



GREENSHAW
LEARNING TRUST



Lead Practitioner Maths Recruitment Pack

**ALWAYS
LEARNING**

Dear Candidate

May 2021

Thank you for your interest in the post of Lead Practitioner / Teacher of Maths at Blaise High School.

Blaise High School is a disruption free environment which ensures that teachers can teach and students can learn every second of every lesson, day by day. We are committed to our values of Ambition, Inclusion and Collaboration. This means we expect the very best outcomes for all our students and we get there by working with each other and never against each other. We show our ambition in our incredibly high standards from uniform, to our world class curriculum and reading programme. We are a school rich in diversity and we celebrate this daily, all of us believe that all of us can be successful no matter our background or starting point. We collaborate as a teaching team to ensure we are consistently able to improve our practice, as a school to celebrate and have fun together and as an entire community to be sure all of our students are ready to be successful every day. Blaise High School is privileged to be part of the Greenshaw Learning Trust.

Our website provides a clear picture of our aspirations and our vision; however, please do not hesitate to contact us to seek further information. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.

If you would like an opportunity to visit our school, please contact Ms Bristow, Head's PA on 0117 9030117 or via email bristowj@blaisehighschool.co.uk to arrange a suitable time.

We value a diverse workforce and develop people from all sections of the community. We are committed to safeguarding the welfare of children and will require the disclosure of any criminal convictions.

How to apply

Please download and complete an application form and send together with a covering letter of no more than 2 sides of A4. You can complete the application form on our website www.blaisehighschool.co.uk

The school reserves the right to commence the interview process at a time prior to the closing date so early application is recommended. Please note we do not accept CV's.

Closing date: Wednesday 19th May 2021 at Midnight.

Interview date: W/C 24th May 2021

Yours sincerely



Katherine Brown
Headteacher

Job Description – Lead Practitioner

| | |
|-----------------------------------|---|
| Post title: | Lead Practitioner - Maths |
| Reporting to: | SLT lead for T&L |
| Purpose: | <p>To raise standards of student attainment and achievement for all students.</p> <p>To develop and implement teaching and learning initiatives and strategies throughout the school to raise and enhance the teaching practice of others.</p> <p>To be a model of excellent practice.</p> |
| Main Responsibilities: | <p>Overall responsibility for leading and developing high quality pedagogy: Modelling and sharing outstanding teaching and learning;</p> <p>The preparation and delivery of whole school and departmental CPD; developing a programme of support and guidance for all teachers relative to their experience and expertise.</p> |
| Grade: | Lead Practitioner pay range |
| Leadership and Management: | <ul style="list-style-type: none"> • To develop high quality pedagogy throughout the Maths department • Work collaboratively with other middle leaders including department leads and other lead practitioner colleagues to drive the school improvement priorities across the whole school • Develop high quality pedagogy across the school, including being responsible for both generic pedagogical developments using the Principles of Teaching and specific targeted areas that contribute to the school improvement plan • Lead and deliver CPD across the school • Promote the school's vision, culture and ethos of teaching and learning • Create a culture of sharing best practice • Support colleagues through coaching and mentoring • Maintain an up-to-date knowledge of new ideas regarding teaching and learning pedagogy • Be proactive in seeking out networks and research in order to identify best practice and the latest developments in pedagogy • Use the outcomes from internal reviews to inform the delivery of school CPD • To contribute to the school procedures for lesson developmental drop ins including observing, giving feedback and tracking trends as well as any other duties related to the implementation of the schools teaching observations and feedback cycles • Work in collaboration with the designated member of the SLT in planning induction programmes for new staff, including trainees, newly qualified teachers and teachers new to the school • To contribute to the production of regular Teaching and Learning newsletters and other correspondence • To provide support to other schools within the Trust as agreed |

Teaching and Learning:

- Model outstanding teaching and learning in one's own lessons
- Support teaching staff to consistently and effectively plan lessons and sequences of lessons to ensure student progress targets are met
- To model / team teach and disseminate examples of effective planning practice within the school
- To take steps to ensure that feedback from lesson observation, work scrutiny and analysis of assessment data is appropriately reflected in teacher's planning and supports effective practice
- To ensure curriculum resources including long term plans, schemes of learning and individual lesson resources are available and used effectively across one's own subject area
- To ensure homework is effective in raising achievement and supporting excellent teaching and learning across one's own subject area

Quality assurance:

- Quality assure teaching and learning across the school
- To evaluate and report on the effectiveness of practice, suggesting areas and issues for further improvement
- Produce reports within the quality assurance cycle

This job description reflects the major tasks to be carried out by the job holder and identifies the level of responsibility at which the job holder will be required to work.

This job description may be subject to review and/or amendment at any time to reflect the requirements of the job. Any amendments will be made in consultation with any existing job holder, and will be commensurate with the grade for the job. The job holder is expected to comply with any reasonable management requests.

Other specific:

- To carry out the duties in the most effective, efficient and economic manner available
- To support the school ethos
- To maintain confidentiality at all times
- To carry out and communicate Blaise High School values in all aspects of work
- To contribute to the safeguarding and promotion of the welfare and personal care of students with regard to Child Protection Procedures

In order to deliver services effectively, a degree of flexibility is needed and the post holder may be required to perform work not specifically referred to above. Such duties, however, will fall within the scope of the post at the appropriate grade.

Please Note that:

All teachers must carry out the duties, as set out in the Teacher's Pay and Conditions Document.

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www.blaisehighschool.co.uk

If you require any further information, please contact Jade Bristow, Headteachers PA and HR Administrator on 0117 9030117 or via email bristowj@blaisehighschool.co.uk

Person Specification – Lead Practitioner

| Job Title: Lead Practitioner | Essential | Desirable |
|---|------------------|------------------|
| Qualification | | |
| Qualified Teacher Status | Yes | |
| Degree in relevant subject area | Yes | |
| Good or better in all classroom observations | Yes | |
| Evidence of relevant post-graduate training | | Yes |
| Accreditation as Advanced Skills Teacher or through the LPD programme | Yes | |
| Experience | | |
| Evidence of successful teaching experience at Key Stage 3 and 4 | Yes | |
| Experience of effectively using ICT in the classroom to support learning and teaching | Yes | |
| Proven ability to teach GCSE Maths | Yes | |
| Evidence of successfully using a range of effective learning and teaching styles | Yes | |
| Excellent classroom management skills | Yes | |
| Be an excellent practitioner | Yes | |
| Evidence of active involvement in school-wide provision or initiatives | Yes | |
| Evidence of successful teaching at post-16 | | N/A |
| Evidence of raising student achievement | Yes | |
| Evidence of successful involvement in behaviour improvement initiatives | | Yes |
| Experience of involvement in developing and supporting colleagues through coaching, mentoring, etc. | Yes | |
| Professional knowledge & understanding | | |
| Knowledge of recent developments in subject specialism | Yes | |

| | | |
|---|-----|-----|
| Ability to use target setting | Yes | |
| Have overall understanding of National Curriculum and recent developments affecting secondary education | | Yes |
| Active involvement in curriculum development initiatives | | Yes |
| Students | | |
| Ability to develop and sustain successful relationships with students | Yes | |
| Ability to understand and motivate students | Yes | |
| Ability to recognise individual learning needs and ensure adequate curriculum provision | Yes | |
| Commitment to raising the achievement of all students of all ages and abilities | Yes | |
| Evidence of effectively using assessment data to inform teaching and learning | Yes | |
| Evidence of consistent and constructive marking procedures | Yes | |
| Willingness to offer after-school club/activity | | Yes |
| Evidence of involvement in pastoral care and willingness to take a Tutor role | | Yes |
| Interpersonal and Communication Skills | | |
| Ability to develop and sustain successful relationships with colleagues at all levels | Yes | |
| Ability to work effectively as part of a team | Yes | |
| Excellent organisational skills, ability to work under pressure and meet deadlines | Yes | |
| Ability to plan, monitor, evaluate and review | Yes | |
| Enthusiasm, energy, resourcefulness, creativity | Yes | |
| Ability to communicate (verbally & in writing) with all members of the school community | Yes | |
| Continuous Professional Development | | |
| Evidence of participating in relevant CPD provided by the employer | Yes | |

Safeguarding

Blaise High School is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The successful candidate will have to meet the person specification and is required to apply for a DBS disclosure.

Whole School

- To participate in school initiatives where every person is expected to contribute to learner's progress
- To participate in the school's professional learning programme as agreed
- To play a full part in the life of the school community, supporting its distinctive mission and ethos, and encouraging and ensuring staff, pupils and students adhere to main school expectations
- Such other duties as may be reasonably allocated by your line manager or Headteacher

What the Trust can offer you

At the Greenshaw Learning Trust, we recognise our employees as our most important asset and we are aware that the quality and commitment of our employees is critical to our success. We offer all of our employees the following staff benefits:

- Excellent CPD opportunities and career progression
- Employer contributions to Teachers Pension Scheme
- Employee Assistance Programme
- Eye Care Vouchers
- Cycle to Work Scheme
- Gym Membership Scheme

Medical Examination: The appointment is subject to a satisfactory medical report.

Superannuation: Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. The successful candidate will be automatically enrolled into the Teacher's Pensions details can be found <https://www.teacherspensions.co.uk/scheme>

Probationary Period: New employees are required to complete a six-month probationary period.

Disclosure & Barring Service Check: This appointment is subject to the receipt of a satisfactory Disclosure and Barring Service check.