

Maths
Teacher

Closing Date:
Friday 13th August 2021
Early Applications encouraged



Application Pack



Welcome

As partners in our community, our mission is to provide every child and young person with an enriching and inspiring educational experience, where they can thrive academically and socially, both now and in the future. By being 'Stronger Together' in our educational quality, our parent and community engagement, our investment in our people and our sustainability, we can meet our specific pledges to all of our children, communities and staff.

Our vision is to prepare every North Star Community Trust student for the changing world we live in. A world which is more global, more driven by technology, a world where anything is possible with the right preparation and attitude. That means providing a curriculum and learning experience that reflects the highest academic standards and inspires and enthuses pupils through its creativity and openness to the world around us.

Our children will be able to 'be the change they want to see in the world'. They will be resilient, optimistic, respectful, honest and well-rounded citizens, with a love of learning. At the same time, we are all also members of our communities, places where we find friendship, support and common endeavour. Being at the heart of our communities is a hallmark of North Star Community Trust.

We want our children and young people to have a sense of place, knowing the importance of 'giving back' and the value of community and togetherness to their everyday lives.

As a trust, we will foster a culture that respects diversity and recognises that we are stronger together than we are apart. In pursuing this vision, trustees, staff and governors will model it every day, knowing that each one of us plays a part in making it a reality for every child and young person.

I would like to wish you the best of luck with your application and should you require any further information please do not hesitate to contact the Trust.

Marino Charalambous
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Chief Executive Officer



“ Our mission is to provide every child and young person with an enriching and inspiring educational experience ”





Our Schools, Our Community

North Star Community Trust is an educational charity that manages a family of 5 academies in North London, educating some 2,600 pupils.

We are very proud of our families, pupils, students and staff. We hope you will consider becoming a part of our community.



Cuckoo Hall Academy – Edmonton

A four-form entry primary academy serving pupils from Nursery to Year 6.

“We aspire to provide a curriculum and learning experience that inspires pupils – we want every child to be engaged, inquisitive, and life-long learners. The Trust-wide curriculum principles will make sure this is our shared focus.”

Ms N Ross | Headteacher | Cuckoo Hall Academy



Kingfisher Hall Academy – Enfield

A two-form entry primary academy serving pupils from Nursery through to Year 6.

“Being part of North Star Community Trust is a huge opportunity for schools to support one another, to share what they do well, and to work together to share our very best practice to the benefit of every child in the Trust. We’re all committed to that.”

Mr M Clifford | Headteacher | Kingfisher Hall Academy



Enfield Heights Academy – Enfield

A one-form entry primary academy currently serving pupils from Reception through to Year 6.

“Being part of a family of schools is exciting and empowering, as we can learn from each other, while at the same time retaining a good level of autonomy. Shared central services keep costs down and we are able to buy in bulk with the purchasing power of a Trust.”

Mrs J Bacon | Headteacher | Enfield Heights Academy



Woodpecker Hall Academy – Edmonton

A two-form entry primary academy serving pupils from Nursery through to Year 6.

“We are a Trust that has a very strong community ethos. That is what binds the headteachers, the teaching and learning staff, and the schools together – serving our communities and inspiring the children who live at the heart of those communities.”

Ms N Ross | Headteacher | Woodpecker Hall Academy





Heron Hall Academy – Ponders End

Finalists for the Pearson ‘Secondary School of the Year’ award 2021

A new and growing secondary school, serving pupils from Years 7 through to 11.

“Many of our students come from the Trust’s primary schools, which means we know a great deal about them when they join us. Our mission and purpose is clear and supported by all our staff. The Trust approach is having a transformational impact on the lives of these young people.”

Mr A Barzey | Headteacher | Heron Hall Academy

North Star Community Trust

Staff Benefits Summary

This is a taxable employee benefit; however, the cost is met by the Trust. Our Scheme provides cover for routine healthcare such as optician checkups, dental treatment, physiotherapy, acupuncture and specialist consultations. This cover includes a range of benefits designed to help support your overall health and wellbeing such as specialist scans. The North Star Wellbeing Scheme gives access to a virtual GP service, GP Anytime which is provided 24 /7, 365 days a year. In addition to tax-free cover for you, the North Star Wellbeing Scheme also covers your dependants up to the age of 18 years old. There is no extra cost to add child dependants. Our scheme also gives you the option of upgrading your level of cover or adding a partner at an additional cost.

Dental

Covers items such as check-ups, braces, dentures, crowns, bridges, white fillings, veneers and teeth whitening. Also covers a practice's dental plan premiums.

Optical

Cashback on eye tests, prescription glasses, sunglasses, laser eye surgery and contact lenses.

Chiropody

Covers items such as gait analysis assessments and podiatry treatments.

Prescriptions

Covers NHS prescriptions charges or the NHS cash equivalent for private prescription treatments.

Health & Wellbeing

Covers 22 alternative therapies including allergy testing, cognitive behavioural therapy, counselling fees, hypnotherapy and sports massage.

Health Screening

Cashback for a full health screen, or a Well Man, or Well Woman screen. This allowance is separate to the workplace screening programme we offer as a bolt-on.

Combined Physiotherapy

Cashback for pain relieving and preventative treatments such as physiotherapy, chiropractic, osteopathy, acupuncture and homoeopathy.

Specialist Consultation and MRI Scans

Provides cashback for specialist consultation charges, including X-rays and MRI scans, as well as PMI excess charges (excludes company paid PMI).

Dental Accident

Cover for damaged teeth following a direct blow to the head. Members can claim for veneers, dentures and crowns.

24/7 Counselling and Support Helpline

24 hour telephone advice, guidance and support from trained counsellors, legal and medical professionals on a variety of lifestyle issues.

Employee Assistance Programme

Provides up to 8 face to face counselling sessions and includes a Serious Illness and Accident Support service.

Fitness and Exercise

Access to offers and discounts on a wide range of fitness clubs and gyms via Health Shield's reward website PERKS.

Online Health Assessment and Personal Coaching

Instant access to online health assessments and personal coaching tools including videos, factsheets and questionnaires.

GP Anytime including Private Prescriptions

GP consultation service via phone or webcam, where a GP can also prescribe a private prescription to be delivered to a member's home or workplace.

PERKS

Members have access to Health Shield PERKS, a website with a large range of discounted retail products and services, offers on travel, cash back on purchases and much more. Discounts for the brands you love, all year round. Unlike voucher and flash sale sites, you'll always get great deals from brands like Apple, M&S, Virgin Media, GAP & more!

Advice Services

Our Employee Assistance Programme offers free and confidential advice which is available 24hrs, 7 days a week to you and your immediate family. You will also have access to structured counselling of up to six sessions available either face-to-face or over the phone. The service covers, but is not limited to, Family Issues, Financial Information, Legal Information, Stress & Anxiety and Bereavement.

Pension Schemes

Pension scheme (Local Government Pension Scheme for Support Staff and Teachers Pension Scheme for Teachers) - both schemes include 3 x salary life assurance cover whilst you remain in service. You don't pay tax or national insurance on your contributions and North Star Community Trust adds a generous employer contribution. All staff are entitled to opt-out of the pension scheme should they wish to do so.

Holiday Entitlement

Our support staff on 52 weeks a year contracts benefit from a holiday allowance of a minimum of 24 days. This entitlement is in addition to any Bank or Public holidays. Teaching staff and term time only support staff receive the standard school holiday allowance.

Training and Development

North Star Community Trust believes in training and developing people to achieve their potential. Whatever your aspirations, our training provision offers a range of courses and qualifications. These courses include a suite of National Professional Qualifications (NPQML, NPQSL, NPQH and NPQEL) and apprenticeship opportunities (in disciplines including IT, HR, Business Administration). North Star Community Trust have formed a partnership with The Skills Network, one of the most successful providers of online learning. As part of the partnership several FREE courses are available including: Childcare, education, enhancing skills, digital and wellbeing.

Continued professional development and opportunities across the Trust, including Masters Degrees through our partnership with Warwick University.

Affordable Accommodation

Access to affordable North Star key worker accommodation from £550 per month all inclusive of rent, utilities, internet access and maintenance.





Stronger Together

We look forward to receiving your application,
and hopefully be part of our wonderful team at
North Star Community Trust.



Job Description

Job Title	Maths Teacher
Reports to	Headteacher and Head of Department
Location	Heron Hall Academy
Hours	Full Time 36 hours, 52 weeks
Contract Type	Permanent
Salary	M1- M6 £29,915.00 to 41,136.00 per annum

A fantastic opportunity has arisen for an ambitious and ideas driven Maths Teacher to work in our Secondary school.

The successful candidate will work collaboratively within our team and lead on the Maths curriculum within the academy. You will have a natural flair for delivering creative and vibrant lessons that enthuses and motivates all students to want to learn and achieve. You will need have excellent communication skills and work collaboratively with the Head Teacher, SLT team and your direct team.

Our goal is to provide outstanding education and life changing opportunities for all our children. We want to be recognised for academic excellence and having a reputation for giving pupils the critical skills and knowledge necessary to be successful in education, employment and life.

Heron Hall is welcoming, friendly and inclusive. We share a clear vision for improving our children's life chances through providing equality of opportunity, an engaging and purposeful curriculum and high-quality teaching and learning.

The academy is committed to your professional development. You will have ongoing support from the senior leadership team and will attend appropriate training and development opportunities. You will be given support, time and space to grow as a leader and improve the Maths provision across the school. You will have the support of a dedicated senior leadership team to ensure you are able to focus on delivering outstanding teaching and learning.

We are dedicated to safeguarding and promoting the welfare of children and expect all staff to share this commitment. The successful candidate will be subject to enhanced clearance through the Disclosure and Barring Service.

Duties and Responsibilities

Key responsibilities

- To plan, resource and deliver lessons and sequences of lessons to the highest standard, thereby ensuring meaningful learning takes place and pupils make rapid and sustained progress
- To develop one's own teaching practice to a level of advanced proficiency
- To fully implement all academy routines and techniques for creating a culture of high expectations
- To contribute to the enrichment, extra-curricular and raising aspirations programmes
- To provide daily pastoral tutoring to a cohort of pupils
- To contribute to the effective daily working of the academy.

Teaching and learning

- With direction from the Head of Department and within the context of the academy's curriculum and schemes of work, to plan and prepare effective teaching schemes and lessons
- To teach engaging and effective lessons that motivate, inspire and improve pupil attainment
- To make students aware of opportunities for extending their educational experience outside timetabled time, both in and out of school, and to foster and support student participation in such activities
- To use regular assessments to set targets for pupils, monitor pupil progress towards individual targets and respond accordingly to the results of such monitoring
- To produce/contribute to oral and written assessments, reports and references relating to individual and groups of pupils in line with the school monitoring and evaluation framework.
- To develop plans and processes for the classroom with measurable results and evaluate those results to make improvements in pupil achievement
- To ensure that all pupils achieve at least expected progress and the majority of pupils make more than expected progress
- To identify underperforming pupils and groups of pupils. Implement effective and timely learning interventions in respect of underperforming pupils.
- To maintain regular and productive communication with pupils, parents and carers, to report on progress, sanctions and rewards and all other communications
- To provide or contribute to oral and written assessments, reports and references relating to individual pupils and groups of pupils
- To direct and supervise support staff assigned to lessons and when required participate in related recruitment and selection activities
- To implement and adhere to the academy's behaviour management policy, ensuring the health and well-being of pupils is maintained at all times
- To participate in preparing pupils for external examinations.
- Fully participate in the Academy's quality assurance (QA) and performance management processes.
- Promote the spiritual, moral, social and cultural development of all pupils

Academy Culture

- To support the academy's values and ethos by contributing to the development and implementation of policies, practices and procedures
- To help create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships
- To help develop a school/department culture and ethos that is utterly committed to achievement and good discipline
- To be alert and active on issues relating to pupil welfare and child protection
- To run enrichment sessions as part of the timetabled school day

- To support with break duties as part of pastoral responsibilities
- To support and work in collaboration with colleagues and other professionals in and beyond the school, covering lessons and providing other support as required

Other

- To undertake, and when required, deliver or be part of the appraisal system and relevant training and professional development
- To undertake, within reason, other various responsibilities as directed by the Headteacher or Principal.

Person Specification: Maths Teacher

You will need to have a can-do attitude with strong eye for a story and be known for your attention to detail. You will need to be committed to providing excellent customer service and to the aims and objectives of North Star Community Trust as a provider to the highest quality education to children in our area.

Qualifications and other required experience and skills

<i>Qualifications - Essential</i>	<ul style="list-style-type: none"> • Bachelor's Degree or Equivalent • Qualified Teacher Status • Right to work in the UK • Ability to teach subject to A Level standard
<i>Qualifications – Desirable</i>	<ul style="list-style-type: none"> • Further Degree
<i>Skill - Essential</i>	<ul style="list-style-type: none"> • A proven track record of working with students of the relevant age in a learning environment. • Evidence of being, or having the potential to be, an outstanding teacher of the subject. • To be diplomatic and tactful • Ability to communicate with teachers and parents
<i>Skills - Desirable</i>	<ul style="list-style-type: none"> • A track record of improving outcomes for students, • including vulnerable students and those with SEND, • disadvantaged
<i>Knowledge- Essential</i>	<ul style="list-style-type: none"> • Knowledge of specific curricular areas or key stages. • Using assessment information to raise standards • An understanding of what an outstanding education looks like in the classroom • An understanding of the strategies needed to establish consistently high expectations. • Understanding of Safeguarding in School; Health and Safety; Data Protection; • An awareness of Equal Opportunities and Diversity • Good communication and presentation skills • Good organisational and time management skills • Knowledge of specific curricular areas or key stages.
<i>Knowledge- Desirable</i>	<ul style="list-style-type: none"> • Understanding of the latest Ofsted inspection framework and how this should be reflected in practice • Knowledge of Quality Assurance processes

Behaviours - Leadership

- Effective team worker
- High expectations for accountability and consistency
- Vision aligned with NSCT's high aspirations, high expectations of self and others
- Genuine passion and a belief in the potential of every pupil
- Motivation to continually improve standards and achieve excellence
- Effective listening skills that lead to a strong understanding of others
- Commitment to the safeguarding and welfare of all pupils

Teaching and Learning

- Excellent classroom teacher, or potential to be one, with the ability to reflect on lessons and continually improve their own practice
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards
- Thinks strategically about classroom practice and tailoring lessons to pupils needs
- Understands and interprets complex pupil data to drive lesson planning and pupil attainment
- Good inter-personal, communication, planning and organisational skills
- Demonstrates resilience, motivation and commitment to driving up standards of achievement
- Acts as a role model to staff and pupils
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

Personal Qualities and Attitudes – Essential

- To have a commitment towards own CPD
- Open, honest, resilient
- Ability to cope and adapt to change
- Demonstrate the commitment towards being part of the life of the Academy
- Able to take the initiative and make decisions
- Patience, kindness and a genuine interest in children
- Adaptability, flexibility and ability to work as a team with members of staff.

Personal Qualities and Attitudes – Desirable

- Confidence in dealing with children
- Demonstrates an understanding of and a commitment to school improvement at all levels

Next Steps

To apply please visit TES via the green quick apply button shown on the advert.

Closing date for applications is Friday 13th August 2021.