

Ivanhoe College



A Specialist Technology Academy



Maths Teacher – Temporary: Autumn term Recruitment information pack June 2021

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'Journey To Excellence'

Welcome from our Headteacher

Dear Applicant

Maths Teacher – Temporary – Autumn term

Thank you for your interest in this post. We are looking to recruit a highly motivated and enthusiastic Maths teacher to join our team for the Autumn term 2021 on a temporary basis. We are interested in recruiting a teacher who has the ability and potential to teach outstanding lessons in the full range of age and ability at our 11-14 school. We are currently in the process of extending the age range to 11-16, and look forward to welcoming students into year 10 from August 2022. This post is suitable for either experienced teachers or NQTs.



This is an exciting opportunity for an excellent Maths specialist with the energy and enthusiasm to help improve and develop the curriculum and schemes of work across Key Stages 3 and 4. A love of your subject is essential together with the ability to inspire and motivate students to achieve highly in Maths.

Ivanhoe College is:

- A specialist Technology College in Ashby de la Zouch, in the heart of the National Forest;
- An all ability comprehensive school with a successful track record and a bright future
- A school with a strong commitment to staff training and learning with a quality induction programme for all staff; and a well-resourced department with a strong department team

We are looking for a creative and inspiring teacher who:

- Is already an outstanding teacher or has the potential to achieve this standard within a year
- Is a lifelong learner
- Works collaboratively
- Has a commitment to raising student achievement
- Is committed to developing his/her own teaching and learning
- Enjoys working with young people and cares about them as individuals
- Has energy and enthusiasm!

If you are a teacher with the drive and energy to make a real difference for our students, and if Ivanhoe College and this role sound like the ideal next step in your career, I hope you will feel encouraged to apply. You can find further information about the application process, closing date and provisional interview date(s) later in this pack. Please contact my PA: headspa@ivanhoe.co.uk if you require any further information about the college or the role.

Yours sincerely

A handwritten signature in black ink, which appears to read 'Alison Allford'.

Alison Allford: Headteacher

Our 'Journey to Excellence' Vision

"The care shown for pupils is brilliant. This is a school which is setting my child up well academically, socially and emotionally." – Parent questionnaire response to Ofsted

At Ivanhoe College, we are on a journey to excellence and we commit to:



Providing a rich and creative teaching and learning community



Providing a safe and caring environment



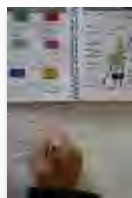
Investing in our ourselves to ensure everyone achieves success



Respecting and valuing everyone and embracing diversity



Building strong partnerships within our local community



Continually preparing to meet future challenges

OFSTED October 2018

Our most recent inspection judged us to be 'Good' in all areas, and very much on a 'Journey to excellence'.

- *'You and your leaders have a clear focus on ensuring that teaching is the best it can be.'*
- *'You and your team are ambitious. Promoting high expectations for the school community. When issues arise you are swift to tackle them.'*
- *'Work in pupils' books shows they are given many opportunities to explore ideas in depth. Subject leaders have worked with other schools in the area to develop a curriculum that is helping to prepare pupils for the demands of the new GCSE.'*

Introduction to our college

“This academy values each individual and a wide variety of activities adds richness to students’ experience and to their spiritual, moral, social and cultural development.” – Ofsted

Based in the market town of Ashby de la Zouch (North West Leicestershire) Ivanhoe College is a large Key stage 3 (11-14) school at the heart of our local community, with over 950 students on role. From August 2022, Ivanhoe College will transition to a Key stage 3 & 4 (11-16) school.

Our vision statement describes us being on a ‘Journey to Excellence’ and we value the unique contribution of each student and want them to achieve their full potential.

Highly skilled and dedicated staff provide an excellent, caring environment in which students can learn and flourish safely. Our aspirations, expectations and commitment are relentlessly high for all members of the college community.

We are extremely proud of our **excellent results, which are consistently well above national averages** both at the end of Key Stage 3 when our students move on Ashby School, and at the end of Key Stage 4 when our students achieve their GCSEs.

High Attaining students thrive at Ivanhoe College, with a good proportion of students gaining the highest levels at GCSE and A-Level at their upper school, and high rates staying on in the sixth form and going to university.

We enjoy learning together – not only in lessons but also through the wide range of extra-curricular activities we have on offer, and we encourage all students to get involved and develop their skills and talents further.

At Ivanhoe College **our students come first**. We are a caring school with a disciplined family atmosphere. We have high standards, expecting all students to follow the Ivanhoe Way.



NOR	953
%FSM	14.2%
%SEND students	15.9%
%EAL	1.5%
%LAC	0.7%



The role of Maths Teacher

- **Job Description**
- **Person Specification**
- **Application Process**

Maths Teacher (temporary)

Job Description



Scale: Teachers Pay Scale
Responsible to: Subject Leader, Maths

SCALE	Teachers Pay Scale
JOB PURPOSE	To make a positive contribution, in the professional role of teacher, to our college’s vision, our strategic plans, our annual priorities, and our departmental plans.

- Journey to Excellence’**
On our journey we commit to:
- *Providing a rich and creative teaching and learning community*
 - *Providing a safe and caring environment*
 - *Investing in our ourselves to ensure everyone achieves success*
 - *Respecting and valuing everyone and embracing diversity*
 - *Building strong partnerships within our local community*
 - *Continually preparing to meet future challenges*

RESPONSIBILITIES
To work within the framework of teachers’ pay and conditions, current legislation and the policies of the school.
These responsibilities are made particular to Ivanhoe College through the policies and practices as published each year in the staff handbook.
All Ivanhoe staff members are expected to promote and safeguard the welfare of students at the school.

Teacher		Accomplished Teacher		Expert Teacher	
Band 1 (Pro Rata)		Band 2 (Pro Rata)		Band 3 (Pro Rata)	
1	£25,714	4	£31,778	7	£38,690
2	£27,600	5	£34,100	8	£40,124
3	£29,664	6	£36,961	9	£41,604

Salaries as at date of role June 2021

Maths Teacher (temporary)

Whole college responsibilities

WHOLE COLLEGE RESPONSIBILITIES:

- Support current policies and recognised good practice within the college.
- Be aware of the importance of confidentiality and data protection.
- Participate in annual appraisal with Line Manager, based on agreed objectives, ideally one of which should be linked to the college improvement plan.
- To work as part of a team, to act as a contact in providing basic emergency first aid, if considered applicable to your role/duties, training will be provided.
- Willingness to be flexible in both approach & use of time.
- All tasks should be undertaken with due regard to Health & Safety Regulations.
- To undertake such other duties which are within the scope of the job purpose, title of the job and its grade.

This post is subject to enhanced level check from the Disclosure and Barring Service (DBS).

All Ivanhoe employees are expected to promote and safeguard the welfare of students at the college. Our Child Protection Policy is made known to all and is designed to guide staff, students and parents/carers with regard to Child Protection issues.

The Governing Body is seeking to promote the employment of people with disabilities and will make any adjustments considered reasonable to the above duties under the terms of the Equality Act 2010 to accommodate a suitable candidate with a disability.

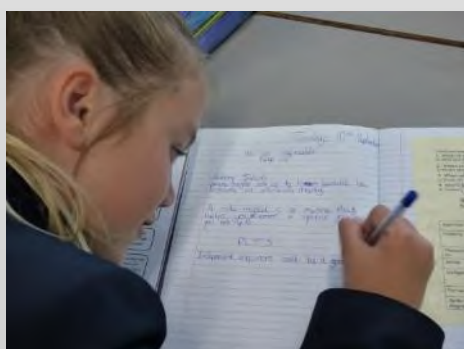
This Job Description sets out the responsibilities of the post at the time it was drawn up. Such responsibilities may vary from time to time without changing the general character and requirements of the post or the level of responsibility entailed. Variations are a common occurrence and do not necessarily constitute additional responsibilities or warrant a higher grade.

If you use your own private car or motorcycle for Ivanhoe business you must seek prior authority to do so from your Manager.

You should ensure that your insurance cover extends to business use and the insurer should, if necessary, be asked to endorse the certificate to confirm that driving in the performance of the Ivanhoe's business is covered by the insurance policy.

A copy of your insurance certificate will need to be seen by the School Business Manager.

June 2021



Maths Teacher (temporary)

Person Specification

	Essential		Desirable	
Qualifications and Professional Development	<p>Qualified Teacher Status</p> <p>Degree or equivalent in the relevant subject.</p> <p>Successful participation in CPD relevant to the post</p>	<p>A</p> <p>A</p> <p>A/R</p>	Further qualification(s) relevant to the post	A
Application	Well written and well presented application that addresses the requirements of the post	A		
Curriculum and Leadership skills	<p>Commitment to raising student achievement across the whole ability and behavioural range</p> <p>Successful experience of teaching the relevant subject at secondary level</p> <p>A commitment to the use of ICT to support learning and the wider aspects of the role</p> <p>Evidence of the ability to analyse student achievement data to inform action</p> <p>Commitment to working within the Maths department in the development of a relevant curriculum reflective of current research.</p>	<p>A/R</p> <p>A/R</p> <p>A/R</p> <p>A/R</p> <p>A/R</p>	<p>Successful experience of using ICT to support learning</p> <p>Successful experience of leading Maths based enrichment activities within a school context</p>	<p>A/I</p> <p>A/I/R</p>
Teaching and Learning	<p>Good teaching and pastoral skills</p> <p>Good behaviour management skills</p> <p>A commitment to seeking student views and encouraging them to be active partners in the learning process and within school life</p>	<p>T/R</p> <p>T/R</p> <p>A</p>	<p>Evidence of an ability to teach outstanding lessons</p> <p>Evidence of reflecting on own teaching and developing own craft as a teacher</p> <p>Experience of teaching to GCSE</p>	<p>T/R</p> <p>A/R</p> <p>A</p>
Personal Qualities	<p>Good health, attendance and punctuality record.</p> <p>A mature, positive approach to working with colleagues.</p> <p>Willingness to dress professionally in accordance with the culture of the school</p>	<p>R</p> <p>I/R</p> <p>I</p>		
Evidence to be gleaned from:	<p>A Letter of application and application form</p> <p>I Interview process</p> <p>R Reference</p> <p>T Teaching a sample lesson</p> <p>June 2021</p>			

Applications



Application Closing Date:

Thursday 17th June, 3pm

Provisional Interview Date: Wednesday 23rd June

Applications

Please visit our website: www.ivanhoe.co.uk/vacancies and download the application form. Accompanying your application form, please send a letter (maximum 2 sides A4) which specifically addresses the requirements of this post. Please send all completed applications to vacancies@ivanhoe.co.uk. Please do not send a separate CV.

Safeguarding

We are committed to the safety of our students and the protection of staff. Our recruitment process is in full accordance with recent guidance from the government for safer recruitment.

Appointment to this post will be subject to satisfactory pre-employment checks.

Equal Opportunities

Ivanhoe is committed to equal opportunities in our recruitment and selection procedures. We welcome applications from all who meet the essential requirements within the person specification.

Ivanhoe College



A Specialist Technology Academy



Further information about our college

- The learning environment
- The working environment for staff

The learning environment

“I really like Ivanhoe – it is a big school but after two weeks you know where you’re going and everyone is really nice.”
– Year 7 Student

We are constantly working to improve the facilities we have to offer. We believe our students have the right to learn in the very best environment we are able to provide.

Our excellent facilities include:

- A purpose built Science block
- Gymnasium
- A well stocked library
- Large Hall, Dining Room and Coffee Lounge
- Drama Studio
- Music Rooms with computers, keyboards and practice rooms
- 2 art rooms and 5 design workshops
- Dedicated ‘Learning Zone’ learning support rooms
- Pastoral and Care and Guidance areas
- 2 Computer suites, laptops, visualizers, ipads and tablets
- Extensive playing fields and sport facilities, including synthetic pitch we share with Hood Park Leisure Centre: with a brand new sports hall coming soon!
- Grow club - gardening
- Bike sheds
- Outside play spaces and equipment



We aim to provide an excellent all-round education for local children and in addition we have excellent ICT and other facilities across the college, but particularly in Graphics, PE, Science and Music. We have a traditional curriculum built around subjects, including a whole college approach to Personal Learning and Thinking Skills. Our curriculum is knowledge rich and teaching is evidence based, and intended to promote excellent and rapid acquisition of knowledge and skills.

We offer a wide range of opportunities outside the classroom including sport, music, drama, art, residential visits, day visits, visits abroad, vocational opportunities, curriculum based visits and workshops.

Our pastoral structure and student leadership

“...it is all outstanding and we are immensely appreciative of the support provided.” – Parent response to questionnaire



The pastoral structure and student leadership

Our normal pastoral structure is based around horizontal tutor groups of about 26/27 students. Each tutor group belongs to a house and we use our house system to provide leadership opportunities for students, have fun and encourage competition. We have a Student Leadership Team, a House Council and House Leaders and Sports Managers for each house. Students are consulted on all major developments within the college, and we also seek student views when reviewing teaching and learning.

We have made temporary amendments to our pastoral structure whilst working under COVID 19 regulations to keep our students in Year Group “bubbles”.

Time	Period	
8.35	Reg	Staggered arrival from 8.30
9.00	1	Tutorial Mon/ Fri
9.30	2	
10.00	3	Break 1
10.30	4	Break 2
11.00	5	Break 3
11.30	6	
12.00	7	
12.30	8	Lunch 1
13.00	9	Lunch 2
13.30	10	Lunch 3
14.00	11	
14.30	12	Tutorial in form base
15.00	End of school	Staggered dismissal from 2.50

We have a system of house point rewards for effort and achievement and clear steps, or consequences, which we use fairly and consistently to encourage good behaviour for learning across the college.



The working environment for staff

“The relationships between teachers and students is a particularly strong feature of the academy” – Ofsted

We value our staff and we support the principle of work/life balance. Our teachers all work collaboratively to continuously develop their practice and learn from each other. We are also proactive in developing support staff roles so that our teaching staff can focus on teaching and learning.



Our aim is for teaching and support staff to work in partnership in order to support student learning. This has meant a commitment to giving support staff an active role within the development of the college. We currently have around 60 Teaching Staff and around 70 Support staff on full and part-time contracts.



Continuous Professional Development at Ivanhoe College

Our teachers belong to the most talented generation of professionals our schools have ever seen and work very hard and with great passion to do what's right for our students. Outstanding teaching goes hand in hand with outstanding CPD and we are very committed to this at Ivanhoe, as we support everyone on their 'Journey to Excellence'.

Staff Benefits

In addition to attractive pay and conditions, experienced and committed colleagues and a great location, we offer a range of benefits to further personal development and careers at Ivanhoe.

External courses: Our excellent links with Forest Way and other Teaching Schools mean we are able to participate in excellent local training.

Health and wellbeing: We are committed to caring for the positive physical and mental wellbeing of all staff, providing links to medical and wellbeing services for staff.

New Staff: A bespoke induction programme is carefully negotiated each year depending on roles and experience.

LiFE Multi Academy Trust

Following consultation, Ivanhoe College (along with Ibstock Community College and Ashby School) will join LiFE MAT in Spring 2021.

