



## **Second in maths faculty**

**(Exact responsibilities to be agreed with the successful candidate)**

**Highly competitive salary**

**MPS or UPS plus TRL 2 (to be agreed with candidate)**



# **Applicant information pack**

**Pupils are friendly, polite and calm (Ofsted, 2018)**



Banbury Campus  
Sixth form



Wykham Park  
Academy



Space Studio  
Banbury

## Welcome to Banbury Aspirations Campus

### Wykham Park Academy (11-19) and Futures Institute Banbury (14 – 19)

Leadership of teaching, learning and assessment is strong. It has improved the quality of teaching rapidly. (Ofsted May 2018)

Spiritual, moral, social and cultural education is a strength. Pupils are well-prepared for life in modern Britain and are proud of their inclusive school community. (Ofsted May 2018)

Leaders have established a robust culture of professional learning among staff. (Ofsted May 2018)

Thank you for considering Banbury Aspirations Campus for the next stage of your career. We seek an excellent **second in maths faculty** for September 2022. The specific remit of the post will be agreed with the successful candidate and will be based on prior experience in previous roles.

This position has arisen due to the external promotion of the current postholder. This is an excellent opportunity for an ambitious practitioner, who wants to make a real impact on further driving up attainment and progress in the subject.

You will have the opportunity to work with other maths teachers in other schools as part of our Trust's Teaching School Alliance.

Our campus is unique. We have two distinct schools and a cross campus sixth form which is in the top 25% of all schools in the country for progress. It is a team and a family of people who are all working together to achieve our mission of preparing our pupils for success in high quality apprenticeships or a place in university. We believe in a set of recognisable and traditional values: **honesty; kindness to all others; respect for all; hard work and persistence.**

Our teaching approaches have been influenced by groundbreaking work in charter schools in US inner cities, leading free schools in England and innovations from cognitive science research. Our teaching and learning approach is built on powerful work found in Lemov's 'Teach Like a Champion'. Currently we are reading and researching work by Barak Rosenshine and Alex Quigley. We teach a rigorous, knowledge-based broad and balanced curriculum.

With a clear focus on excellent outcomes for students, you will work with the maths team to further drive up attainment, progress and standards at GCSE and A level, as well as developing our students' love of maths and enhancement of their 'cultural capital'.

We have very high expectations of all of our staff, but we value them highly, and treat work load very seriously. Our systems ensure you can really focus on your core purpose – teaching, in a sustainable way, unhindered by bureaucracy or poor behaviour. If you are able to visit, you will see a culture with excellent behaviour and engaged students who are friendly and courteous. We know we haven't yet got everything right, and are driven to continuously improve and aspire to become one of the best schools in Oxfordshire and beyond.

### **What we can offer you:**

- A campus which prior to Covid had just seen its best GCSE results ever and another excellent set of A level results
- A campus where the sixth form is growing year on year
- Sixth formers who now have the ambition to study at universities across the country
- A Trust which actively supports career progression through its "Roadmap" of professional learning opportunities
- A professional progression model to enable you to progress to becoming head of faculty
- Support and line management from a new and experienced Head of maths who brings her brand new vision and energy to the team in January 2020
- A central Trust team whose background is in maths and understand its pivotal position in the curriculum
- Great students who behave excellently – you can make a massive difference to them
- Clear behaviour systems
- Centralised homework detentions (you do not need to organise/run/chase them at all)
- A feedback policy focused on closing the gap– we do not have onerous/impossible marking policies
- A centralised homework system at KS3 – you do not need to mark KS3 homework
- No formal graded lesson observations – just ongoing 'no-stakes' feedback, helping you to continuously develop – we believe that trusting our staff with autonomy helps to develop a strong staff culture
- Collaborative planning with centralised, shared units of work and resources
- CPD that starts as soon as you are appointed with a clear induction programme
- A beautiful campus situated on the very edge of the Cotswolds, only half an hour from Oxford and an hour from London by train

## Who are we looking for?

- an excellent teacher of maths, who has a love for the subject and who will play an important role in leading maths into its next stage of development
- someone who sees it as their role to ensure that the life chances and 'cultural capital' of all our students is maximised. They will blend extreme personal humility with intense professional will.
- totally aligned to our values and mission. If you are the type of person who fits with our culture, you will love working here.
- aligned with our teaching philosophy, built around Lemov's 'Teach Like a Champion' and teaching 'powerful knowledge'.

You will have excellent progression opportunities as the Academy and MAT continue to grow.

We actively welcome visits and would be delighted to show you around our Academy to fully appreciate our excellent learning environment in maths.

### Next steps:

Banbury Aspirations Campus offers an excellent opportunity for an ambitious, talented individual looking to develop their career. We would be delighted to show you around our Academy in order to fully appreciate our excellent learning environment.

We strongly advise a visit as this Campus is unique in many ways. Please contact [spearce@wykhampark-aspirations.org](mailto:spearce@wykhampark-aspirations.org) or ring 01295 251451 to arrange a visit or an informal, confidential discussion about the role.

## Application

**Deadline for applications 9 a.m. Monday 31<sup>st</sup> January 2022**

**Interviews to take place w/b 14<sup>th</sup> February 2022**

<b>Job title:</b>	Second in maths faculty (responsibilities to be agreed)
<b>Salary</b>	MPS/UPS + TLR 2c £6,646
<b>Starting date:</b>	September 2022
<b>Accountable to:</b>	Associate Assistant Headteacher (maths)
<b>Line management of:</b>	As agreed with Head of Faculty

## Job Description

The post holder shall carry out the professional duties as described in the School Teachers Pay and Conditions document in line with the duties as outlined for staff on MPS/UPS.

The post holder will be committed to the highest standards in every area of our work and subscribe to a culture where continuous improvement is a non-negotiable and an outstanding judgement upon inspection as attainable.

### We expect that all employees in our Trust:

- Promote the Aspirations Academies Trust framework of guiding principles;
- Are positive role models for children;
- Actively support the continuous focus on improving a broad range of student outcomes;
- Believe in young people and colleagues and constantly encourage them to be the best they can be

### The purpose of this role is to support the Head of Faculty to:

Raise standards of student attainment and achievement in the faculty you help lead, by:

- Promoting the highest possible standards in all classrooms in your faculty and modelling high expectations in your own room
- Leading on teaching and learning to ensure that all lessons enable positive progress for all students
- Mentoring and/or coaching designated members of your team to improve aspects of their practice
- Developing appropriate assessments to gather performance data for every student on a regular basis
- Monitoring schemes of learning for the subject you have specific responsibility for to ensure that they provide sufficient challenge and are used effectively by staff
- Constantly monitoring the progress of students against their targets and supporting staff to eradicate underperformance
- Keeping abreast of all curriculum and assessment developments within the subject areas you have specific responsibility for
- Ensuring that the budget you hold is used solely to support the guiding principles of the Trust

### Your achievement in this role will require you to:

- Consistently follow all campus policies
- Attend and actively participate in all Professional Learning Community sessions and engage positively with the appraisal process
- Show a willingness to work with colleagues to continually reflect on your own professional practice and improve upon it
- Meet all academy deadlines for data entry and responses to parents
- Communicate effectively with colleagues, parents and students
- Maintain excellent attendance at work

**General:**

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

The Academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

**Conditions of Service**

Governed by the National Agreement on Teachers Pay and Conditions, supplemented by local conditions as agreed by the AAT.

**Special Conditions of Service**

Due to the nature of the post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended. Candidates are required to give details of any convictions on their application form and are expected to disclose such information at the appointed interview.

As this post allows substantial access to children, candidates are required to comply with departmental procedures in relation to police checks. If candidates are successful in their application, prior to taking up post, they will be required to give written permission to the Department to ascertain details from the Police regarding any convictions against them and, as appropriate the nature of such conviction/s.

**Equal Opportunity**

The post holder will be expected to carry out all duties in the context of, and in compliance with, the academy's Equal Opportunities Policies.

This job description will be reviewed at regular intervals and is subject to change as the needs of the academy evolve.

**Banbury Day Nursery**

Applicants may be interested to know that we have a full-time (51 weeks per year, 8.00am – 5.30pm) Day Nursery for infants (6 months) to pre-school children on campus. Availability of places and rates of fees can be obtained from Mrs Brooker, Nursery Manager (Tel. 01295 256400).

**Safer Recruitment Procedure**

The AAT is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants. This process is outlined below, but can be provided in more detail if requested.

**Disclosure**

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (DBS). Applicants are required, before appointment, to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

**Shortlisting**

Only those candidates meeting the relevant criteria indicated in the personal specification will be taken forward from application.

**Interview**

Longlisted candidates may be subject to a screening interview. Those shortlisted will take part in an interview with questions relating to the job description and person specification.

Where necessary, candidates will be asked to address any discrepancies, anomalies or gaps in their application form.

**Reference checking**

At least two references will be requested, normally from the previous and current employers. These may be contacted before the interview and in all case before an offer of appointment is confirmed.

## Person Specification

(A) Assessed by application

(R) Assessed by the recruitment process which will include:

- Sitting a GCSE higher maths paper
- A taught lesson observed by two members of the school's leadership team
- A panel interview.

Criteria	Essential	Desirable
<b>Knowledge and Qualifications</b>		
Degree in a relevant subject	A	
Qualified Teacher Status specialising in the teaching of a relevant subject	A	
Leadership training		A
<b>Professional Experience</b>		
Successful teaching experience, up to and including GCSE and A Level	A, R	
Evidence of team work and supporting colleagues effectively	A, R	
Experience of successful organisation and administration	A, R	
<b>Teaching and Learning</b>		
Can rapidly build and sustain professional positive relationships with young people	R	
A clear understanding of what constitutes progress of students in maths	A, R	
Ability to interpret and act on a wide range of key data	A, R	
An ability to communicate effectively with different audiences	A, R	
<b>Demonstrable values and dispositions</b>		
A passion for education and commitment to the guiding principles of the Trust	A, R	
A commitment to supporting students and the college team as seen through an excellent attendance and punctuality record	A, R	
Honesty and integrity	R	
Prepared to listen to the ideas of fellow professionals	R	
Works well under pressure	A, R	
A good health, attendance and punctuality record	R	
<b>Leadership</b>		
The ability to command respect from colleagues, parents and governors	A, R	