



Olive Academies

# Lead Practitioner for Mathematics

Olive AP Academy – Thurrock

- £48,484 - £54,685
- Teachers' Pension Scheme
- OA benefits package

To arrange an informal discussion or to visit the academy, please phone 01708 853781

[Apply now](#)

*Olive Academies is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. To this end, both an Enhanced Disclosure and Barring Service check and a Barred List check are required for this role. We particularly welcome applications from under-represented groups.*

# About Olive AP Academy – Thurrock

Based in the heart of Thurrock, our academy specialises in alternative provision and supporting the social and emotional educational needs of young people. Olive AP Academy - Thurrock supports up to 94 pupils for whom traditional teaching methods have not worked. Students, ranging in age from 11 to 16, join us following permanent exclusion from a mainstream school or due to having medical needs that prevent them from attending a mainstream setting.

Our academy is a nurturing, inclusive community where students are able to grow and develop. We strive to ensure success for all our learners academically, socially and morally. We build a curriculum around the needs of our students and are proud that our Year 11 students leave with qualifications on par with their mainstream peers and transition into education, training or employment.

Having a working beauty salon, kitchen and hospitality area, construction area, science laboratory and fitness suite onsite allows for a hands-on approach to the curriculum and the development of transferable skills for the future.

Alongside our ever-growing curriculum, we offer our students additional qualifications in non-traditional subjects such as sailing, climbing, extreme mountain biking, bushcraft and first aid.

All students receive therapeutic support and this can range from a set or personalised programme, counselling, speech and language intervention or small group activities around self-worth and wellbeing.

We pride ourselves on encouraging positive mental health and wellbeing and are pleased to have received a National Wellbeing Award, which acknowledges the support we provide for staff, students and families.

Working in alternative provision can be challenging, but joining the Olive family is one of the most rewarding and positive career developments you will make. If you have the experience and enthusiasm to support us on our journey, I would love to hear from you.

Thank you for your interest.

## **Collette Hunnisett**

*Executive Headteacher*



"I like the variety in my job. **Every day is different** and brings new challenges. I have **great working relationships** with my colleagues and I feel **appreciated.**"

"Everything is possible at Olive."

"I'm **proud to be part of a team** which provides students with positive experiences, **creating memories** that they can talk about in the future."

"Being part of Olive Academies means **making things happen** – supporting children who have felt let down by education, giving them the **skills to be successful** and watching them grow."

"I like that I have the **freedom to be creative** within education."

# Job description

We are looking for an aspiring senior leader, whose primary purpose will be to deliver consistently good and outstanding lessons across the key stages, in addition to modelling and leading the improvement of teaching skills to raise student achievement and to narrow any gaps between student groups. As an outstanding teacher, you will be expected to improve the quality of teaching within mathematics. Key responsibilities include:

- Plan and teach interactive, exciting lessons which engage all our KS3 and KS4 pupils, including those facing barriers to learning and those with social, emotional, mental and health needs.
- Have an up-to-date knowledge of KS3/KS4 maths curriculum (including GCSE criteria) and a desire to teach in an innovate, creative and exciting way which engages reluctant learners.
- Have a clear vision and the enthusiasm to develop innovative approaches to learning, teaching and student participation.
- Link lessons to the PHSE curriculum, the world of work, British values, and SMSC where appropriate
- Assess and give students regular feedback in line with the OA marking and feedback policy
- Lead by example, providing inspiration and motivation to staff and pupils; ensuring positive pupil progress and outcomes.
- Use the 'Dare to be Olive' approach to ensure that high expectations for behaviour are maintained.
- Coach a group of students, mentoring them through their time at the academy
- Work as part of the academy's senior leadership team to develop and deliver the shared vision and strategic improvement plan for the academy - inspire, challenge, motivate and empower others to attain ambitious outcomes.
- Support with teachers' professional development and appraisal through carrying out lesson observations, providing feedback and implementing strategies to improve practice.
- Use data to identify individuals or groups that need further teaching support and develop and implement strategies to raise the quality of teaching.
- Co-ordinate and carry out monitoring and evaluation activities to improve teaching and learning, including work scrutinise, lesson observations, learning walks, etc.
- Use systems to analyse data from monitoring and evaluation, and use insights to inform strategies and plans for teacher development.
- Take responsibility for your own professional development by actively seeking opportunities for learning and development and deliver high quality CPD to academy staff as required with a focus on sharing the latest thinking and practice in Mathematics.
- Develop effective working relationships and network with local, national and digital agencies to ensure that you are at the forefront of developments within your field of expertise.
- To be accountable for promoting and safeguarding pupils' welfare and personal development as part of the academy's approach to SEND support.
- Take an active interest in the wellbeing of staff, students and the wider community.
- To work closely with the academy's Designated Safeguarding Lead and ensure that all due processes are adhered to in regard to child protection and safeguarding procedures.

*Note: The duties above are neither exclusive nor exhaustive and the post holder may be required by the headteacher to carry out appropriate duties within the context of the job, skills and grade.*

# Person Specification

Measurements: A = Application, I = Interview, R = Reference, T = Task

## Qualifications and Training

First degree or equivalent	A	Essential
DfE recognised qualified teacher status or Qualified Teacher Learning and Skills status	A	Essential
Evidence of CPD which enhances classroom practice and relevant to a strategic leadership post	A	Desirable

## Experience

Evidence of recent successful classroom practice	A	Essential
Experience of leading and demonstrating a positive impact on school improvement	A, I	Essential
Experience of line management and holding others to account	A, I	Essential
Experience of managing teams, development of colleagues and leading progress	A, I	Essential
Track record of being a good and outstanding classroom practitioner; delivering effective intervention strategies - with the ability to model teaching and learning strategies for SEND pupils	A, T, I, R	Essential
Experience of using assessment data to ensure effective pupil progress, raise standards and achieve outstanding pupil outcomes	A, I, T	Essential
Experience of supporting all aspects of inclusion to successfully meet the needs of pupils with complex special educational, social and emotional needs	A, I	Essential
Experience of working collaboratively with others, including other schools and partners	A, I	Essential

## Knowledge

Detailed knowledge of KS3/KS4 maths curriculum, including GCSE	A,I	Essential
A solid understanding of a range of teaching and learning strategies and a good understanding of current pedagogical thinking	A,I	Essential
Broad knowledge of innovations and strategies for management of behaviour and attendance in an alternative provision setting	A,T,I	Essential
An understanding of a range of special needs, especially SEMH, ASD, ADHD and SpLD	A,T,I	Essential
Up-to-date knowledge of specialised curriculum for young people with SEMH and SEND	A,T,I	Essential
An understanding of disadvantage and alternative provision settings	A,T,I	Essential
Knowledge of coaching and mentoring systems (for staff and pupils)	A,I	Desirable

## Skills and Abilities

Excellent interpersonal and communication skills, and the ability to form strong relationships with all stakeholder groups (pupils, parents and carers, colleagues, external agencies, wider community etc.)	A, T, I	Essential
Ability to teach KS3 and KS4 across subject, age and ability range	A, T, I	Essential
Ability to reflect and self-evaluate	A, I, R	Essential
A track record of being an excellent classroom teacher with the ability to model best teaching and learning practice across the academy	A, I, R	Desirable

## Personal Aptitude

Personal and professional resilience in the face of challenging situations	A, I, R	Essential
Self-motivated, productive, diligent, and thorough	A, I, R	Essential
Commitment to an open, collaborative style of management	I	Essential
Concern for the development of colleagues and members of the wider school community	I	Essential
Commitment to your personal and professional development and that of all staff	A, I	Essential
Convinced of the transformative nature of excellent education	A, T, I	Essential
Empathy with the needs of children	A, T, I	Essential
Commitment to the safeguarding of vulnerable young people	I	Essential
A personal commitment to promoting inclusion, diversity, and access	A, I	Essential
A commitment to the vision, values, aims and objectives of Olive Academies	A, I	Essential

# **Transform young lives with Olive Academies Trust**

Thank you for your interest in working with Olive Academies.  
We look forward to receiving your application.

[Find out more and apply.](#)

   [oliveacademies.co.uk](https://oliveacademies.co.uk)