



Progress  
Leader of Maths

2022

# Thrive Co-operative Learning Trust



Inspiring pupils to thrive in life



**The Thrive Co-operative Learning Trust (formerly the Yorkshire and the Humber Co-operative Learning Trust) was established in 2016 and now includes 7 primary and 2 secondary schools.**

Kelvin Hall School is part of the Thrive Co-operative Learning Trust and Mr Jonathan Roe is the Chief Executive Officer with overall responsibility for leading the Trust. Our mission is to inspire pupils to thrive in life. We understand thriving to mean that we will work cooperatively as a multi-academy trust to enable each pupil, school and their communities to reach their fullest potential, and to aspire to the co-operative values.

**The Co-operative Values are...**

Self-help • Self-responsibility • Democracy • Equality • Equity • Solidarity

**Also running through these core values are a set of ethical values that underpin the work of all Trust members:**

Openness • Honesty • Social Responsibility • Caring for Others

Our partner schools also believe in these core values and want to work alongside us to deliver the best possible education for all our children.

**If you would like more information on the Co-operative Trust please visit [www.thrivetrust.uk](http://www.thrivetrust.uk)**



**Below are the Schools currently in the Thrive Co-operative:**

Kelvin Hall School  
[www.kelvinhall.net](http://www.kelvinhall.net)

Newland School for Girls  
[www.newlandschool.co.uk](http://www.newlandschool.co.uk)

Chiltern Primary School  
[www.chilternprimaryschool.org.uk](http://www.chilternprimaryschool.org.uk)

Stepney Primary School  
[www.stepney.hull.sch.uk](http://www.stepney.hull.sch.uk)

St George's Primary School  
[www.st-georges.hull.sch.uk](http://www.st-georges.hull.sch.uk)

Ings Primary School  
[www.ingsprimaryschool.co.uk](http://www.ingsprimaryschool.co.uk)

Priory Primary School  
[www.prioryprimaryschool.org.uk](http://www.prioryprimaryschool.org.uk)

Sidmouth Primary School  
[www.sidmouthprimaryschool.co.uk](http://www.sidmouthprimaryschool.co.uk)

Oldfleet Primary School  
[www.oldfleet.hull.sch.uk](http://www.oldfleet.hull.sch.uk)



## Welcome to Kelvin Hall

We are a very successful 11-16 mixed comprehensive school with approximately 1605 students on roll. We are a popular first choice of school for families in Hull and the East Riding of Yorkshire and are a very successful school academically.

We are one of two secondary schools in a developing Multi-Academy Trust (Thrive Co-operative Learning Trust) that currently consists of 9 schools.

We are proud to be working in partnership with Newland School for Girls in the secondary Trust.



“The behaviour of students is outstanding. It is exemplary around the school. Students socialise well, are courteous to each other and adults. They are proud to be part of this school”  
Ofsted

## Key Stage 4 GCSE Results 2022

Our Year 11 students worked tremendously hard over their five years and we are extremely proud of their individual results in circumstances that have been very challenging for all Year 11 students nationally. These results have enabled students to progress on to a wide range of post-16 courses, providing a solid foundation for their success as they begin their study of A-Levels, BTEC Nationals Level 2 and 3, Cambridge Technical courses and Apprentice / Traineeships in September 2022. A summary of some of our headline results figures for our 2022 leavers is shown in the table.

Measure	Year 11 Leavers in 2022
Attainment 8 Grade	4.6
EBacc Average Point Score	4.3
English - % Grade 4+	74
English - % Grade 5+	57
Maths - % Grade 4+	69
Maths - % Grade 5+	51
Science - % Grade 4+	71
Science - % Grade 5+	60
Languages - % Grade 4+	71
Languages - % Grade 5+	56



\*The full results for the summer of 2021 will not be shared on any local or national basis this year and there will be modified published national school results for September 2021 for all schools nationally.

**Progress Leader for Maths**  
**Salary: MPR/UPR + TLR**  
**Contract type: Full Time Permanent**  
**Start Date: January 2023**

Kelvin Hall School is part of Thrive Co-operative Learning Trust formally (YHCLT) which was formed in September 2016 and is now responsible for 9 schools across Hull, 2 secondary and 7 primary schools.

We are seeking to appoint a dynamic, committed and innovative individual to join our school in the permanent role of Progress Leader of Maths starting in January 2022. We are looking for someone who can work with and lead our Maths team taking us forward, building on our sound foundations as we continue with our school expansion over the next two years.

Kelvin Hall School a very successful and expanding 11-16 mixed comprehensive school with approximately 1605 students on roll. We are a popular first choice of school for families in Hull and the East Riding of Yorkshire and are a very successful school academically. We are committed to ensure that all schools in the Thrive Co-operative Learning Trust have access to high quality support services to underpin the excellent work our schools do in educating our pupils.

The successful candidate will share our collaborative approach and ethos, promoting a strong team and partnership ethos and must believe in a self-improving and sustainable system of school improvement that is cooperative and shares our moral purpose.

The Progress Leader will be responsible for supporting the Director of Maths (AHT) in managing the day-to-day direction and leadership of the Faculty that represents a consistent and effective model of integrity, excellence, collaboration and accountability. The Progress Leader will work to support the Director, who will provide the strategic leadership and hold overall accountability for this area of the school.

As a Progress Leader you must be able to provide strong leadership to the Maths Faculty, take responsibility for leading and coordinating the work of Maths and ensure first class teaching and learning opportunities are provided for all students and staff at Kelvin Hall School.

We will offer you:

- An inclusive, successful school and Multi-Academy Trust to work in.
- Friendly, motivated and enthusiastic students.
- A 21st Century building with 'state of the art' facilities.
- A Development Programme aimed at both new and experienced teachers.

*We recognise the importance of a visit when considering an application. Should you wish to have an informal and completely confidential discussion or to arrange a visit please contact Mrs Helen Harrison (PA to the Executive Team), via email [info@kelvinhall.net](mailto:info@kelvinhall.net) or telephone Kelvin Hall School 01482 342229 to arrange this.*

**Closing date: Friday 07th October 2022 at 12.30 pm**

*As part of Thrive Co-operative Learning Trust commitment to safer recruitment processes and in accordance with statutory guidance: Keeping Children Safe in Education (2022) an online search will be carried out on all shortlisted candidates.*

**Please note, we do not accept CVs, applications must be submitted using our application form.**

**Our commitment to Safeguarding:** Thrive Co-operative Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Each school has a robust Safeguarding Policy and all staff receive training relevant to their role at induction and throughout their employment.

*A candidate's suitability to work with children will be explored at all stages of the recruitment process. The successful applicant will, in accordance with statutory guidance, be subject to a comprehensive pre-employment checking process including receipt of a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS), a Children's Barred List check, a Section 128 Management Check if relevant, Prohibition check and overseas checks as applicable, identity check, medical clearance, proof of qualifications, satisfactory references and a check regarding their eligibility to work in the UK.*

*This role involves contact with children and provides regular access to children, therefore it is 'regulated activity'. As such, this post is exempt from the Rehabilitation of Offenders Act - 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.*

*Our commitment to equality and diversity: Thrive Co-operative Learning Trust recognises and celebrates the diversity of its schools and their communities. There is a shared commitment across the Trust to develop further a culture of respect, where discrimination is not tolerated, and individuals are treated equitably and fairly and feel a sense of belonging.*

*Please visit Thrive Trust website to view our Job Applicants Privacy Notice, which explains how we collect, store, and use personal data about individuals applying for jobs at our school.*

# Job Description

**Closing Date:**

**Friday 07th October 2022, 12:30pm**

**Job Title:** Progress Leader for Maths

**Contract Details:** MPR/UPR

**Line Manager:** Director of Maths (AHT)



## Kelvin Hall School offers you:

- An inclusive, successful and 'Outstanding' school to work in.
- Friendly, motivated and enthusiastic students.
- A 21st century building with 'state-of-the-art' facilities.
- A comprehensive Leadership Development Programme aimed at both new and experienced teachers.

### Purpose of the Role

- To provide strong leadership to the Maths Faculty; take responsibility for leading and coordinating the work of Maths; ensure first class teaching and learning opportunities are provided for all students and staff at Kelvin Hall School.
- The Progress Leader is responsible for supporting the Director of Maths in managing the daily operation of the school, the supervision of all pupils and staff, and the school premises. They support the day-to-day direction and leadership of the Faculty that represents a consistent and effective model of integrity, excellence, collaboration and accountability.
- The Progress Leader will work to support the Director, who will provide the strategic leadership and hold overall accountability for this area of the school.

### Main Duties: Specific Leadership responsibilities

- To work alongside colleagues in the Faculty to provide an integrated coherent approach to teaching and learning.
- To provide specialist expertise to the Maths Faculty.
- To take responsibility for a number of whole Faculty initiatives that will be agreed annually as part of the performance review process.
- To carry out the normal duties of a school teacher as set out in the most recent School Teacher Pay and Conditions Document.
- To perform additional directed activities and roles, from time to time, as may be assigned by the HOS

### Key Accountabilities -Creating the future of the Thrive Trust

- Promote the school/trust vision, values and ethos to pupils, staff, governors, parents and the wider community.
- Motivate others to create a shared learning culture and positive climate through distribution of leadership, through teams and individuals in the school.
- Promote creativity, innovation and the use of appropriate new technologies to achieve excellence.

### Leading teaching and learning/working with other leaders

- Provide an excellent role model of challenging, successful and enjoyable teaching.
- Work with the Director in ensuring a culture and ethos of challenge and support where all pupils achieve success and become engaged in their own learning.
- Assist in the monitoring of student progress, using performance data to motivate staff and students to improve.
- Establish creative, responsive and effective approaches to learning and teaching through the leadership of agreed areas of CPD.
- Provide leadership to the quality of curriculum planning process in the Faculty designed and intended to assure the school's ability to provide a sound, relevant and innovative educational experience for all pupils.
- Provide for the intellectual, spiritual, moral, cultural, physical, social and emotional well-being of pupils.
- Tackle under-performance at all levels.
- Support the HOS to create a culture and ethos of challenge and support where all pupils can achieve and succeed and are engaged in their own learning.
- Show involvement in the daily life and activities of pupils by personally recognising their achievements and sharing in their successes as well as their problems and concerns.
- Maintain and further develop an organisation in which all staff recognise that they are accountable for the success of the school.

## Developing self and working with others

- Regularly review own practice, set personal targets and take responsibility for own development, seeking advice and support from internal/external support where appropriate.
- Treat people fairly, equitably and with dignity and respect to create and maintain a positive school culture.
- Acknowledge and celebrate the responsibilities and achievements of individuals and teams.
- Develop and maintain a culture of high expectations for self and for others and take appropriate action when performance is unsatisfactory.
- Manage your own workload and that of others to ensure a work/life balance.
- Provide the agreed Faculty Link to middle management, taking a regular and detailed interest in their progress and staff, ensuring that school policies and standards are implemented and maintained and helping them to move forwards to greater success.
- Ensure, with the Senior Team, the development of effective strategies and procedures for new staff induction, professional development and performance review in order to secure outstanding practice across the school.

## Managing the Organisation

- Effectively support the Senior Team to manage the school on a day-to-day basis.
- Develop effective relationships and communications with parents and the local community which underpin a professional learning community that enables everyone in the school to achieve.
- Support the HOS to ensure that statutory responsibilities are met; put systems and policies into action, monitor effectiveness and provide reports, especially in relation to external requirements such as for Ofsted, the SEF, the SDJ and the LGB.
- Lead delegated/directed areas of responsibility to organise accommodation efficiently and effectively to ensure that all areas of responsibility meet the needs of the curriculum and health and safety regulations.
- Develop and oversee all wider development and extra-curricular activities in their areas to achieve a varied offer for extended provision in the school.
- With the Director, ensure evidence-based improvement plans promote continuous school development linked to Self-Evaluation.

## Securing Accountability

- Be accountable to your AHT Line manager for student achievement within the school.
- Reflect honestly on personal contribution to school achievements and take account of feedback from others.
- Develop a Partnership ethos, which enables everyone to work collaboratively.
- Ensure every child has access to a high quality curriculum which inspires learning, in a safe and stimulating environment.

## Strengthening the Community

- Be aware/develop an awareness of the distinctive school social context and its impact on school performance.
- Create and promote positive strategies for challenging all prejudices.
- Actively promote the school as a centre of excellence for education and families in the local community.

## Inclusion, Equity and Entitlement:

- Promote a school culture that takes account of the richness and diversity within all areas of the school community.
- Ensure every child matters in the school community and no child is left behind and that along with other agencies the school works towards providing for the spiritual, moral, social and cultural wellbeing of pupils and their families.
- Promote and safeguard the welfare of children and young persons.
- Undertake Safeguarding and all relevant teacher training relevant to the post to support all pupils in the school environment including vulnerable pupils, pupils with additional needs and LAC.
- This JD may be modified by the HOS, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.





## PERSONAL SPECIFICATION



REQUIREMENTS	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
<b>RELEVANT EXPERIENCE</b>	Working with young people in a statutory or non-statutory setting	Application form	Teaching experience	Application form/ Reference
<b>QUALIFICATIONS</b>	Qualified teacher status or equivalent	Application form	Good honours degree	Application form
<b>SKILLS</b>	Ability to form and maintain appropriate relationships and personal boundaries with children and young people	Interview/References	Knowledge of recent developments within education	Interview/References
	Motivation to work with children and young people			
	Effective classroom practitioner			
	Competent with ICT	Interview/References Application form	Able to apply theory to professional practice	Interview/References
	Able to reflect on own practice			
	Excellent communication skills			
	Good organisational skills and able to meet deadlines	Interview/References Application form		
Very good numeracy/literacy skills	Interview/References			

REQUIREMENTS	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
<b>KNOWLEDGE</b>	A knowledge and commitment to safeguarding and promoting the welfare of children and young people	Interview/References		
	Thorough understanding of the National Curriculum to KS2 in order to support effective teaching and learning.	Form/Interview/References		
	Secure subject specific knowledge	Form/Interview		
	Commitment to raising standards			
	Understanding and knowledge of developments in learning and teaching			
<b>INTERPERSONAL/ COMMUNICATION SKILLS</b>	Very good communication and interpersonal skills	Interview/References		
	Ability to work with a range of colleagues	Form/Interview		
	Understanding of the range of needs of young people within age group.	Interview/References		
	To have a flexible approach to work			
	To be committed to the objective of raising achievement in the school			
	To help raising standards of learning for pupils			
<b>PHYSICAL CHARACTERISTICS (If appropriate)</b>	Sense of humour and be able to work with staff from all backgrounds	Interview/References		
	Ability to work under pressure and meet deadlines			
	Energy, ambition and enthusiasm			
	Projects a professional image			
<b>DISCLOSURE OF CRIMINAL RECORD (Please see attached for further details)</b>	This post is exempt from Rehabilitation of Offender Act 1974 the candidate is required to declare full details of everything on their criminal record.	After short listing		
	The successful candidate's appointment will be subject to the School obtaining a satisfactory Enhanced disclosure from the Disclosure & Barring Service and Children's Barred list check	DBS		

### Safeguarding Children

Thrive Co-operative Learning trust is committed to safeguarding and promoting the welfare of our pupils and young people. Each school has a robust Safeguarding Policy and all staff will receive training relevant to their role at induction and throughout employment at the school. We expect all staff to share this commitment. All post-holders are subject to a satisfactory Enhanced disclosure from the Disclosure & Barring Service (DBS) and satisfactory employment references, as well as identification and qualification checks which will be required before commencing duties.

# Our Mathematics Faculty



A warm welcome from all our staff  
in our Maths Faculty at Kelvin Hall School

# How to apply



**Application forms can be downloaded from TES or Eteach and should be returned via email to [jobs@thrivetrust.uk](mailto:jobs@thrivetrust.uk) by 9am Monday 20th June 2022**

Visits to the school are challenging in the current climate but we recognise the importance of a visit when considering an application. Should you wish to have an informal and completely confidential discussion or to arrange a visit, please contact Mrs Helen Harrison (PA to the Executive Team) via email at [info@kelvinhall.net](mailto:info@kelvinhall.net) or telephone Kelvin Hall School on 01482 342229 to arrange this.

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