

Recruitment Information Pack



Mathematics Tutor

Unqualified Teacher Pay Scale

Full time – Fixed Term until August 2025

Required as soon as possible

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Vision, Values and Ethos

LiFE Multi Academy Trust

Bringing Learning to LiFE

Vision: We have a compelling desire to provide high quality, personalised and rounded education for everyone, right in the heart of our local community. We believe that that no school can be deemed successful unless all those around it are also successful, popular and flourishing. Hence, we believe that dynamic, mutually accountable collaboration and challenge between local schools as members of the LiFE MAT is the cornerstone of our future success.

Each school is seen as a leader of and vital to its local community; each school is regarded as fundamental to the identity of its surrounding community.

Values:

- Ensuring that every student achieves positive, life changing outcomes
- Providing a whole education: academic excellence co-existing with an exceptional commitment to activity beyond
- **The relentless pursuit of excellence by;** expecting this of every person, every day; recognising and celebrating behaviours that lead to great progress and promoting and celebrating elite performance inside school and in the wider world
- Valuing the diversity and qualities of our staff and students
- Ensuring that all students and staff feel known, appreciated and supported
- Committing whole-heartedly to collaboration within, between and beyond our academies.

The Winstanley School

Widening horizons and enabling excellence

Staff and Students have created the values that The Winstanley School stands for in promoting learning for life.

All members of the community SHINE.

This means we believe in:

Supporting others

Hard work

Independence

Never giving up

Excellence

Everything we do is related to these values

We SHINE

Our offer to new staff joining The LiFE Multi Academy Trust and our schools

Professional Capital:
‘We believe in getting the right people, getting them to work together and getting them to stay’

Strategy	Description
Putting your trust in our Trust	We believe in your development. Everything we do is about creating a team of committed professionals who share our ambition for young people. If you believe in this too, we are committed to providing an exciting, enjoyable and rewarding working environment.
Coaching	Coaching is integral to our success. We support colleagues through coaching; enabling deep reflection, which has allowed us to build a bold, creative and aspirational culture, where collaboration with peers and new approaches to practice are encouraged.
Personal Improvement Plan versus Performance Management	Instead of the usual performance management, we encourage our staff to identify aspirational targets through our ‘Personal Improvement Plan’ (PIP) process. With your coach, you will look to make significant progress in a critical area of your practice; we believe in valuing the process of improvement not pass or fail numerical targets.
Health and Wellbeing Strategies	<p>Having happy and healthy staff is key to a successful organisation. The Trust is committed to:</p> <ul style="list-style-type: none"> • providing employees with a safe, healthy and supportive environment in which to work • recognising that the health and wellbeing of our employees is important • providing a supportive workplace culture where healthy lifestyle choices are valued and encouraged <p>We believe it is important that we are role models to our students of how to be a healthy adult. We actively promote the importance of a work life balance, offering support to staff on managing stress and workload, as well as a physical activity programme. Access to coaching, counselling and supervision is also available to all staff.</p>
Presumed Professionalism	We have a ‘Presumed Professionalism’ ethos across the Trust. Our staff are professional educators and we recognise the need to support staff to enable a healthy work life balance to allow maximum impact whilst working with our young people and each other. We achieve this by allowing staff to sign out during their free periods, as long as professional duties are not affected. See our policy for further details.

Our offer to new staff joining The LiFE Multi Academy Trust and our schools (continued)

<p>Development of Professional Capital and Excellence</p>	<p>As a Trust we always look to invest in our staff and pride ourselves on our 'home grown talent'. We pride ourselves on this and believe this has the biggest impact on how our staff understand their communities and make a difference to the lives of our young people.</p> <p>Quite simply, our aim is to employ people who match our ethos and values and enable them to truly collaborate with colleagues across the Trust so that they are satisfied professionally. We provide outstanding training pathways which draw on excellence both within and outside of our Trust to enable you to build your professional capital.</p> <p>Examples of the many opportunities we encourage staff to take up externally include :</p> <ul style="list-style-type: none"> • The National Professional Qualification for Senior Leadership (NPQSL) • The National Professional Qualification for Headship (NPQH) • The National Professional Qualification for Middle Leadership (NPQML) • The Outstanding Teacher Programme (OTP) • Initial Teacher Training (ITT) <p>Pathways are available at apprenticeship level, NQT, aspiring middle leader, Lead Practitioner and aspiring senior leader level. Some of these courses are led by staff within the Trust and others are externally accredited. In addition, the Trust provides the opportunity of becoming an associate SLT member, enabling middle leaders to gain insight and experience of leadership at the highest level within a school.</p> <p>Support staff have their own Personal Improvement Plan that they use as a tool to create a bespoke professional development plan. All support staff also receive Coaching and training opportunities, in order to help them feel empowered and in charge of their own development.</p> <p>Across the Trust we pride ourselves on equal opportunities for all staff, irrespective of background, gender, disability, religion, sexual orientation or age.</p>
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Our offer to new staff joining The LiFE Multi Academy Trust and our schools (continued)

Great access to progression and leadership responsibility	Further evidence of our investment in ‘home grown talent’ is that 86% of our TLR holders have been internal appointments. We have clear professional progression pathways within the CPD offered throughout the year at all levels within the Trust.
Collaboration across all schools	We are developing relationships across our Trust to enable collaboration to support learning and teaching outcomes. In addition, we are able to offer a joint CPD programme to draw upon expertise across the Trust. Staff work and meet regularly in teams across schools in the Trust and we hold an annual Strategic Planning Day, where each member of the Trust work together.
Sabbatical and flexible working policies	<p>We have developed a unique sabbatical policy to support staff to develop their interests. For some, this has been to develop professionally, whilst others have taken this time to experience travel with their family. See our policy for further details.</p> <p>Flexible working arrangements are also promoted across the Trust where possible, to enable our staff to manage their work life and family commitments.</p>
Strong Induction Process	It is important to us that every member of staff has the right start to working in our Trust. The importance of a good induction is invaluable for new starters irrespective of previous experience. To support this, we have a New Staff Induction Day before the start of term, which enables colleagues to get a real understanding of what the school is about and what it means to be part of the Trust. This day also prepares new staff for our training (conference) days at the beginning of the Autumn term. In addition to this ALL staff are invited to visit a series of lessons across the school year.
ECT Programme	We offer early career teachers a robust, supportive and bespoke training programme which will enable you to develop into an outstanding teacher.
Continued ECT and RQT support	Where possible we try to ensure that ECTs and third year teachers have reduced teaching loads to allow them more opportunities for CPD throughout the school week. This also allows for peer to peer observations and additional coaching to take place to develop their practice.
Attendance of staff	Our staff are committed to their roles and ensure that students are supported to maximise their outcomes. Levels of attendance are exceptionally high across all staff and well above national averages in the education sector and beyond.

We are always looking for highly quality teachers and support staff who buy into our values across the LiFE Multi Academy Trust and our schools

Maths Department

The Maths department is a thriving and well organised department providing a supportive atmosphere for all staff as well as meeting the needs of our students.

The team consists of 4 full time teachers and a further 3 teachers who teach maths alongside another subject.

All staff within the department are fully committed to achieving the highest possible standards, and are constantly striving to improve the curriculum, classroom practice, and the use of formative assessment to ensure students achieve their best possible outcomes. This has seen the department navigate a journey of improvement in the last three years resulting in GCSE attainment and progress increasing consistently over that period.

Maths is taught for eight hours per fortnight at Key Stage 3 and 4, except Year 9 who benefit from an additional hour per fortnight. The programmes of study across both Key Stages 3 and 4 are designed to challenge and develop learners, whatever their starting points. Our most able are offered the opportunity to study towards the Level 2 certificate in Further Maths at Key Stage 4 alongside the higher tier GCSE.

The Application Process

Completed applications should be returned to shambleton@winstanleyschool.org.uk, uploaded to Eteach: <https://www.eteach.com/careers/winstanleyschool-org/> or by post to

Mr D Bennett
The Winstanley School
Kingsway North
Leicester
LE3 3BD

A phone call, followed by a confirmation email will be sent to shortlisted candidates to confirm details of the interview process.

Queries

If you have any queries on any aspect of the application or need additional information, please contact Miss S Hambleton on 0116 2898 688

Thank you

Advert

Maths Tutor

Required as soon as possible on a fixed term contract
(until August 2025 in the first instance)

Full time - Unqualified Teacher Pay Scale U1 – U4 (£21,731 – £28,914)

The Winstanley School is an 11-16 Leicestershire school situated in the heart of the Braunstone Town community. We are all small school with a strongly inclusive ethos and family atmosphere. We aim to be a force for good in our local community by producing students with great results who are fantastic citizens. We are on a journey of improvement and we want someone who wants to join us on this journey to improve the lives of young people through teaching and tutoring in a fantastic maths department. The school is part of the LiFE Multi-Academy Trust.

We are seeking to appoint a committed and enthusiastic maths tutor to work with a small group of students, motivating, encouraging and developing their skills.

We have high expectations of all our staff, which makes our school an exciting and progressive environment in which to work. The team is forward thinking and extremely supportive of each other, working collaboratively to secure high standards of teaching and learning. We are passionate in our goal of ensuring that our students get every opportunity to be the best they can possibly be.

Application forms and further details can be downloaded from Eteach
<https://www.eteach.com/careers/winstanleyschool-org/>

The closing date for completed applications is 9 am on Monday 13th January 2025

LiFE Multi Academy Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment will be subject to a DBS check and an online search.

At LiFE Multi Academy Trust we embed the principles of equality, diversity and inclusion into everything we do. As a Trust we actively encourage applications from those in minority groups and with diverse backgrounds.

The Winstanley School
Kingsway North, Leicester, LE3 3BD
Tel 0116 2898 688, email shambleton@winstanleyschool.org.uk
Executive Headteacher: Dave Bennett

December 2024

Dear Applicant

Maths Tutor

Thank you for your interest in the above post. As Headteacher, I am very proud to lead the Winstanley School. It is a small, dynamic school, which is a very welcoming and friendly place to work. The staff are passionate about providing all the young people, irrespective of the challenges and difficulties they face, with the best opportunities and experiences possible. OFSTED highlighted the very good job we are doing when we were inspected in September 2023. Details of the report can be found on our website.

We are seeking to appoint a Maths tutor to work at The Winstanley School, part of the LiFE Multi-Academy Trust. Candidates should have energy and enthusiasm and enjoy working supportively with young people. Tutoring is a challenging job and the person appointed will need to be committed, creative, dynamic and willing to work hard to raise aspirations. We will need you to have stamina and a sense of humour. We wish to appoint a teacher who can successfully employ a range of strategies to maximise the potential of our students at Key stages 3 & 4.

The successful applicant will join the Maths department at The Winstanley School who are a strong and committed team. There will be a range of developmental opportunities to enhance professional skills. The school is a welcoming and friendly place to work. The post would particularly suit a Maths graduate, a Maths instructor or an HLTA with a Maths specialism. We are seeking:

- An individual who relishes the challenge of working to motivate young people who may struggle with Maths
- A tutor who can inspire students and deliver engaging learning experiences which ensure that students are engaged and motivated to achieve their best

If you are interested in applying for our post, please apply on the link below:

- <https://www.eteach.com/careers/winstanleyschool-org/>
- Please outline your reason for choosing to apply for the job and your skills and qualities that mean you are suited to this role in your supporting statement

The Job Profile and Personnel Specification are included in this pack, indicating the specific skills and qualities we are interested in, and where we expect to make judgements on these in the selection process.

Your application should be submitted via Eteach <https://www.eteach.com/careers/winstanleyschool-org/> **by 9 am on Monday 13th January 2025.**

I look forward to receiving your application.

Yours sincerely



Dave Bennett
Headteacher

Job Profile

Title:	Maths Tutor (Full time, fixed term until August 2025 in the first instance)
Job Purpose:	<p>To provide small group or one to one tuition for identified students so that they make accelerated progress towards the curricular targets set and best use is made of each session.</p> <p>Students needing this additional tutoring will be identified by the Head of Maths</p>
Responsible to:	Head of Maths
Responsible for:	<ul style="list-style-type: none"> • Planning and teaching effective small group or one to one tuition sessions to develop students' knowledge, understanding and skills in Maths • Developing resources which are personalised to student's needs, linked to the Maths scheme of learning. • Use teaching methods to engage and stimulate students' curiosity in Maths using effective questioning, clear presentation and good use of resources. • Supporting students to achieve their target grade. • Monitoring the progress of students tutored and feeding back progress made towards curricular targets to the curriculum leader on a weekly basis. • Liaising closely with class teacher to understand student needs before tuition begins. • Building positive relationship with students to increase their confidence in Maths. • Working with students on a one to one basis or in small groups. • Setting appropriate and demanding expectations for students' learning and motivation.
Functional Relationships:	<p>Membership of the Maths Team</p> <p>Liaison with leaders in Maths</p> <p>Liaison with Maths subject teachers</p> <p>Liaison with Heads of Year</p>
Grade and Salary:	<p>Paid at Unqualified Teacher / Instructor Rate</p> <p>(Salary range dependent on experience and expertise £21,731 to £28,914)</p>
Conditions of Service:	Teachers Pay and Conditions

Personnel Specification

	Essential	Desirable
Qualification		
Degree in Maths		X
A/AS Level Maths		X
GCSE Maths at 4 and above or equivalent	X	
Experience		
Experience of working with students/young people in a formal setting without immediate supervision		X
Knowledge		
A strong knowledge of Maths GCSE	X	X
Knowledge of child protection and health and safety procedures		
Skills/Attributes		
Ability and willingness to undertake professional development	X	
Good interpersonal skills	X	
Empathy with children and young people	X	
Have high expectations of students	X	
Ability to effectively manage student behaviour in accordance with school policy and procedure	X	
Capacity to plan a tailored Maths programme to suit students' needs		X
Ability to use own initiative to work flexibly and respond positively to a range of situations	X	
Sensitive to the needs of vulnerable students	X	
Ability to work effectively as part of a team	X	
Self-motivated and resilient	X	
General Circumstances		
Attendance – evidence of regular attendance at work	X	
An understanding of, and commitment to, Equal Opportunities, and the ability to plan this to strategic work and day-to-day situations	X	
Factors not already covered		
Must be able to perform the duties and tasks with reasonable adjustment, where appropriate, in accordance with the Disability Discrimination Act 1995	X	
Must satisfy all appropriate checks e.g., DBS checks, Right to Work in the UK etc.	X	
High standards of personal conduct	X	