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RATTON SCHOOL
JOB APPLICATION PACK
TEACHER OF MATHS WITH RESPONSIBILITY
FOR KS3 (Y7/8) AND NUMERACY
ACROSS THE CURRICULUM



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A WARM WELCOME FROM THE HEADTEACHER

Dear Applicant,

I am delighted that you are considering applying for a position at Ratton School and I hope to receive your application. As part of the South Downs Learning Trust, we are committed to providing a safe and stimulating learning environment for our students, one that empowers them to grow both academically and personally.



At Ratton, we believe in developing young people who are not only well-prepared for further education and the world of work but also equipped with the confidence, creativity and compassion to thrive in any setting. Our dedicated team works together to ensure that every student has the opportunity to succeed and reach their full potential.

We are seeking an enthusiastic and ambitious teacher to join our Maths team with responsibility for Key Stage 3 (Y7/8) and Numeracy across the Curriculum. This is an exciting opportunity for a passionate educator to take on a leadership role and play a key part in shaping the KS3 Maths curriculum, ensuring that students build strong foundations in their mathematical learning. You will lead on planning, developing and evaluating the curriculum while ensuring that teaching strategies are inclusive, engaging and drive high standards of achievement.

A key aspect of this role is **monitoring and supporting student progress** to ensure all learners, including those with additional needs, are appropriately challenged and supported.

You will also play a crucial role in developing assessment policies, ensuring that students and parents understand progress and next steps. Beyond the classroom, you will lead on numeracy across the curriculum, working with our **Maths Ambassadors** and wider school initiatives to raise the profile of Maths. Additionally, you will **work in partnership with Ocklynge Junior School** to strengthen transition between Key Stages 2 and 3.

As a middle leader, you will **support and develop colleagues** by promoting high-quality teaching, ensuring consistency in planning and assessment and holding teachers to account for student outcomes. You will also contribute to staff development through coaching, mentoring and collaborative working, fostering a culture of continuous improvement within the department.

We are committed to creating an environment where both students and staff can flourish and we look forward to welcoming new team members who will help us continue to make a difference to our school community.

I look forward to receiving your application and to the opportunity to discuss how you can contribute to the continued success of our school.

Kind regards,

A handwritten signature in black ink, appearing to read 'Gavin Peevers', with a long horizontal stroke extending to the right.

Gavin Peevers
Headteacher

ABOUT RATTON SCHOOL & THE SOUTH DOWNS LEARNING TRUST

Ratton School is a thriving, inclusive secondary school in Eastbourne, East Sussex. We are part of the South Downs Learning Trust, which includes a network of schools collaborating to achieve excellence in education. This partnership enhances the opportunities available to both staff and students, as we share resources, best practices and support for professional development.

As a member of the South Downs Learning Trust, we benefit from the Trust's wide-reaching network, which includes ongoing professional development, access to innovative teaching methods and opportunities for career progression. We pride ourselves on fostering an inclusive and supportive working environment where all staff are valued and encouraged to grow.

At Ratton, we are passionate about nurturing confident, compassionate and creative individuals who are equipped to succeed in all aspects of their lives, both now and in the future.



OUR VISION & VIRTUES

At **Ratton School**, our goal is to develop caring, confident and creative students who achieve excellence in all aspects of their learning. Our motto is “**Achieving Together**” – a commitment to ensuring that every member of our school community is supported and empowered to reach their full potential.

We base our work on the following six core virtues, which we believe are key to success in life:

Compassion

Showing kindness and caring for others and the environment.

Respect

Acting with respect toward others both inside and outside of school, valuing diversity and avoiding discriminatory language.

Creativity

Being curious about the world, solving problems and asking thoughtful questions.

Teamwork

Achieving together by working as part of a team. Understanding that we all have to do our fair share and get along with different people.

Effort

Putting effort into all aspects of school life. Demonstrating resilience when faced with a challenge.

Responsibility

Taking responsibility by being in the right place, at the right time, doing the right thing.

JOB DESCRIPTION

Job Title:	Teacher of Maths with responsibility for KS3 (Y7/8) and Numeracy across the Curriculum
School:	Ratton School
Salary:	MPS/UPS + TLR2.1 (£5,266)
Responsible to:	Curriculum Leader

Main Purpose

The postholder will be responsible for providing professional leadership, management and co-ordination of KS3 Maths in order to secure high quality teaching, the effective use of resources and improved standards of learning and achievement of all students in the curriculum and beyond. In addition to their core responsibilities, they will be expected to uphold the safeguarding and welfare of students at all times, in line with school policies and statutory requirements.

Main Tasks

Planning and Setting Expectations

- Lead a team which plans, develops, monitors and evaluates the Maths curriculum so that all learner needs are met.
- Promote strategies to develop the quality of teaching in Maths to secure high-quality learning for all students.
- Monitor and hold teachers to account for the quality of learning and teaching (including planning and assessment) in their Maths classes to secure consistency and high student achievement.
- Develop, monitor and evaluate assessment policies and procedures in Maths that are consistent with whole-school expectations so that all students and their parents know how well they are doing and what they need to do to improve.
- Support all Maths teachers to effectively implement Behaviour curriculum policies and procedures to secure good behaviour and discipline.
- Monitor the progress of all students in Maths lessons to identify underachievement and develop strategies to tackle it.
- Ensure extensive and high-quality extracurricular provision for Maths.
- Working in partnership with Ocklynge Junior School for transition.
- Leading in numeracy across the curriculum using our Maths Ambassadors and other initiatives to raise the profile of Maths.
- Research best practices and implement evidence-based numeracy strategies ensuring effective approaches.

- Plan, implement and evaluate a creative, vibrant and effective whole-school numeracy strategy based on research and evaluation of the school's current position.
- Support the numeracy development of all teachers, including non-specialist teachers of numeracy across the school by leading meaningful CPD and contributing to INSET.
- Establish and maintain effective working relationships with Curriculum Leaders to develop cross-curricular links and create innovative approaches to numeracy.
- Raise awareness of and encourage participation by students in national, regional and local numeracy events, working in conjunction with the Maths department.
- Carry out subject quality assurance activities, e.g., classroom observations and curriculum evaluation.

Teaching and Managing Student Learning

- Curriculum coverage, continuity and progression in the subject for all students, including those of high ability and those with special educational or linguistic needs.
- Teachers are clear about the teaching of objectives in lessons, understand the sequence of teaching and learning in the subject and communicate such information to students.
- Guidance is provided on the choice of appropriate teaching and learning methods to meet the needs of the subject and of different students.
- Effective development of students' literacy, numeracy and information technology skills through the subject.
- Teachers of the subject are aware of its contribution to students' understanding of the duties, opportunities, responsibilities and rights of citizens.
- Teachers of the subject know how to recognise and deal with racial stereotyping.
- Effective development of students' individual and collaborative study skills necessary for them to become increasingly independent when out of school.

Assessment and Evaluation

- Analyse and interpret relevant national, local and school data, research and inspection evidence to inform policies, practices, expectations, targets and teaching methods.
- Establish and implement clear policies and practices for assessing, recording and reporting on student achievement and for using this information to recognise achievement and to assist students in setting targets for further improvement.
- Ensure that information about students' achievements in previous classes and schools is used effectively to secure good progress in the subject.
- Monitor the progress made in achieving subject plans and targets, evaluate the effects on teaching and learning and use this analysis to guide further improvement.
- Evaluate the teaching of the subject in the school, use this analysis to identify effective practice and areas for improvement and take action to improve further the quality of teaching.

Student Achievement

- Establish clear targets for students' achievement and evaluate progress and achievement by all students, including those with special educational linguistic needs.
- Use data effectively to identify students who are underachieving and, where necessary, create and implement effective plans of action to support those students.

Relations with Parents and the Wider Community

- Establish a partnership with parents to involve them in their child's learning of the subject, as well as providing information about curriculum, attainment, progress and targets.
- Develop effective links with the local community, including business and industry, in order to extend the subject, enhance teaching and develop the students' wider understanding.
- Communicate effectively, orally and in writing, with parents, governors, external agencies and the wider community, including business and industry.

Managing Own Performance and Development

- Prioritise and manage own time effectively, particularly in relation to balancing the demands made by teaching, subject management and involvement in school development.
- Achieve challenging professional goals.
- Take responsibility for their own professional developments.

Managing and Developing Staff and Other Adults

- Help staff to achieve constructive working relationships with students.
- Establish clear expectations and constructive working relationships among staff, including through team working and mutual support, devolving responsibilities and delegating tasks, appropriately evaluating practice and developing an acceptance of accountability.
- Appraise staff as required by the school policy on appraisal system and use the process to develop the personal and professional effectiveness of the teacher.
- Ensure that trainee and newly qualified teachers are appropriately trained, monitored, supported and assessed in relation to standards for the award of Qualified Teacher Status, the Career Entry Profiles and standards for induction. Lead professional development through example and support and co-ordinate the provision of high-quality professional development by methods such as coaching, drawing on other sources of expertise as necessary, for example, higher education, LEAs and subject associations.

Knowledge and Experience

- The school's aims, priorities, targets and action plans.

- The relationship of the subject to the curriculum as a whole.
- Any statutory curriculum requirements and the requirements for assessment, recording and reporting of students' attainment and progress.
- The characteristics of high-quality teaching and the main strategies for improving and sustaining high standards of teaching, learning and achievement for all students.
- Management, including employment law, equal opportunities legislation, personnel, external relations, finance and change.
- The implications of the code of practice for special educational needs for teaching and learning.

This job description sets out the duties of the post at the time when it was drawn up. Such duties may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post.



PERSON SPECIFICATION

Key Skills and Abilities

- Successful teaching experience in the Maths subject area.
- Ability to develop and implement an engaging Maths curriculum at Key Stage 3.
- Experience in leading or contributing to whole-school initiatives.
- Strong knowledge of current issues in the Maths curriculum.
- Understanding of a range of teaching and learning strategies to engage students.
- Ability to relate well to children and adults.
- Proven ability to lead and manage staff effectively.
- Proficiency in using Assessment for Learning (AfL) and Assessing Student Progress (APP) strategies.
- Commitment to safeguarding and promoting the welfare of children, ensuring all safeguarding policies and procedures are followed.

Knowledge and Experience

- Understanding of safeguarding responsibilities, including familiarity with Keeping Children Safe in Education (KCSIE) guidance and statutory safeguarding requirements.
- Knowledge of school safeguarding procedures and experience in environments where child protection is a key priority.
- Experience of working in a school or with children (desirable).
- Knowledge of recent developments in Maths education and the primary/secondary school curriculum.
- Awareness of strategies for supporting students with additional educational needs (AEN/SEN), high-achieving students, Looked After Children (LAC) and students with other specific needs.
- Understanding of how to promote purposeful learning while safeguarding the health and safety of students.
- Awareness of equal opportunities and inclusion in education.

Skills and Attributes

Team Working

- Builds trust and positive relationships with colleagues and students.
- Encourages collaborative working and mutual support among staff.
- Communicates openly and interactively to share knowledge and expertise.
- Uses coaching and mentoring to support staff development.

Organisational Awareness

- Keeps up to date with educational developments and applies them to subject leadership.

- Regularly networks with other schools and external partners to exchange ideas and best practices.

Adaptability

- Supports and contributes to school-wide change initiatives.
- Effectively implements new teaching and curriculum strategies.
- Helps develop and monitor systems for continuous improvement.
- Challenges existing practices and promotes innovation.

Teaching

- Strong classroom management skills that promote a positive learning environment.
- Ability to engage and inspire students through creative teaching methods.
- A calm and empathetic approach when working with students.
- Strategies to motivate and extend the most able students.
- Excellent subject knowledge in Maths.
- Ability to track student progress and implement targeted interventions.
- Strong understanding of Assessment for Learning strategies.

Professional Values and Practice

- High expectations for student achievement and behaviour.
- Ability to build and maintain positive relationships with students, staff and parents.
- Commitment to playing an active role in the school community.
- Leads by example, demonstrating professionalism and integrity.
- Commitment to equal opportunities and diversity in education.
- Willingness to engage in continuous professional development.
- Ability to work with discretion and sensitivity in handling confidential information.
- Willingness to undertake further safeguarding training to ensure compliance with child protection policies.

Qualifications

- DfE-recognised teaching qualification.
- Evidence of ongoing professional development, including attendance at relevant training and INSET sessions.

STAFF BENEFITS & INCENTIVES

At the South Downs Learning Trust, we are dedicated to creating a supportive and rewarding work environment for our staff. We believe in attracting, retaining and nurturing talented professionals who share our commitment to education. To support this goal, we offer a comprehensive range of benefits designed to enhance wellbeing, encourage professional growth and ensure a positive work-life balance.

BENEFIT		DESCRIPTION
Comprehensive Induction Programme		A thorough induction to ensure a seamless transition into your role at Ratton School.
Career Development and CPD		Professional development opportunities tailored to your career aspirations and goals.
Support and Mentoring		Ongoing support from Senior Leadership Team and experienced mentors to help guide your career progression.
Bike to Work Scheme		Salary sacrifice scheme offering discounts on bikes and equipment.
Complimentary Breakfast		Enjoy a free daily breakfast, including a choice of bagels, cereal, porridge, tea and orange juice.
Employee Assistance Programme		Confidential advice, counselling and support for personal and professional challenges.
Staffroom Amenities		Complimentary tea and coffee available in our staffroom to relax and recharge.
Healthcare Benefits		Subsidised membership with Benenden Healthcare for additional health support.
On-Site Parking		Free, secure on-site parking for staff.
Childcare Support		Free Breakfast Club or After School Club places for Trust staff with children at Ratton.
Exclusive Sports Membership		Discounts at Eastbourne Sports Park to promote physical health and wellness.

TERMS OF EMPLOYMENT

Grade: MPS/UPS + TLR2.1 (£5,266)

Contract: Full Time and Permanent

IMPORTANT DATES

Closing Date for Applications: **Friday 21 February**

Ensure your application is submitted by this date to be considered.

Important Reminder:

Early applications are encouraged. We reserve the right to review applications upon receipt and close the advert early if a suitable candidate is found.

Interview Date: **Friday 28 February**

Successful candidates will be contacted for an interview on or around this date.

HOW TO APPLY

Thank you for your interest in joining our team at Ratton School. Please follow the steps below to apply for this position:

APPLICATION PROCESS

1. Application Form:

Access the application form via the **Vacancies page** on our website at [Vacancies | Ratton](#) or alternatively, you can use the forms provided through **TES** or **Gov.UK** platforms if applying via those channels.

2. Submission:

Submit your completed application form to **Mrs Barrow**, Trust Executive Assistant, at ibarrow@ratton.co.uk before the specified closing date and time.

3. Important Notes:

- **CVs will not be accepted** in the interest of safeguarding. Applications must be submitted using the designated form.

- Ensure your application addresses the essential **selection criteria** outlined in the job pack, as shortlisting will be based on how closely your application matches these criteria.
- Please provide details of any **employment gaps** within your application.

PRE-APPOINTMENT CHECKS

As part of our safer recruitment process, the successful candidate will undergo the following checks:

- **Right to Work:**

You will need to demonstrate the right to work in the UK.

- **References:**

Written references will be requested prior to the interview stage. Please ensure your referees have accurate contact details and permission for us to contact them.

- One referee must be your current or last employer.
- If you work in a school, one referee must be your current Headteacher.

- **Enhanced DBS Check:**

This role requires an enhanced **Disclosure and Barring Service (DBS)** check, as the position is exempt from the **Rehabilitation of Offenders Act 1974**.

- **Online Searches:**

Online checks will be conducted for shortlisted candidates as part of our due diligence process to ensure the suitability of candidates for the role.

SAFEGUARDING AND EQUAL OPPORTUNITIES

Safeguarding Commitment:

We are committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are expected to share this commitment.

Equal Opportunities:

Ratton School is an equal opportunities employer and welcomes applications from all qualified candidates.