



**Bingley
Grammar
School**

Belong | Grow | Succeed

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Bingley Grammar School

Application Pack
Teacher of Maths

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This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. You will be required to undertake an enhanced DBS check.

Headteacher Mr Luke Weston

Bingley Grammar School, Keighley Road, Bingley, West Yorkshire, BD16 2RS **Tel:** 01274 807700 **Email:** school@bingleygrammar.org



www.bingleygrammar.org



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WELCOME FROM THE HEADTEACHER

Dear Candidate

Thank you for your interest in applying for a position at Bingley Grammar School. This is an exciting opportunity to be part of a dedicated team and to make a real difference to the lives of our students. It is our staff who drive the high standards of achievement that our students expect and deserve.

Within this Information Pack you will find;

- School History & Vision
- Staff Benefits Information
- Post details
- Job Description
- Person Specification

If you feel you are ready for the challenge and would like to know more about the school and its activities, please take a look at our website. If you would like to speak with me directly or arrange a visit to the school please do not hesitate to contact school on 01274 807700.

I hope the information provided will assist you in submitting your application but if you require any further information please contact our recruitment team on 01274 807720 or recruitment@bingleygrammar.org

To apply for the post please complete the relevant application form in full and ensure it is submitted before the closing date advertised. We do not accept CVs but please feel free to attach a copy of your CV to your application form.

We, as a school, are extremely proud of our diverse community of staff and students and we look forward to you joining our team.

Yours faithfully



Mr Luke Weston
Headteacher



SCHOOL HISTORY & VISION

At around 1900 students, Bingley Grammar School is a large and high attaining 11-18 comprehensive, mixed ability and multi-cultural school and understandably that gives the school a great sense of community. All our staff are incredibly hard working and we take pride in knowing our students as individuals. We deliver a constantly evolving broad and rich curriculum along with high quality pastoral support. As a staff we are committed to high quality professional learning and as such we have a two hour CPD session on alternate Mondays as well as many other opportunities such as our programme allowing staff to study for a Master's Degree in Education and a variety of other in-house bespoke courses.

Since its foundation the School has prided itself on its motto of 'passing on the torches of learning', and this is as true today as it was in 1529. We are proud of our past but also focused on the future and aim to provide an education that combines the very best of tradition and innovation.

Constantly developing a culture of excellence is at the heart of everything we do and we do not limit our definition of achievement simply to traditional academic pursuits. We believe in developing well rounded individuals and as a result we make significant investment into the areas of sport and the creative and performing arts.

The Sixth Form at BGS is a thriving one with over 300 students following highly personalised pathways. Virtually all our learners leave us at the end of Y13 to attend their first choice university. We are currently redeveloping our sixth form building to enhance the resources available to our Sixth Form students.

Our vision is simple, we seek to develop the skills, talents and interests of all our students as individuals. No young person learns effectively unless he or she feels safe, secure and happy. Bingley Grammar School is a caring and supportive school and we try to address the individual needs of every student through a comprehensive, flexible pastoral system. As such, we work together to develop self-respect, self-discipline and self-understanding.

We look forward to our future but we value our past and particularly our traditions, believing they provide a solid and stable foundation for the whole school. Our well-established house system at the heart of the school helps to foster a strong sense of belonging.

We, as a school, are extremely proud of all our staff and students and we look forward to you joining our team.



STAFF BENEFITS INFORMATION

The school offers all its staff a range of benefits including:

Appraisal – The opportunities to achieve enhanced increments for outstanding achievement and progress in lessons.

CPD – An extensive programme including the opportunity to apply for Master's Degree in Education and NPQML/NPQSL. The school also closes early on alternate Mondays in order for staff to participate in training much of which is faculty based.

Cycle to Work Scheme – lease a bike and safety equipment as a tax free benefit through our salary sacrifice scheme.

Employer Pension Scheme – Teachers Pension Scheme (Teachers). Local Government Scheme (Support Staff).



POST DETAILS

Teacher of Mathematics Permanent role/Full time Commencing September 2023

Bingley Grammar School is looking for an enthusiastic and dedicated Teacher of Mathematics with the ability to deliver excellent results.

As a confident teacher with strong subject knowledge and classroom skills, you will have the ability to excite and motivate young people, be committed to bringing imaginative ideas into the classroom and turn students with promise into skillful, successful and independent learners. This is a great opportunity for you to work for a high-achieving school with an approachable and supportive Leadership team and Governing body.

Applications are welcome from both ECTs and more experienced colleagues. For ECTs, we offer an excellent ECT support programme with a bespoke schedule of training and mentors to give your teaching career the best possible start.

You will join a large, well equipped faculty that is dedicated to raising the achievement and progress of our diverse student community. We have a large uptake at KS5 on our A-Level Maths, Core Maths & Further Maths courses. The faculty also supports teaching in our local primary schools so that pupils arrive at Bingley with an enthusiasm for the subject which continues throughout their time with us.

We are a school with a tight-knit and diverse staff community who often choose to have long careers with us due to our excellent students and commitment to developing and investing in our employees. Just like our students, we want our staff to Belong, Grow and Succeed.

In return for your efforts, we can offer you:

- The opportunity to work within a friendly, dedicated and motivated team
- Proactive and consistent support for your career and professional development
- A tight-knit and diverse staff community

Bingley Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will be required to undertake an enhanced DBS check.

We are committed to fulfilling our responsibilities under the Equality Act 2010 to provide appropriate adjustments for disabled candidates (including long-term health, mental health and neurodiverse conditions). Please contact our HR team as soon as possible if you have any adjustments or arrangements that would enable you to engage and participate with the application and selection process.

Closing date: 22nd March 2023, 9am

Interviews to be held: 30th March 2023

For more information and to apply please refer to our school website.

Please note CVs will not be accepted

Our school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. You will be required to undertake an enhanced DBS check.

JOB DESCRIPTION

Responsible to: Leader of Maths

Salary: The postholder will be paid on the appropriate point of the main scale.

Job Content

The basic duties of a teacher are outlined in the latest School Teachers' Pay and Conditions Document.

Operational Responsibilities

- Teaching up to and including Key Stage 5
- Plan work in accordance with departmental schemes of work and national curriculum programmes of study.
- Take account of pupils' prior levels of attainment and use them to set future targets.
- Set work when required for absent pupils.
- Maintain good discipline by following the school's pupil disciplinary policies and procedures.
- Establish a purposeful working atmosphere during all learning activities.
- Set appropriate and challenging work for all pupils.
- Identify and work appropriately with 'special educational needs' pupils and 'gifted and talented' pupils.

Assessment, Recording and Reporting

- Keep appropriate records of pupils' work.
- Mark and return work set, including homework within an agreed and reasonable time.
- Use the school's marking scheme at all times.
- Carry out assessment programmes, as agreed by the school, faculty or department.
- Complete records of achievement in line with school policy.
- Complete pupil reports in line with school policy. Attend parents' evenings as required and keep parents informed about their child's performance and future targets.

Student Support

- Undertake responsibility for a form group.
- Monitor and set targets for the social and academic progress of all pupils in the form.
- Endeavour to build up a good relationship with the pupils in the form, so that they will look to you for support and advice.
- Report issues of concern to the appropriate senior staff.
- Maintain an accurate register of attendance and do everything possible to encourage good attendance.

General

- To support the aims and ethos of the school i.e. to be the school of first choice in Bingley, where every student is valued, challenged and nurtured in order to realise their potential
- To be proactive in ensuring effective communication within and between teams
- To be a good role model for all members of the school community
- To set a good example in terms of dress, punctuality and attendance
- To uphold the school's behaviour code and uniform regulations
- To develop links with all relevant stakeholders
- To carry out any other reasonable task at the request of the Headteacher.

Performance Management and Professional Development

The teacher will be part of the school's performance management scheme. They will have a team leader who will set agreed targets for the year subject to the ongoing review and approval by the Leadership

team. The team leader and leadership team will monitor and review performance, including classroom teaching. The school will support the continuing professional development of all staff, to ensure that their expertise is being kept up to date.

Additional Responsibilities for teachers paid on the Upper Pay Range must satisfy the Upper Pay Range requirements of the School's Pay Policy for the teacher:

To be highly competent in all elements of the relevant standards and for their achievements and contribution to the education setting or settings to be substantial and sustained.

Details of the expectations in this school are provided in the current Pay Policy document.

Fluency duty

In line with the Immigration Act 2016; the Government has created a duty to ensure that all Public Authority staff working in customer facing roles can speak fluent English to an appropriate standard. For this role the post holder is required to meet the Mastery or proficiency level which requires the post holder to demonstrate that they can express him/herself spontaneously at length with a natural conversational flow, avoiding or backtracking around any difficulty so smoothly that the person with whom they are conversing is hardly aware of it.

CONDITIONS OF EMPLOYMENT

- The above responsibilities are subject to the general duties and responsibilities contained in the written statement of conditions of employment (the Contract of Employment).
- The postholder is required to support and encourage the school's vision and its objectives, policies and procedures as agreed by the Governing Body.
- To uphold the school's policy in respect of child protection matters.
- They shall be subject to all relevant statutory requirements as detailed in the most recent School Teachers' Pay and Conditions Document.
- The postholder may be required to perform any other reasonable tasks at the request of the Headteacher.
- This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so constructed.
- This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification at any time after consultation with the postholder.
- All staff members participate in the school's performance management scheme.

The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document. This document will be reviewed annually as part of your Performance Management Review or at any such other times as are required, in the opinion of the Headteacher, to ensure the continued effective and sustainable leadership of the school. It may be modified by the head teacher, after consultation with you, to reflect or anticipate changes in- role, commensurate with the salary and job title.

PERSON SPECIFICATION

Key

E/D = Essential/Desirable Criteria for post

I = Interview

R = References

A = Application Form

C = Certificate

T = Test

Criteria	E/D	How Measured				
		A	I	T	R	C
Qualifications						
Qualified Teacher Status	E	X				X
A good honours degree in Maths or similar subject	D	X				X
Experience & Knowledge						
Understands the characteristics of good / outstanding teaching and learning. Understands the foundations of knowledge that students must acquire at each Key Stage. Ability to motivate and inspire students to learn. Sound knowledge of examination framework and exam specifications and a record of successful student achievement at KS4. Ability to (or willingness to) teach across KS3, KS4 (& KS5). Can plan lessons strategically to ensure that progress is made. Can effectively use student performance data to shape lesson planning and manage interventions. Confidently use ICT as both a teaching and administrative tool. Sound literacy and numeracy skills. Able to work as part of a team.	E	X	X		X	
Skills and Competencies						
Excellent communication, IT and organisational skills	E	X	X	X		
Excellent command of written and spoken English	E	X	X			
Ability to prioritise a busy workload to meet demanding deadlines	E	X	X			
Accurate and thorough approach	E	X	X			
Evidence of commitment to personal CPD and knowledge of forthcoming curriculum changes.	E	X	X			
Working Behaviours						
Approachable and confident demeanour	E	X	X		X	
An understanding of the importance of promoting and safeguarding the welfare of children	E	X	X		X	
Committed to acting with integrity, honesty, loyalty and fairness to safeguard the reputation of the school	E	X	X		X	
Common sense and initiative	E	X	X		X	
Flexibility to adjust to change and development	E	X	X		X	

Fluency Duty						
Demonstrate fluency of English language at an advanced threshold level	E	X	X			
Bingley Values & Ethos						
A passion for education and for making a difference to young people's lives	E	X	X			
Commitment to supporting & promoting equality, diversity and inclusion	E		X			
Commitment to safeguarding young people and vulnerable adults	E		X			