

RECRUITMENT INFORMATION

Bishop Perowne

Church of England College

https://bishopperowne.co.uk

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SCHOOL & JOB INFORMATION

Dear Candidate,

Thank you for your interest in the role of Second i/c Mathematics at Bishop Perowne Church of England College. This is an exciting opportunity for a motivated and aspirational person to join our team.

We are based in Worcester City in Worcestershire which is a beautiful area of the country and provides good access to Birmingham. The area we serve is diverse, and our catchment and students offer a range of expectations and challenges, therefore being able to drive ambitions is key. Our ambition for our students to have the best chance of success is central to our drive and vision.

The school is a vibrant and forward-thinking community of staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of staff demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

The ideal candidate will have a 'can do' attitude and able to use their initiative.

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We are a school that is continuing to grow our PAN is currenty 240 per year group and over PAN in KS3.

We strive to be an inclusive and diverse employer, and we encourage applications from underrepresented demographics. We recognise the need to achieve a good work-life balance and discuss our workload and well-being charter annually with staff. We aim to create the conditions under which our colleagues are able to thrive and to deliver exceptional work for the young people and communities which we serve.

To get a feel of life at Bishop Perowne, please feel free to contact us to arrange a visit. We will always make time to show potential candidates around the school in order for them to see our provision and meet key people.

Bishop Perowne is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure and social media checks. The school website, Facebook and Instagram pages provide a clear picture of our aspirations and our vision; however, please do not hesitate to contact Karen Wigley, Headteacher's PA/HR on kwi@bishopperowne.co.uk to seek further information or book a visit. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.



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VISION STATEMENT

Bishop Perowne Church Of England College Vision Statement:

We are proud to be a Church of England School.

Our vision statement of *'At Bishop Perowne, we do nothing from selfish ambition or conceit, but humbly count others more significant than ourselves.'* is lived through an approach of servant leadership and putting one another first.

Our four values of Compassion, Respect, Resilience and Integrity are central to the school featuring frequently in all aspects of life at Bishop Perowne.

We believe that there is no ceiling on what can be achieved by anyone, regardless of their circumstances or background. We are committed to providing a supportive and inclusive learning environment, giving every young person the opportunity to fulfil their potential now, and in the future. We recognise that we can always improve.

In light of this, our vision statement is often shortened to 'at Bishop Perowne we celebrate diversity'.

Applicants are welcome from all faiths and none, but should share in our core values.



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EMPLOYEE BENEFITS

Bishop Perowne Employee Benefits:

Bishop Perowne recognises that our employees are our most important asset, and we are aware that the quality and commitment of our employees is critical to our success. We offer all our employees the following staff benefits:

- **A supportive ethos and concern for the well-being of all colleagues**
- **Clear and transparent calculation of 1265 working hours (with no roles reaching the maximum figure - teaching staff)**
- **Excellent CPD opportunities and career progression**
- **Employer contributions to Local Government (LGPS) or Teachers Pension Scheme**
- **Access to Blue Light Card Scheme**
- **Access to the Bishop Perowne Golden Ticket and Club Card Scheme**
- **Cycle to Work scheme**
- **Health Assured Programme**
- **Free eye tests**



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ROUTINES & EXPECTATIONS

Routines and Expectations:

At Bishop Perowne it is really important to us that our classrooms are disruption free and the school is calm and orderly.

Our collective behaviour policy assists in making this happen and enables our teachers to have the greatest impact on the educational outcomes of the children in their classes.

Simple routines, high expectations and shared language support staff with behaviour management. Senior Leadership have a strong presence around school and are quick to support a member of staff should they need it.



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JOB DESCRIPTION

Job Description:

JOB TITLE:	Second i/c Department
DEPARTMENT:	Mathematics
SCALE	TLR 2.2
RESPONSIBLE TO:	Director of Mathematics

Classroom teaching, its quality and content, ultimately determine Bishop Perowne's success or failure. All staff share a collective responsibility to support each other and to positively promote the school ethos and policy. All other staff responsibilities, whether pastoral or administrative, exist to support the teaching programme. Every teacher, regardless of status, is responsible for the effectiveness of their teaching and has a duty to ensure that it is carried out to the best of their ability. For this aspect of work a second in department is accountable to the Director.

Specific Responsibilities

1) To establish, maintain and promote an effective, professional, and positive relationship with individual students and colleagues

2) To prepare lessons and homework in accordance with school policy, ensuring that the curriculum content, specified in the departmental scheme of work, is delivered effectively. To utilise a variety of teaching and learning strategies to deliver the subject on a stimulating and interesting way and cater for the individual learning needs of each student, according to school policy and priorities.

3) When requested, to provide, set and assess appropriate work for excluded students or those at home with illness.

4) To mark, assess and moderate students' work in accordance with school and subject team policy and the requirements of the National Curriculum and examination boards.

5) To ensure that students make proper use of their student planners, recording homework and making comments to parents keeping them in touch with their child's performance, both positive and negative.

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JOB DESCRIPTION

6) To maintain secure and effective discipline, in line with the school's Behaviour Policy. Teachers are responsible for the behaviour and discipline of all pupils in their teaching groups. Teachers should use appropriate sanctions for misbehaviour and ensure that such sanctions are properly completed or followed up.

7) To deal with under-achievement or misbehaviour using appropriate strategies in line with school policy. To refer on to the Subject Leader if necessary. When a referral is made teachers are still responsible to work with the colleague to whom they have referred, to enable the matter to be satisfactorily resolved.

8) To work to assess and monitor individual progress, participate in both formative and summative assessment in accordance with school and departmental policy. To work with students in setting and evaluating their own targets for improvement. To identify children who are underachieving and take action to promote improvement.To liaise with and inform the Subject leader of those who are underachieving.

9) To keep accurate records in accordance with school and departmental policy.

10) To participate in parents' meetings.

11) To ensure that the classroom is a pleasant, tidy and interesting place in which to work and that displays are used in accordance with departmental policy. To ensure that the fabric and furniture in the teaching space is cared for and report any defect or hazard immediately to the site team.

12) To support the Director of Mathematics at all times and stand in as necessary.

13) To work alongside the Director of Mathematics and fulfill areas of responsibility to include:

- To assist in monitoring and evaluation of the Subject
- To assist colleagues in coping with misbehaviour when requested
- To aid in analyzing and using data to raise the level of attainment in Mathematics and eliminate all gaps in attainment between different groups of students

14) To carry out any other reasonable requests of the Headteacher and Dierctor of Mathematics.

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PERSON SEPCIFICATION

Person Specification:

Education/Qualificatons	Essential	Desireable
Qualified teacher status - first degree in relevant subject	X	
Further study in related areas		X
Experience		
An outstanding classroom practitioner whose teaching has a significant impact on learning.	X	
Successful experience of leading and managing an initiative	X	
Extensive knowledge of the demands of the National Curriculum for Mathematics at Key Stage 3 and 4	X	
Experience of monitoring and evaluation	X	
Experience of analysing and using data to raise attainment and eliminate gaps between groups of students	X	
A well-developed understanding of the ways in which children learn and knowledge of appropriate strategies that can be employed to raise achievement	X	

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PERSON SEPCIFICATION

Person Specification:

Experience of training staff, particularly in delivering varied teaching and learning styles		x
Skills and Abilities		
The ability to teach creatively through a variety of teaching and learning styles	x	
Proven classroom management ability	x	
The ability to develop very positive relationships with children of all abilities and with parents.	x	
Well developed ICT skills.	x	
Motivation and Personality		
A person with energy and enthusiasm who finds it easy to work with staff and motivate others, both students and staff	x	
A person ready to promote an ethos in a College that is distinctly Anglican and in which those of all faiths can feel accepted	x	

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PERSON SEPCIFICATION

Person Specification:

Belief in the mission of the College to develop the 'spirit'	X	
A leader who can lead by example, able to motivate others and boost self esteem and self confidence, able to counsel and advise.	X	
A good team worker and a colleague who commands the professional respect of their colleagues	X	
A person who believes in the education of the whole child, who will value each as an individual regardless of their actions	X	
A person who relishes the opportunity to make a real and positive change in the delivery of the curriculum and to staff development	X	
A well organised person who is able to organise others	X	
An efficient and tenacious person determined to follow initiative through to a satisfactory conclusion	X	
A person with the highest standards of loyalty and professional integrity	X	
A personal commitment to own professional development		

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PERSON SEPCIFICATION

Person Specification:

Circumstances and Health		
A very good health, attendance and punctuality record.	x	