



Philips
High School

Success Together Aspire Respect



Lead Practitioner Mathematics

Candidate Pack



Part of the

Oak



Learning Partnership

Lead Practitioner Mathematics

Welcome from the Headteacher

Dear Candidate,

It gives me great pleasure to welcome you to Philips High School. I am extremely proud to be a member of the Philips High School community and work with so many talented young individuals. My vision is that our children receive the highest quality of education in a supportive, respectful and ambitious school environment.

Philips High School was originally founded as a Grammar school in 1688 and to this day has retained some of the nostalgia, charm and high academic standards of the old school. When you first visit Philips High School, you immediately sense the warm welcoming atmosphere from our pupils and staff. This wonderful, vibrant community is a great place to learn and achieve. It is hard to find a school that educates the whole person both academically and pastorally.

The former Grammar school building and first-class facilities provide a stimulating environment that is both distinctive and inspirational. Our curriculum is both broad and ambitious, rooted in unrivalled holistic excellence. We place equal importance on performing arts, the creative subjects, technology, academia and sport through a vast range of experiences both inside and outside of the classroom. This fosters happy, confident and well-rounded young people.

Over the last few years, Philips High School has become a high achieving and successful learning community. The staff go above and beyond, ensuring that our collaborative, respectful and aspirational values permeate all aspects of our school. This enables our pupils to make consistently strong progress across the curriculum and develop themselves as individuals ready for the future.

We are a caring community; providing high challenge as well as significant support for our pupils. Everyone is welcome at Philips and our core values of Success, Together, Aspire, Respect (STAR) are embedded into the heart of our school.

I am committed to working in partnership with parents and know that by working together we will ensure that every child enjoys school, is happy, safe and have the opportunity to thrive and achieve their best.

It is the quality of the relationships and the personalised approach that makes Philips High School successful. Our students are at the heart of everything we do; they enjoy school, are fulfilled, aspirational and form lifelong friendships.



Lead Practitioner Mathematics

Welcome from the Headteacher

We are seeking a highly motivated and dedicated Lead Practitioner of Mathematics who is committed to providing high quality support to our pupils and create an exceptional learning experience for all our students.

You will be an experienced and inspiring leader who is committed to driving outstanding teaching and learning across the mathematics department. You will be a motivational classroom practitioner who is able to model excellent practice and is dedicated to sharing skills and experience to enable your colleagues to unlock their full potential.

If you are a strong team player who can think creatively and continually reflect on how to improve outcomes for young people, we would love to hear from you. In return, we offer you clear career pathways, excellent opportunities for professional development both in the school and the wider Trust and commitment to promoting your wellbeing at work. We fully recognise that our staff are our greatest asset, and we work hard to support them.

We are delighted to be part of a family of schools within the Oak Learning Partnership. Oak Learning Partnership is passionate about inclusion and improving the life chances of all children within the Trust. As a school in the Trust, we pride ourselves on being a welcoming school with a strong emphasis on pastoral care, alongside a rigorous academic education tailored to the needs of the individual.

If you would like to know more, we would be delighted to welcome you to our school. Visits prior to application are both welcomed and encouraged. Please contact the school on **0161 351 2200** or by e-mailing **info@philipshigh.co.uk** to arrange an appointment.

We look forward to receiving your application. Please visit our school website for further information **www.philipshigh.co.uk**

We ask that you do not send CV's, please complete and send your application form and a personal statement to hr@oaklp.co.uk

Mr C Hibbert
Headteacher at Philips High School





"Philips High School is a diverse and welcoming community. Pupils enjoy coming to school. They feel happy and safe, and they get along well with each other and staff. Pupils are accepting and empathetic of each other's views and differences."

Philips High School, Ofsted Report
2022

Inclusion is at the
heart of our trust

Introduction to Our Trust

Dear Candidate,

Thank you for your interest in this post at Philips High School, part of Oak Learning Partnership.

Our trust is cross phase and consists of primary, special, and secondary schools. We have a vision to transform lives through a highly inclusive approach. 'Inclusion is at the heart of our trust'. Which means we are compassionately rigorous and support all of pupils to reach their full potential, we have unconditional positive regard, leave no one behind and everyone is welcome.

Our schools work closely with one another; they collaborate with purpose, support each other and share collective systems across both educational and business provisions. But it's also important to us that each school has their own identity and individuality. We make sure we focus on impact and ensure clarity and consistency from our leaders, always making sure common sense is at the heart of our decision making.

Our people matter; we understand that we can only achieve our vision by recruiting the right people and providing them with the support, training and time they need in order to allow them to flourish and be the best they can be. Whatever role an individual undertakes within our organisation, they are contributing to our collective aim of transforming lives. We invest heavily in our people ensuring they feel valued, and their well-being is always considered. We understand that if staff feel valued and if the impact they are having is recognised, they can perform at their best.

We are laying strong foundations for growing the Trust and have a clear vision, this role is a key part of our growth strategy and could be an excellent opportunity for the right candidate ready for their next step. We are a values driven organisation, are highly ambitious, passionate about doing things with integrity and have a healthy sense of humour.

If you want to make a difference to young people and join a trust at an exciting part of its journey, we would love to hear from you.

For further information about the trust please visit our website:
www.oaklp.co.uk

James F-Smith

James Franklin-Smith
CEO of Oak Learning Partnership

Oak 
Learning Partnership

oaklp.co.uk





“The pupil leadership group are passionate about making a difference in school and the wider community. Leaders have high expectations for how well pupils should behave. Pupils are respectful and courteous and behave well in lessons and around the school.”

Philips High School, Ofsted Report 2022

Lead Practitioner Mathematics

Salary: Leadership Scale 1 – 6, £49,781 - £56,316 per annum

Job Description

Normal place of work: Phillips High School, although you may be asked to contribute towards trust wide projects.

Normal working hours: This role does not operate on a timebound contract and is not subject to the working time provisions of a full time teacher in line with Teacher's Pay and Conditions.

Responsible to: Headteacher

PURPOSE OF THE POST

- To support the working of the extended leadership to strategically lead the direction and development of the curriculum area in accordance with the aims and objectives of the school.
- To support the Maths department in order to raise standards of student attainment and achievement within the curriculum area by developing and enhancing the teaching practice of others.
- To support the work of the Maths department to effectively evaluate the impact of the curriculum to strategically plan for improvement in the quality of pedagogy within the area.
- To role model exemplary outstanding teaching practice and standards.

DUTIES AND RESPONSIBILITIES

Leadership:

- To support the Maths department to provide strategic leadership across the curriculum area in accordance with the aims and objectives of the school and department/faculty.
- To be responsible for the establishment and effectiveness of the policies and procedures needed to achieve these aims and objectives.
- To monitor and evaluate the progress of staff and students towards meeting the overall aims and objectives.
- To be responsible for student attainment and staff performance in the area.
- To aid in the development of staff in order to improve teaching and learning.
- To link with the other Middle and Senior Leaders to ensure that the work in the curriculum area fully reflects the School's distinctive ethos and mission.

- To work with the Maths department to strategically plan for future improvements.

Curriculum:

- To actively monitor and respond to curriculum development and initiatives at national, regional and local levels.
- To support the development of appropriate syllabi, resources, SoW, assessment policies, and teaching and learning strategies in the area.
- To support the development of Maths and other relevant initiatives.
- To ensure that all members of the Maths department are familiar with their aims and objectives.
- To ensure effective communication/consultation as appropriate with the parents of students and other relevant stakeholders.
- To liaise with partner schools, Higher Education Institutions, industrial links, Examination Boards/Awarding Bodies and other relevant external bodies.
- To represent the school and partnership's views and interests in a professional manner.

Teaching and Learning:

- To develop and enhance the teaching practice of all colleagues within the area and wider trust (or when deployed across the partnership), implementing improvements where required.
- To promote excellence in the classroom by researching and developing excellent pedagogical practice.
- To establish common standards of practice within the department and develop the effectiveness of teaching and learning styles within the Maths department.
- To keep up to date with national developments in teaching practice and methodology.
- To conduct 'learning walks' and other learning evaluation strategies in accordance with school policy.

Staff Development:

- To work with SLT to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs.
- To undertake Performance Management Review(s) and to act as reviewer for identified staff.
- To provide coaching programmes and support within the performance management cycle.
- To participate in the interview process for teaching posts when required and to ensure effective induction of new staff in line with the safer recruitment policy.
- To be responsible for the efficient and effective deployment of any relevant associate staff.
- To participate in the school's teacher training programme(s) where appropriate.

Assessment:

- To support the establishment of a robust target-setting process within the curriculum area.
- To ensure the maintenance of accurate and up-to-date information concerning the whole curriculum area.
- To evaluate the performance data provided and take appropriate action on issues arising - setting realistic deadlines where necessary and reviewing progress on the action taken.
- To produce reports on examination performance, including the use of value-added data.
- To provide all relevant bodies with robust information relating to the curriculum area's performance and development.

Marketing and Liaison:

- To contribute to partnership liaison and marketing activities, e.g. the collection of material for press releases.
- To support the development of effective subject links with partner schools and the community; attendance where necessary at liaison events in partner schools and the effective promotion of Maths at Open Days/Evenings and other events.
- To actively promote the development of effective subject links with external agencies.

Management of Resources:

- To efficiently manage the available resources of space, staff, finance and equipment within the limits, guidelines and procedures; to ensure that equipment and stock is requisitioned, organised and maintained, and appropriate records are kept.
- To work with the Senior Leadership Team to ensure that teaching commitments are effectively and efficiently timetabled.

Pastoral System:

- To monitor and support the overall progress and development of students within the curriculum area.
- To monitor student attendance and progress in relation to targets set for each individual, ensuring that appropriate action is taken where necessary.
- To act as a Form Tutor and to carry out the duties associated with that role as outlined in the generic job description.
- To ensure the behaviour for Learning System is implemented in so that effective learning can take place.

Operational:

- To promote teamwork and to motivate staff to ensure effective working relations.
- To support the leadership team in the day-to-day line management of staff within the area, ensuring that they follow academy policies and meet all requirements and deadlines.
- To support the leadership team to make appropriate arrangements for classes when staff are absent, liaising with the Cover Supervisor/relevant staff where appropriate.

Lead Practitioner Mathematics Person Specification

CRITERIA	Experience, Qualifications and Training: On their application form, candidates will demonstrate that they have the following training, qualifications and school experience:	
ESSENTIAL	DESIRABLE	
<ul style="list-style-type: none"> • Qualified Teacher status. • Degree or equivalent. • An excellent track record of recent, relevant professional development. • Accountability for the performance of a cohort of young people. • Experience of effective teaching and performance within the curriculum area. • Evidence of good/outstanding classroom practice. • Experience of Curriculum Development, Assessment and/or development and quality assurance of Teaching and Learning. • Clear demonstration of the ability to mentor/coach/model best learning experiences to other teachers and staff. 	<ul style="list-style-type: none"> • Innovative use of resources. • Leadership of a community project or an area of school development. • Taking accountability for the success of an initiative. 	
CRITERIA	Ability, Skills and Knowledge: In their statement of suitability and during the selection process, candidates will demonstrate that they have the following ability, skills and knowledge:	
ESSENTIAL	DESIRABLE	
<ul style="list-style-type: none"> • Ability to articulate a sound education philosophy consistent with the school's aims. • Understanding of the principles and characteristics of good and outstanding schools and trusts. • Innovative approaches to working with students, parents, staff and the local community. • The principles and practices of strategic and operational planning and delivery. • Effective review and evaluation procedures. • The application of ICT within teaching. • An understanding of inclusive education. 	<ul style="list-style-type: none"> • Use of different methods of consulting with stakeholders. • Ability to develop good community/voluntary/parent/partner agency links. • Ability to develop strategies for ensuring equal opportunities for staff, students and other stakeholders. 	
CRITERIA	Personal style and behaviour: In their statement of suitability and during the selection process, candidates will explain how they have they demonstrate their personal style and behaviour:	
ESSENTIAL	DESIRABLE	
<ul style="list-style-type: none"> • Inspirational leadership skills. • Work effectively both as a leader and as a member of a team. • Initiate, lead and manage change. • Prioritise, plan and organize. • Direct and co-ordinate the work of others. • Set high standards and provide a role model for students and staff. • Deal sensitively with people and resolve conflicts. • Seek advice and support when necessary. • Prioritise and manage own time effectively. • A commitment to an open and collaborative style of management. 	<ul style="list-style-type: none"> • Motivate all those involved in the delivery team. • Liaise effectively with other organisations and agencies. 	



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