Maths teacher (0.4 fte)

Pay Scale - Main scale

Deadline: Friday 15th October Midday

The Governors and Principal are seeking an exceptional maths teacher with the energy and vision to teach maths at Chichester Free School. This is an opportunity for a permanent part time position, for a January 2022 start.

We are looking for strong academic credentials but also experience of working in a school committed to our values and ideals, where the co-curricular offer is as vital as the rigour of the taught curriculum. The role will be an outstanding educator with the ability and drive to offer the highest quality of teaching and learning. As an all through school there may be opportunities to teach across all phases, for the right candidate, but this is primarily a Primary/Secondary post.

CFS follows national pay scales; this role would be equally suitable for a newly qualified or more experienced teacher. The Upper Pay Scale would be considered for the right candidate and on the agreement of a whole school responsibility in addition to the role outlined below.

The School

CFS is a non-profit making, state-funded school, established in response to real demand within the local area for a greater variety of schools. We have been open since 2013, and are now fully established in our state of the art facilities on the Carmelite Convent Site on the Hunston Road in the south of Chichester. We are full in all year groups from Years R to 11, with waiting lists in most phases of the School. Our PAN is 60 in primary, and 120 in secondary.

Since 2013, CFS has achieved two 'Good' Ofsted Inspections and three years of average Progress 8 at GCSE. Our 4+ English and Maths results have consistently been significantly above the national average. Outcomes in Primary are also strong and improving. As a school we are now striving to be outstanding and to achieve above average outcomes in all phases. Our values of 'nurture, challenge and inspire' influence everything we do as a school, and permeate all areas of school life.

CFS is open to pupils of all abilities. We do not have a catchment area, thus ensuring the School is fair and inclusive. We take part in the West Sussex County Council (WSCC) admissions process. As a Free School we benefit from the same freedoms and flexibilities as academies, and are subject to the same Ofsted inspections and rigorous standards as all state schools.

For more information on our ethos and values, prospective applicants are strongly encouraged to look at our website: www.chichesterfreeschool.org.uk.

The Maths Department

Our highly qualified and successful Maths department consists of a seven strong team with six dedicated classrooms and strong leadership from both a Head of Department and 2i/c.

Our results have been increasing year on year with last year's 4+ results well above national average. As a department we are committed to parallel set teaching, allowing flexibility of setting and small class sizes in all year groups.

All five of our classrooms are set up for 360 degree learning, a practice that helps to boost engagement and AfL opportunities. In addition to this we are currently on the path towards becoming a paperless department, with use of Chromebooks, iPads and electronic exercise books. Every teacher receives an iPad Pro to facilitate this.

Pupils are entered for AQA Mathematics GCSE. Our more able pupils have the opportunity to complete additional GCSEs in Statistics and Further Maths giving teachers at CFS a unique chance to teach these courses and widen their skill set.

The Role

The person appointed to this post will be expected to teach maths across all abilities from at least Years 7 to 11. They will also be expected to take a proactive role in the extra curricular life of the school; due to the nature of the subject time allowance will be given for the extra clubs offered through the maths department.

The successful candidate will:

- be a well-qualified, enthusiastic graduate of maths, or complimentary subject
- be a highly-skilled and competent teacher who is energetic and totally committed to the ethos of the School
- readily establish excellent relationships with both staff and students
- have an up-to-date awareness of current issues relating to maths teaching, especially the new curriculum and GCSE requirements
- enjoy pioneering new developments in pedagogy
- embrace the use of new technologies in the classroom
- be skilled in behaviour for learning
- value creating an inspiring learning environment
- explore opportunities to further participation and achievement in their subject, eg debating, creative writing etc
- possess drive, expertise and enthusiasm
- be well-organised and disciplined when it comes to administrative duties
- possess an optimistic and resilient style when faced with pressure
- be able to communicate well with children and young people, having an understanding of safeguarding and promoting the welfare of young people

All teachers at CFS commit themselves to contribute fully to the ethos and life of the School in and outside the classroom.

CFS is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. In accordance with our Child Protection Policy we are unable to process applications without a fully completed application form. The post is exempt from the Rehabilitation of Offenders Act 1974. All convictions, cautions and bind-overs, including those regarded as 'spent' must be declared when applying. The applicant may post such a declaration in an envelope marked 'Private & confidential for the Principal'. The successful applicant must obtain List 99 clearance and DBS clearance at enhanced level.

Person Specification

The School will seek to identify these attributes through the recruitment and selection process of application, certification, interviews, professional references and observation.

Qualification/Attainment

a. Educated to honours degree or above	Essential
b. Qualified teacher status	Desirable
c. Good honours degree First or upper second	Desirable
d. Post graduate qualifications, Masters degree/post graduate diplomas	Desirable
e. Evidence of relevant Professional Development	Essential

Knowledge Base

a. Excellent professional knowledge and understanding	Essential
b. Models of learning and teaching	Essential
c. Models of behaviour and attendance management	Desirable
d. Current educational trends and issues	Desirable
e. An understanding of assessment strategies and the use of assessment to inform the next stages of teaching and learning	Desirable
f. Principles and practice of quality assurance systems, including data analysis, self evaluation and performance management	Desirable
g. An understanding of Child Protection procedures and a commitment to promoting and safeguarding the welfare of children	Essential

Leadership & Management

a. Excellent classroom practitioner who can lead by example, with a knowledge of adjacent phases of education	Essential
b. Experience of carrying out performance management and acting on any issue that arise from the reviews	Desirable
c. The ability to build positive working relationships, negotiate with and influence individuals and relevant groups	Desirable
d. Authority and ability to inspire confidence in students, teaching and associate staff and parents alike	Essential
e. A strong commitment to continuing professional development	Essential

Experience

a. Experience of working in high performing schools	Desirable

c. Experience of identifying priorities in learning and teaching and constructing an improvement plan	Desirable
d. Strategies that encourage parents and carers to support their children's learning	Essential

Skills Required

a. Leadership skills: the ability to lead and manage people to work towards a common goal	Desirable
b. Decision making skills: the ability to solve problems and make decisions	Essential
c. Teamwork: the ability to work collaboratively with others	Essential
d. Communication skills: the ability to make points clearly and understand the views of others	Essential
e. Self-management skills: the ability to plan time effectively and organise oneself well	Essential
f. Able to communicate with a wide range of audiences including pupils, parents, teachers and associate staff	Essential
g. Analysing and using the full range of evidence, including performance data and external evaluations, to support, monitor, evaluate and improve	Essential
h. Ability to be innovative, creative and tenacious.	Essential
i. High level ICT skills, including experience of using new technologies in the classroom	Essential

Attitude/approach

a. A deep and passionate commitment to the values and ethos of Chichester Free School in and outside of the classroom	Essential
b. Ability to enthuse children and adults	Essential
c. Possess a positive attitude and approach to change and development	Essential
d. Flexible and firm with the ability to know when to be either	Desirable
e. Enjoy rising to the challenges inherent in a school environment	Essential
f. Lifelong learner	Essential
g. Maintain professional relationships at all times, acting with authenticity and integrity and in accordance with the values and ethos of Chichester Free School	Essential
h. Be an ambassador for the School, maintaining visibility, demonstrating impact, presence and self-confidence	Essential
i. Developing and sustaining a learning culture that has the Chichester Free School ethos at its core, including high expectations and standards of achievement for all	Essential
j. Manage and resolve conflict.	Essential

Safeguarding

a. Commitment to promoting the health, welfare and safeguarding of children	Essential
b. Evidence of promoting, implementing and monitoring equal opportunities across all aspects of the school	Essential

The Recruitment Process

For further information and informal discussion about this post, please do not hesitate to contact Sue Moon on hr@chichesterfreeschool.org.uk or on 01243 792690.

Candidates should complete an application form and supporting statement addressing the criteria presented in the role description and person specification. Completed applications should be sent to hr@chichesterfreeschool.org.uk by Friday 15th October midday.

Short-listed candidates will be invited to interview on either Tuesday 19th or Wednesday 20th October.

A formal contract will be issued once the successful applicant has been appointed. It will be offered subject to a Disclosure and Barring Service (DBS, formerly CRB) check.