



**WE ARE** ASTREA

**LEAD TEACHER OF MATHS**

**NETHERWOOD ACADEMY**  
PART OF ASTREA ACADEMY TRUST

**APPLICANT BRIEF**





# O

## PEN LETTER FROM PRINCIPAL, JONNY MITCHELL

Dear Candidate

I am absolutely delighted that you have shown an interest in applying for this absolutely crucial post at Netherwood. Netherwood is on a journey to becoming an exceptional place to learn, and I am keen to ensure that the academy community espouses the values and vision around which I have cultivated my own professional journey – and I want exceptional colleagues to join the staff community to realise the potential which Netherwood clearly has in spades.

We need to attract the right calibre of professional to work alongside our dedicated team of staff; a colleague who shares the clear vision that the child is at the very heart of everything we do; a colleague who is able to enjoy positive, professional relationships with young people; and, perhaps most importantly, a colleague who can demonstrate high levels of resilience and emotional intelligence when dealing with complex and sensitive situations.

The ideal candidate will be an experienced and outstanding classroom practitioner with a track record of strong outcomes and in supporting the development of other colleagues. We need someone who can walk the walk and be a beacon of excellent practice in a classroom environment, whilst possessing the muscularity of intellect and professional credibility to drive up standards across the academy.

I hope you can see that this is an exciting time to join the Academy. If you are considering applying for this role, you will need to have ambition for the students as well as for yourself. I want colleagues who are prepared to push themselves professionally to develop their skills and experiences, so that the young people of Netherwood get the very best we can offer them; my ambition is that Netherwood provides a world-class education, and colleagues joining the academy will need to want to be part of this ambition.

Everyone connected with the academy will expect commitment and drive, but this needs to be coupled with sensibility and humility. A sense of humour and a willingness to work really hard are also huge attributes. I would never have entertained the idea of becoming Principal in a school I did not think had the level of potential that this place has – if you feel you have the skills, expertise, energy, enthusiasm and passion to join the staff team here, please ensure you submit an application.

I am currently able to arrange short visits to the academy after 3pm most days. I may have limited availability to conduct short visits during the school day, subject to availability. If you would like to visit, please contact me; equally, if you would like an informal conversation about the role prior to submitting an application, please feel free to get in contact with me to make arrangements.

My email address is [jonny.mitchell@astreanetherwood.org](mailto:jonny.mitchell@astreanetherwood.org)

In the meantime, I very much look forward to hearing from you. I appreciate the amount of time that goes into preparing an application, so thank you in advance for considering joining us.

**Jonny Mitchell**  
Principal at Netherwood Academy



# JOB DESCRIPTION

**SALARY**

MPS/UPS &amp; TLR 2B £5037

*A recruitment and retention allowance will be considered for a suitably experienced candidate***CONTRACT TYPE**

Permanent

**REPORTING TO**

Head of Department

**PURPOSE OF THE ROLE**

To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and ensure delivery of high quality teaching and learning for which the teacher is accountable. The Job Description should be read alongside the range of professional duties of Teachers as set out in the Teachers' Pay and Conditions Document. The postholder will be expected to undertake duties in line with the professional standards for qualified teachers.

**Duties and Responsibilities:**

- 1. Lead, manage and develop a subject or curriculum area; or to lead and manage pupil development across the curriculum**
  - To provide strategic leadership for the development and management of the Maths Curriculum Area throughout the academy.
  - To identify areas for development and improvement linked to the academy improvement plan and national and local initiatives.
  - To develop and monitor schemes of work for the Maths Curriculum Area across the whole academy and ensure successful implementation which meets curriculum requirements.
  - To have an overview of, and contribute to the planning and delivery of continuous professional development and training related to the Maths Curriculum Area.
  - To develop strategies for the use of the Maths Curriculum Area to promote new teaching methods and improve learning throughout the academy and monitor effectiveness in raising standards of teaching and learning.
  - To monitor and evaluate pupil progress across the academy in the Maths Curriculum Area.
  - To use ICT effectively in delivery of teaching and learning.
- 2. Impact on the educational progress of pupils other than the teacher's assigned classes or groups of pupils**
  - To ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum for pupils in the Maths Curriculum Area.
  - To identify clear, appropriate targets for attainment and / or achievement across the area of the Maths Curriculum Area.
  - To monitor and evaluate pupil progress and achievement against targets.
  - To lead evaluation strategies to contribute to overall academy self-evaluation.
  - To contribute to the academy procedures for lesson observation.
  - To implement academy quality procedures and to ensure adherence across the academy.



### **3. Leading, developing and enhancing the teaching practice of other staff**

- To ensure the establishment of common standards of practice across the Maths Curriculum Area and develop the effectiveness of teaching and learning styles.
- To plan and implement strategies to improve teaching where needs are identified.
- To provide induction, support and monitoring for new staff.
- To act as a role model of good practice for other teachers, modelling effective strategies with them.
- To act as a performance management team leader for identified teachers.
- To ensure all staff in the academy are familiar with the aims and objectives of the Maths Curriculum Area.

### **General Information and Working Arrangements**

- The above duties are not exhaustive and the postholder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Senior Leadership Team.
- To be aware of, and comply with, policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- To take responsibility for the implementation of, and compliance with, policies and procedures relating to child protection, health safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- This job description will be kept under review and may be amended via consultation with the individual, Governing Body and / or Senior Leadership Team as required. Trade union representation will be welcomed in any such discussions.

**The Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment.**

**The above duties are not exhaustive and the postholder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Principal.**



# PERSON SPECIFICATION

This part will allow you to understand who we are looking for within this role and the skills knowledge or experience that we would expect.

<b>Qualifications and Experience</b>	<b>Essential</b>	<b>Desirable</b>
Qualified teacher status in Maths	*	
Good relevant degree	*	
Teaching throughout the age (11-16) and ability range		*
<b>Skills, knowledge and abilities and professional attributes</b>		
Good organisational skills	*	
Good communication skills	*	
Good teaching skills and range of strategies	*	
Knowledge of National Curriculum	*	
Knowledge of GCSE syllabuses	*	
Ability to integrate ICT effectively	*	
Understanding of Special Educational Needs	*	
<b>Other professional attributes</b>		
High expectations of all pupils	*	
High professional standards	*	
Ability to lead, manage and work as part of a team	*	
Understanding of the need for a scaffolded curriculum	*	