 2.1 - £3,213

**Hours:** FTE 1.0

**Contract type:** Permanent or 1 Year for ECTs

**Accountable to:** Headteacher

**Responsible to:** Subject Leader Mathematics

**Mission**

At Christ’s School we combine our expectations for students' outstanding academic achievement with an emphasis on their personal growth as well-rounded individuals. Our aim is for students to become confident, successful, responsible young people, who love learning, have a desire to lead and to serve, and are ambitious for their own futures.

Our learning environment is inspirational, supportive and happy, and based on the Christian values of Love, Justice and Peace. We provide outstanding educational opportunities and experiences for each of our students, to enable all to explore intellectually, to grow emotionally and spiritually and to achieve their full potential.

Our ambition is that Christ’s is a community where students:

* achieve their full academic, sporting, musical and artistic potential
* have a life-long curiosity and passion for learning
* are creative thinkers, capable of taking risks in their learning and of studying independently
* are spiritual individuals, compassionate and sensitive to the needs of others and of self
* embrace diversity and have a commitment to equality and inclusivity
* are considerate, polite and always act respectfully towards others
* develop personal qualities of leadership, courage, integrity, resilience and determination
* make a positive contribution to their community and to society as a whole
* are team players, who work collaboratively to achieve shared goals
* feel comfortable socially and express themselves confidently in a range of situations.

**Job purpose**

The post holder would be expected to promote and deliver outstanding teaching, learning and attainment in Mathematics across Key Stage 4 and to ensure the highest standards of assessment and behaviour for learning are applied in all classes. The post holder will oversee mathematics across Key Stage 4 and ensure that the appropriate systems and programmes of interventions are in place to support students as necessary. The post holder will be responsible for promoting the safeguarding of all students and be always mindful of ensuring equality of opportunity for all students and staff. The post holder will adhere to the teachers’ professional standards and will also promote the school’s Christian ethos and vision.

**Duties and responsibilities**

**1. Teaching and Learning**

* Plan, prepare and deliver outstanding lessons to provide students with the opportunity to achieve their potential.
* Monitor the progress and achievement of the students following the course and identify the appropriate intervention strategies for underachieving students.
* Ensure that lessons are relevant, engaging and stimulating taking into account individual needs of the students.
* Manage, develop, update and share resources and assessments to enhance teaching of Mathematics at KS4
* Contribute to objectives of the curriculum area within the school objectives and take part in an annual review of the subject and curriculum area.
* Coordinate preparation and update of planned schemes of work with team members.
* Assess appropriately the work of the students following the course in accordance with the school assessment policy
* Keep records of students’ progress and achievement and set appropriate targets.
* Maintain effective behaviour management in classroom using positive behaviour strategies to ensure learners engagement in the lesson.

**2. Leadership**

* To be a positive role model for teaching and learning
* To support the Head of Department in upholding standards in Mathematics; liaising in regular departmental evaluation through data analysis, work sampling, lesson observations, student questionnaires all of which are used to inform improvement planning
* To have oversight for Mathematics across Key Stage 4; including having robust systems in place which identify students who need support and ensure that interventions are provided as appropriate.
* Liaise with the SEN when arranging and delivering Mathematics support for key students
* Use data provided to effectively plan intervention with classroom teachers and monitor levels of progress in Mathematics in Years 10 and 11.
* To support all members of the KS4 team whilst ensuring the adherence to Section 1 above.
* To support new colleagues’ induction at KS4
* To communicate effectively with all stakeholders
* To promote high standards of learning and teaching through the sharing of best practice and utilising new technologies where appropriate
* To run KS4 items at meetings which have a published agenda and are minuted
* Liaise with the SEN when arranging and delivering Mathematics support for key students.
* To liaise with the Head of Department in overseeing all curriculum matters in KS4 including SoW, home learning and examination specifications
* To have some responsibility for Performance Management within the department and make appropriate pay recommendations.
* Take responsibility for a range of curricular events that ensure students have real chances to experience a full range of learning opportunities beyond the subject classroom.
* Ensure data collection is quality assured, moderated and reviewed in a timely manner
* Participate as required in meetings with colleagues in respect of the post’s duties and responsibilities

**Additional information:**

**Further particulars specific to this role:**

As a teacher of mathematics, you will:

* Convey enthusiasm, energy and passion for mathematics to inspire students to develop a love of learning.
* Have knowledge of innovative teaching strategies that will raise attainment and instill a passion for learning Mathematics
* Have experience of teaching KS3, GCSE and A Level

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the school in relation to the post holder’s professional responsibilities and duties. Elements of this job description and changes to it may be agreed at the request of the Headteacher or the incumbent of the post.

**Christ’s School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants will undergo appropriate child protection screening including checks with past employers through the Disclosure and Barring Service.**

**Christ’s School’s Equality Statement**

Christ’s School is committed to positively tackling discrimination in all its forms and works to ensure that all sections of the community have fair and equal access to and experience within employment. We welcome applicants from all backgrounds and communities, in particular those that are currently underrepresented in our workforce: we are respectful of all individuals’ race, age, religion, gender identity, sexual orientation, caring responsibilities, disabilities and cultural background.

**Person Specification**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **CRITERIA** | **Essential / Desirable** | |  | **Assessed by application / interview process** | |
|  | **E** | **D** |  | **A** | **I** |
| **QUALIFICATIONS AND REQUIREMENTS** |  |  |  |  |  |
| Honours degree or equivalent | √ |  |  | √ |  |
| Qualified Teacher Status | √ |  |  | √ |  |
| Displays a commitment to the protection and safeguarding of children and young people | √ |  |  | √ | √ |
| **KNOWLEDGE AND UNDERSTANDING** |  |  |  |  |  |
| Good awareness of current educational developments | √ |  |  | √ | √ |
| Clear understanding of current issues related to the subject | √ |  |  | √ | √ |
| Ability to plan lessons effectively | √ |  |  | √ | √ |
| An understanding and commitment to the ethos of the school | √ |  |  | √ | √ |
| Evidence of high-level classroom skills | √ |  |  | √ | √ |
| **SKILLS AND EXPERIENCE** |  |  |  |  |  |
| Courses of further study relevant to the post |  | √ |  | √ | √ |
| Post 16 | √ |  |  | √ | √ |
| Evidence of active involvement in professional development |  | √ |  | √ | √ |
| Excellent organisational skills | √ |  |  |  | √ |
| Excellent ICT skills | √ |  |  |  | √ |
| Clear evidence of leadership |  | √ |  | √ | √ |
| **PERSONAL ATTRIBUTES** |  |  |  |  |  |
| Excellent punctuality and professional conduct | √ |  |  | √ | √ |
| A sense of humour |  | √ |  |  | √ |
| Good interpersonal skills | √ |  |  | √ | √ |
| A commitment to a team ethos | √ |  |  | √ | √ |
| Professional integrity and honesty | √ |  |  | √ | √ |
| Ability to meet deadlines | √ |  |  | √ | √ |
| Self-motivated with an ability to use own initiative | √ |  |  | √ | √ |
| Able and willing to scrutinise own practice and to make their practice accessible to others | √ |  |  | √ | √ |
| The capacity to form positive learning-centred relationships with other professionals | √ |  |  | √ | √ |
| Believe they can improve on their previous best | √ |  |  | √ | √ |
| Commitment to safeguarding children and young people | √ |  |  | √ | √ |
| Potential for promotion |  | √ |  | √ | √ |
| Ability to engage, motivate, enthuse and support colleagues |  | √ |  | √ | √ |