



Welcome from the CEO

Dear Applicant

Thank you for taking an interest in Ascend Learning Trust, where we pride ourselves on our vision of 'Excellence in Education.' As a community of schools, we strive to achieve this through our relentless commitment to compassion, respect and ambition for all our students, with the potential of every individual within our community valued. As a result of this ambition, we strive to ensure that students receive an incredibly high standard of academic and pastoral care to enable them to leave school with the very best platform for their future. The schools within Ascend Learning Trust are a family, and as such they support each other to continuously improve, providing strength to each other.

As a mother of 3 school age children at both primary and secondary level, I know how important young people's school experience is and it is a privilege to lead an organisation whose purpose it is to support this. As the newly appointed CEO of Ascend Learning Trust (from September 2023) I am fully committed, along with our staff, to ensuring that each child's education is the very best that it can be.

This pack will give you details of the job description and list the main duties of the post, together with further details of the competencies (skills), experience, qualifications, knowledge and abilities required to do the job. It is important that you identify the competencies, experience, qualifications, knowledge and abilities that will be assessed by application form, as you will need to provide evidence that you meet these criteria.

References

We will require two satisfactory references before a job offer is confirmed; one of which must be your Line Manager / Headteacher in your present or most recent employment.

Please remember to check that your referees are actually available to provide a reference, as failure to do this could cause a delay in confirming your appointment.

Further information about the Ascend Learning Trust and the Academies within it, is available on our website info@ascendlearningtrust.org.uk

I hope you will feel inspired to apply to work within the Trust.

Yours sincerely

Jane Coley

Ascend Learning Trust CEO Designate

Band / Salary / Hours

Grade: L14-L17 FTE (DOE)

Salary: £61,042-£65,699 (DOE)

Contract: Permanent, Full Time (Flexible working considered)

Start Date: TBC

Closing Date: Midnight Sunday 11th June 2023

Interview Dates: Monday 19th June 2023

How to Apply

To apply please ensure you complete an application form available from the Trust website www.ascendlearningtrust.org.uk or complete the online application. Applications should be submitted via recruitment@ascendlearningtrust.org.uk

Please note CVs will not be accepted. You must complete the application in full giving details of all employment, training and gaps in employment since leaving school.

Please ensure the closing date for applications is met, we cannot be held responsible for lost or late applications. Due to the large number of applications it is not always possible to respond to each application but we aim to respond within two weeks of the vacancy closing date.

Job Description

The job description lists all the main duties of the post, together with further details of the competencies (skills), experience, qualifications, knowledge and abilities required to do the job.

The criteria listed within the job description detail the areas which will be assessed at both application and interview. It is important that you identify the competencies, experience, qualifications, knowledge and abilities that will be assessed by application form, as you will need to provide evidence that you meet the criteria.

Job Description

The post holder will perform a leading role in raising standards, challenging performance and supporting improvement in Mathematics across the ALT Trust.

Key Accountabilities:

- Actively promote the ALT culture of excellence by supporting the Mathematics teams to improve standards across all ALT schools
- Perform a leading role in raising standards, with an emphasis on curriculum development in Mathematics
- Lead the ALT Mathematics Professional Learning Network
- Be an exceptional classroom practitioner, able to demonstrate, and support others to achieve, excellent classroom technique leading to effective learning
- Have extensive and up to date subject and pedagogical knowledge to inform the development of teaching and learning in Mathematics

Support the Education Director and Headteachers to raise standards in Mathematics by:

- Working closely with the Heads of Departments (HoDs) in Mathematics to support school evaluation and school improvement planning
- Working closely with the HoDs in Mathematics to support schools with developing and implementing interventions and strategies to rapidly improve student progress in Mathematics
- Supporting the development of the curriculum in Mathematics, ensuring it is best fit for the school
- Supporting the HoDs in Mathematics with data analysis to assist in prioritising and action planning in Mathematics

Support the Education Director and Headteachers to improve teaching and learning in Mathematics by:

- Alongside the HoD, carrying out quality assurance of teaching and learning in Mathematics
- Identifying and developing appropriate CPD and intervention packages for Mathematics and working alongside the School Improvement Team in supporting the introduction of CTMM (Cognitive Thinking, Metacognition and Memory)
- Monitoring and evaluating the performance and needs of Mathematics in all schools, using data analysis to measure progress
- Promote school to school collaboration; facilitating partnerships and networking in Mathematics departments to share and promote best practice

Support the Education Director and Headteachers to improve the curriculum and assessment in Mathematics by:

- Supporting and developing the Mathematics curriculum across all schools
- Carrying out quality assurance of programmes of study and schemes of work
- Developing centralised data collection and interpretation processes

Person Specification

You be able to demonstrate:

- Experience of providing effective challenge, resulting in improved results (E)
- Experience of procuring and embedding a range of evidence-based interventions and innovative practice (E)
- Experience of analysing data and using this to inform practice (E)
- Extensive experience of observing teaching and learning and supporting improved standards on a consistent basis (E)
- Ability to inspire others and provide strong leadership to teachers and support staff (E)
- Ability to delegate appropriately (E)
- Proven experience of developing, empowering and supporting staff (E)
- Thorough understanding of management structures and systems (E)
- Commitment to Equal Opportunities (E)
- Commitment to an open, collaborative and fair culture (E)
- The ability to converse at ease with members of the public and provide advice and information in accurate spoken English. (E)
- Have integrity and sound judgement (E)
- Be sympathetic to the moral purpose and vision of ALT (E)
- An outstanding communicator who is approachable, reliable, has presence and is highly visible to pupils, parents, carers, local governors and the wider community (E)
- An outstanding classroom practitioner (E)
- Capacity for and commitment to own personal development (E)
- Supportive, energetic, driven and confident (E)
- Inclusive and collaborative (E)
- Ability to mentor, inspire, coach, influence and motivate others (E)
- Be an effective decision maker (E)

Qualifications:

- First Degree (E)
- Recognised Qualified Teacher Status (E)
- Recent and successful experience as a leader of Mathematics with demonstrable examples of raised standards and attainment (E)
- NPQSL or equivalent (D)

About Ascend Learning Trust

The Ascend Learning Trust formed in 2017 and is a successful Trust with seven schools geographically spread across Wiltshire and Swindon.

The values of Compassion, Respect and Ambition are those which are essential in Ascend Learning Trust and we are dedicated to ensuring every pupil achieves above and beyond their potential with secure and enduring relationships with and within each Academy in the Trust.

We offer Compassion – to understand and recognise the needs of the many members and stakeholders of each Academy whose lives will be enhanced and enlightened through their experiences in and out of the classroom.

We seek and offer Respect for the traditions, knowledge and experiences gained over many years in our Academies through developing and supporting staff as they progress their careers in school and pupils on leaving school.

We seek and hold Ambition for our Ascend Learning Trust community for the future, its economic development, its safety, its ability to thrive, to be a great place to learn and to work and to have a vibrant educational community with amenities for all age groups.

As a member of our staff you will share our values of **Compassion, Respect and Ambition** working to achieve our shared mission of offering **Excellence for All**.

Each Academy and its staff seek to strengthen each other, sharing good practice and building capacity whilst maintaining its own identity and working with its own community.

We encourage applications from strong individuals who are passionate about providing opportunities for young people in our community, if you have the vision, energy and determination we welcome an application to join our Trust.

Work for Us

As well as our commitment to staff development opportunities we also offer a wide range of services which support your employment journey with us, these include:

Professional Development

The North Wiltshire School Centred Initial Teacher Training is part of our Trust training new entrants to the profession. We lead a Challenge Partner Hub of around 30 schools and are 1 of only 13 Designated OLEVI Centres in the country.

The aim is for our offer and indeed entitlement for staff to receive the very best possible opportunity. Investing in our staff is investing in our future. The structures on offer will focus on professional learning and look at highly effective strategies that work in the classroom. In addition, there will be a thematic approach to your development so that you can choose the most appropriate areas for your development. These themes will focus on Teaching and Learning, Leadership, and Coaching and Communication, and can either be taken in isolation or combined to increase your overall level of practice.

Benefits

We also offer an excellent staff benefit package which includes discounts on high street stores, restaurants, cinemas and gyms as well as having a wellbeing hub and a cycle to work scheme. Examples of great discounts currently on offer include:

- 10% off Eyewear
- 20% off Gym Membership
- 25% off monthly subscription to online gym memberships
- Hundreds of offers and discounts and cashback on local and national stores
- On site flu vaccinations
- Teachers and Wiltshire Pension scheme
- Generous annual leave for support staff up to 30 days (+ 8 bank holidays per year)

Wellbeing

We are committed to ensuring all staff have a safe environment to work in and we promote good health and wellbeing. As a signatory of Mindful Employer we are committed to reducing the stigma attached to mental health and work with schools to develop a strategy for wellbeing for each school.

This includes:

- Developing a wellbeing statement which focuses on the commitment to support staff health and wellbeing,
- Providing opportunities to ensure there is a trained first aider in each school,
- Supporting staff through a dedicated EAP which offers counselling, CBT courses and advice and guidance to all staff,
- Offering OH support to ensure staff are supported when required,
- Trained Mental Health First Aiders in all schools, and Central Team.

References

We will require two satisfactory references before a job offer is confirmed; one of which must be your line manager in your present or most recent employment.

If you are at school/college or are leaving university please give details of the name and address of your Headteacher or tutor.

Please remember to check that your referees are actually available to provide a reference, as failure to do this could cause a delay in confirming your appointment.

All staff are required to undertake employment checks which include:

- References (for all staff and volunteers)
- Right to work in the UK (ID check)
- Qualification checks
- Barred List check
- DBS check (for all staff and volunteers)
- Childcare Disqualification check (primary only)
- Health checks

Ascend Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. We particularly welcome applications from under-represented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion.

Please note any position that involves working with children requires declaration of ALL convictions/cautions regardless of whether these are deemed as spent and a DBS check will be carried out before any employment commences.

References will be obtained before interview at short-listing stage and may be used in the interview process. If previous employment has included working with children, then at least one referee must be from this employment regardless of whether this is the current or most recent employment. Any gaps in employment must be detailed and an explanation provided in the relevant section.