



Standish Community High School

Teacher of Mathematics (2-Year Fixed-Term) Candidate Information Pack



Closing Date: Thursday 14th July 2022 at 9.00 a.m.
Interviews to be held on Monday 18th July 2022



MULTI ACADEMY TRUST

Standing Together, Learning Together



Standing Together, Learning Together

Chief Executive Officer: Andy Pollard

Who we are:

The Mosaic Multi Academy Trust was established in 2017. The schools in the Trust are Standish Community High School, Southlands High School and Golborne Community Primary School. The work for all in the Trust is to serve the educational interests of students in becoming successful learners, confident individuals and responsible citizens, irrespective of background or ability. We have set our Trust on achieving:

- Ambitious expectations with successful outcomes so that no child is left behind in achieving all they can
- Academies committed to excellent teaching and learning with highly performing personnel
- Well led academies across all levels working within well-established staffing structures
- Self-evaluation built around accountability, development and improvement. Each academy will have data astute and responsive management systems
- Academies that offer engaging, relevant and well-considered curricula
- Excellent Trust governance that will ensure we are a Trust that is financially viable and forward thinking
- Academies that provide safe and positive learning environments by dedicated members of support.



**Standish Community
High School**

At Standish Community High School, we are committed to the highest levels of academic achievement, personal growth and lifelong fulfilment. Our motto 'Be Outstanding' captures our determination and belief that all of our students deserve the very best education and opportunities that enable them to flourish and grow in confidence and develop the skills and expertise, to become happy and well-rounded, successful individuals.



**SOUTHLANDS
HIGH SCHOOL**
Endeavour for Excellence

Southlands High School believes in being a strong and loyal community in which every student and every member of staff is supported to achieve their very best and reach their fullest potential. Through high quality teaching, strong pastoral systems and a focus on personal development, we seek to prepare each and every student for the bright and optimistic future ahead of them.



At Golborne Community Primary School, our constant aim is to facilitate children's learning in a warm, encouraging and respectful community existing in a quality and stimulating environment. Our ethos relies heavily on the concept of independent learning and self-discipline. We hope to develop in all children the desire to learn and the ability to apply their full knowledge. At the same time, we want to help each child find the self-esteem and confidence that are so necessary to live a full and happy life.

July 2022

Dear Applicant,

Teacher of Mathematics - Full time 1.0 FTE, 2-Year Fixed Term Contract

Many thanks for your interest in the above position. Please find enclosed the following documents:

- ❖ Information about Standish Community High School
- ❖ Information about the Maths Department
- ❖ Exam Results
- ❖ Job Description
- ❖ Person Specification
- ❖ Arranging a Visit/Application Process
- ❖ (Further Trust Information) Mosaic MAT Strategy 2021 – 2025

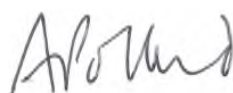
Standish Community High School is advertising for a 2-year fixed-term full time Teacher of Mathematics to commence employment **1st September 2022**. We are looking to appoint enthusiastic, self-motivated and highly organised people to contribute to the outstanding support, care and guidance that the school offers its pupils. Applications are sought from people with energy, commitment and a determination to succeed. This post is open to both experienced teachers and those new to the profession.

This full time role will be based at Standish Community High School, however as we are part of Mosaic Academy Trust, there may be occasions when you will be required to work at other schools within the trust.

You can apply through TES <https://www.tes.com/> and Teacher Vacancies [Find a job in teaching - Teaching Vacancies \(teaching-vacancies.service.gov.uk\)](https://teaching-vacancies.service.gov.uk/) and. Late applications will not be considered.

Applications will be considered as soon as they are received, and the closing date will be Thursday 14th July 2022 at 9.00 a.m. Interviews are scheduled to take place Monday 18th July 2022. If you are successful in securing an interview you will be notified on the 14th July 2022 (at the latest by 15th July by 10.00 a.m.).

Yours faithfully,



Mr A Pollard
Executive Headteacher





Standish Community High School

July 2022

Dear Applicant,

Welcome to Standish Community High School.

Thank you for considering an application to the 2-year fixed-term full time post of Teacher of Mathematics at Standish Community High School. I am happy to recommend Standish to you as a high performing and successful school with an intake of 1300 students. In our most recent Section 8 Ofsted Inspection carried out in October 2021, we retained the judgement of “good”. However, we continue to work relentlessly to achieve “outstanding” (<https://files.ofsted.gov.uk/v1/file/50173438>)

Our attainment figures for 2015 placed us in the top non-selected state-funded schools in England. This accolade has contributed to our designation as a Leading Edge school by the Secondary Schools and Academies Trust (SSAT). For the fourth year running we were placed in the top 10% of non-selective schools nationally for attainment and in 2016 and 2017, we were placed in the top 20% of schools nationally for progress. These awards, along with others we have received, show our aspirations and ambitions for our students and equally the commitment, dedication and professionalism of our staff. We were delighted that our successes continued in 2018 and 2019 achieving positive progress 8 scores.

Although all schools are facing considerable change in education, we believe that our core values and positive ethos will guide us as we face the future. As a school, we remain entirely focused on and determined to unleash the potential in all students irrespective of background or ability.

Standish Community High School has formed a Multi Academy Trust, as the lead school, with another local secondary school and more recently a local primary school. This has provided the potential to open greater career opportunities in the near future. The Mosaic Academy Trust, as an organisation seeks to value each and every member of the community, to become a family of schools that will welcome other schools and be a Trust, whose chief aim is to become stronger as a whole than by the sum of its parts. The Trust has a Trade Union Recognition Agreement in place.

Hopefully, this has inspired you to take a serious look at Standish. I consider it a tremendous privilege to be the Headteacher at Standish and lead such an incredibly well-motivated and inspiring team of teachers and support staff.

I look forward to receiving your application form.

Yours faithfully,

Mrs L Barker
Headteacher



DEPARTMENT INFORMATION

Mathematics

Thank you for considering Standish Community High School's Mathematics department. We are a professional and supportive department, with a consistent track record of success. We have a proven track record of excellent results. The Maths department achieved the following results in 2019:

Standish	2019
Grade 9's	12
9 – 7 in Maths	24%
9 – 5 in Maths	62%
9 – 4 in Maths	85%

We are looking for an outstanding classroom practitioner with high expectations and a passion for developing their student's potential. The Mathematics department is known for its focus on student progress and it has high aspirations for all students. This is reflected in its excellent GCSE results. Opportunities for CPD and developing classroom practice are inherent within the culture of the department.

We are a well-resourced department, with specialist teaching rooms within a dedicated Mathematics block. At present we have nine full time teaching staff, plus two member's of the SLT.

The successful candidate will:

- Commit to high standards in the classroom
- Contribute to the team ethos in the department
- Strive to develop 'Mathematics' who will love the subject beyond the confines of the classroom
- Be in sympathy with our strong school ethos.

Candidates who are able to innovate, engage students with their passion for their subject and take part in the overall life of the school, are strongly encouraged to apply.

We will offer:

- A well established and comprehensive mentor programme
- Strong links with other local schools for partnership working and support
- A strong community spirit
- Staff who are very supportive towards each other with a great camaraderie existing throughout the department and the school.

I would be delighted to appoint a teacher who can engage and inspire pupils through innovative teaching and a love for their subject. I am extremely proud of my department and if you would like to get in touch to speak more about the post, please contact Rachael Atherton, School Payroll & HR Manager.

Kind regards

Mr P Murphy
Head of Mathematics



EXAM RESULTS

	2017	2018	2019	2020	2021
Attainment 8	54.26	55.8	54.6	n/a	n/a
Progress 8	0.37	0.24	0.24	n/a	n/a

Standish	2017	2018	2019	2020	2021
5 x 9 – 4 including English and Maths	80	79	81	81	85
English and Maths Grade 4 and above	84	85	85	85	88
3 9 – 7	37	40	38	40	41
5 9 – 7	29	29	24	28	25

English Grade 9 – 4	94	95	92	93	94
English Grade 9 – 5	80	86	82	84	86
English Grade 9 – 7	43	47	44	42	40

Maths Grade 9 – 4	85	86	85	85	87
Maths Grade 9 – 5	64	70	62	66	66
Maths Grade 9 – 7	32	33	24	29	30

Standish Subjects	Grade 9s - 2017	Grade 9s - 2018	Grade 9s - 2019	Grade 9s - 2020	Grade 9s - 2021
English Language	22	15	21	20	24
English Literature	35	19	16	21	26
Maths	16	15	12	16	17



JOB DESCRIPTION

INTRODUCTION	
Post Title:	Teacher of Mathematics (Full time 1.0 FTE)
Status:	2-Year Fixed-Term
Job Overview:	<p>Under the reasonable direction of the Head teacher, carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document (STPCD).</p> <p>Implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and support a designated curriculum area as appropriate</p> <p>Monitor and support the overall progress and development of students as a teacher / Form Tutor</p> <p>Facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential</p> <p>Contribute to raising standards of student potential</p> <p>Share and support the school's responsibility to provide and monitor opportunities for personal and academic growth</p>
Line Management:	<p>Reporting to – Head of Department / SLT Link.</p> <p>Responsible for – No line manager responsibly.</p>
Liaising with:	Headteacher, Senior Leadership Team, Governing Body, teachers and support staff, LA representatives, external agencies and parents / carers.
Working time:	Full time (1.0 FTE) as specified within the STPCD
Salary /Grade:	Teaching Staff Main Pay Scale.
Disclosure Level	Enhanced
Conditions of Employment	No holidays are permitted during the 190 day teaching year.
2. TEACHING	
2.1	To carry out duties in accordance with the Teachers Standards.
2.2	Work positively to the implementation of Teaching and Learning developments in line with the school SSDP and current Teaching & Learning foci.
2.3	Teach, students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere.
2.4	Assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
2.5	Provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
2.6	Ensure that Literacy and Numeracy are promoted and reflected in the teaching / learning



experience of students.

- 2.7 Undertake a designated programme of teaching.
- 2.8 Ensure a high quality learning experience for students which meets internal and external quality standards and ensures all students make progress.
- 2.9 Prepare and update subject materials.
- 2.10 Use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus.
- 2.11 Maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- 2.12 Undertake assessment of students as requested by external examination bodies, departmental and school procedures.
- 2.13 Mark, grade and give written / verbal and diagnostic feedback in line with the school policy.
- 2.14 As part of your contractual obligations you may be required to teach identified classes in our partner primary and high schools as part of our outreach work. This may be done either here at Standish or in those schools.

3. STRATEGIC / OPERATIONAL PLANNING

- 3.1 Assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the curriculum area and department.
- 3.2 Contribute to the curriculum area and department's development plan and its implementation.
- 3.3 Plan and prepare courses and lessons.
- 3.4 Contribute to the whole school's planning activities.

4. CURRICULUM PROVISION

- 4.1 Assist the Head of Department, the Senior Leadership Team, to ensure that the curriculum area provides a range of teaching which complements the school's strategic objectives.

5. CURRICULUM DEVELOPMENT

- 5.1 Assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of students, examining and awarding bodies and the school's mission and strategic objectives.

6. STAFFING

- 6.1 Take part in the school's staff development programme by participating in arrangements for further training and professional development.
- 6.2 Continue own professional development in the relevant areas including subject knowledge and teaching methods.
- 6.3 Engage actively in the performance management review process.
- 6.4 Ensure the effective / efficient deployment of classroom support.
- 6.5 Work as a member of a designated team and to contribute positively to effective working relations within the school.



7. QUALITY ASSURANCE	
7.1	Help to implement school quality procedures and to adhere to those.
7.2	Contribute to the process of monitoring and evaluation of the curriculum area / department in line with agreed school procedures, including evaluation against quality standards and performance criteria. To seek / implement modification and improvement where required.
7.3	Review from time to time methods of teaching and programmes of work.
7.4	Take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.
8. MANAGEMENT INFORMATION	
8.1	Maintain appropriate records and to provide relevant accurate and up-to-date information for MIS, registers, etc.
8.2	Complete the relevant documentation to assist in the tracking of students.
8.3	Track student progress and use information to inform teaching and learning.
9. COMMUNICATION AND LIASON	
9.1	Communicate effectively with the parents / carers of students as appropriate.
9.2	Where appropriate, communicate and co-operate with persons or bodies outside the school.
9.3	Follow agreed policies for communications in the school.
9.4	Take part in liaison activities such as parent's evenings and liaison events with partner schools.
9.5	Contribute to the development of effective subject links with external agencies.
10. MANAGEMENT OF RESOURCES	
10.1	Contribute to the process of the ordering and allocation of equipment and materials.
10.2	Assist the Head of Department to identify resource needs and to contribute to the efficient / effective use of physical resources.
10.3	Co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, department and the students.
11. PASTORAL SYSTEM	
11.1	Be a Form Tutor to an assigned group of students.
11.2	Promote the general progress and well-being of individual students and of the Form Tutor Group as a whole.
11.3	Liaise with a Pastoral Leader to ensure the implementation of the school's pastoral system.
11.4	Register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
11.5	Evaluate and monitor the progress of students and keep up-to-date student records as may be required.
11.6	Contribute to the preparation of action plans and progress files and other reports.



- 11.7 Alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
- 11.8 Communicate as appropriate, with the parents / carers of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff.
- 11.9 Contribute to PSHCE and citizenship and enterprise according to school policy.
- 11.10 Apply the behaviour for learning policy so that effective learning can take place.

12. SCHOOL ETHOS

- 12.1 Play a full part in the life of the school community, supporting its distinctive mission and ethos and encouraging staff and students to follow this example.
- 12.2 Support the school in meeting its legal requirements for worship.
- 12.3 Promote actively the school's corporate policies.
- 12.4 Comply with the school's health and safety policy and undertake risk assessments as appropriate.
- 12.5 This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

SIGNATURES

The school 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.

This job description is current at the date below but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements, which are commensurate with the job title and grade.

Whilst every effort has been made to explain the duties and responsibilities of the post each individual task undertaken may not be identified. Employees are expected to comply with any reasonable request from the Headteacher / SLT link to undertake work of a similar level that is not specified in this job description.

Signed
(Teacher of Mathematics)

Signed
(Headteacher)

Dated
(Teacher of Mathematics)

Dated
(Headteacher)

SAFEGUARDING OF CHILDREN AND YOUNG PEOPLE

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.



PERSON SPECIFICATION

	Essential	Desirable
Experience		
Experience of successfully planning lessons and following schemes of work	Y	
Experience of supporting the Head of Department in delivering Development Plans to enhance performance		Y
Experience of creating intervention strategies to improve student performance		Y
Ability to deal successfully with students, parents and carers to resolve issues		Y
Experience of using tracking systems to enhance student performance	Y	
Prior experience of successful teaching in the relevant curriculum area		Y
Training & Qualifications		
Qualified Teacher Status	Y	
Graduate level qualification in appropriate discipline	Y	
Knowledge & Understanding Applicants should be able to demonstrate knowledge and understanding of the following areas relevant to the post		
Understanding of curriculum requirements and requirements for assessment, record and reporting of students attainment and progress	Y	
Be fully aware of the Ofsted standards for teaching and able to deliver lessons appropriately	Y	
Be accountable to the Teachers standards	Y	
An understanding of current educational issues in relation to the post	Y	
Ability to write reports providing quality information to students / parents		Y
Secure knowledge of Safeguarding policies and procedures	Y	
Personal Skills, Abilities and Competencies Applicants should be able to provide evidence that they have the necessary skills and abilities required		
High levels of communication skills both oral and written	Y	
Be empathetic in dealing with students, parents and carers	Y	
High levels of inter-personal skills	Y	
Ability to work under pressure and to strict deadlines	Y	
Ability to use ICT to support teaching and learning	Y	
Able to work as part of a team	Y	
Ability to work unsupervised and under own initiative as required	Y	
Ability to manage own workload	Y	
Willingness to work flexibly across the day, week and year	Y	
Ability to find solutions to immediate, medium and long-term problems		Y
Personal Qualities		
Integrity, professionalism and diplomacy	Y	
Tact and a sense of humour	Y	
A personal and friendly nature	Y	
Application		
Accurate completion of application form	Y	
Supporting Statement which addresses person specification, evidence in letter and application	Y	



High standards in spelling and writing	Y	
Legal Issues		
Legally entitled to work in the UK	Y	
Enhanced DBS Clearance	Y	
Valid UK Driving Licence, access to a vehicle with business insurance		Y



Arranging a visit:

Candidates wishing to visit the school or arrange a telephone discussion can contact Rachael Atherton, School Payroll and HR Manager, who will arrange a suitable time: 01257 478731.

Application process:

To apply, please use the TES or Teaching Vacancies application form.

Advertising date: 1st July 2022
Closing date: 14th July 2022 (9.00 a.m.)
Short listing: 14th & 15th July 2022
Interview date: 18th July 2022

In line with Safer Recruitment guidelines, we will be taking up references in advance of the interviews and taking them into account throughout the interview process.

Standish Community High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and adhere to the school's child protection policies and procedures. Enhanced checks through the Disclosure and Barring Service (DBS) will be required for this post.

The post is likely to come under the requirements of the Childcare (Disqualification) 2009 Regulation and the successful applicant will be required to complete a declaration form to establish whether they are disqualified under these regulations and is also subject to medical clearance.

More information about the school can be found on the website www.standishchs.wigan.sch.uk

When completing your TES or Teaching Vacancies application, please ensure that all sections are completed, gaps in employment history are accounted for and details of awarding bodies included. You should refer to the job description and person specification to guide your application. Your supporting statement should be no more than 2000 words. Please note that late applications will not be considered.



MOSAIC MULTI ACADEMY TRUST STRATEGY

2021 – 2025

Vision

“The Mosaic Multi-Academy Trust exists to help all Headteachers, school leaders and their schools flourish”

Mosaic MAT partner schools will treat each student as a unique individual, tailoring the curriculum to academic, vocational and extra-curricular, to ensure each achieves their optimum potential. Our chief aim is that the curriculum ensures that students become successful lifelong learners, confident inspired individuals and responsible aspiring citizens.



Values

Care: *We are considerate of others and execute our responsibilities with attention to detail.*

Hope: *Our decisions are made on a positive expectation of success.*

Openness: *We conduct all conversations with transparency and frankness.*

Integrity: *Our work is characterised by honesty and a strong moral purpose.*

Collegiality: *Our aim is to work in collaboration, cooperation and companionship with all colleagues.*

Endeavour: *We aim to be the best we can be in all that we do.*

Service: *Our work is primarily for others; our success is measured by the success achieved by others.*

STRATEGY 1

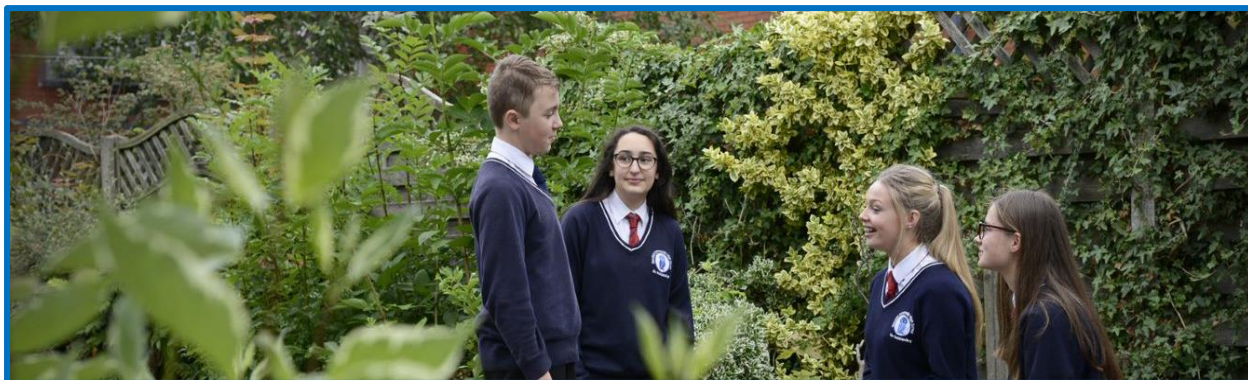
Excellent quality of education with ambitious curriculum design and delivery. Implementation by professionally developed and expert senior and middle leaders.

1. **Curriculum development** - We will ensure that each school's curriculum meets the needs of all students
2. **Teaching development** - We will ensure that curriculum design and excellent teaching are complementary strengths led by subject leaders
3. **Appraisal** - We will ensure that appraisal processes maximise the potential in our teachers and create a culture of development and innovation in our schools
4. **Inclusivity** - We will make sure our learning intentions and experiences are provided for all students irrespective of background or ability. We will ensure that personal development intentions ensure that barriers to learning are removed and extra-curricular pursuits are open to all.

STRATEGY 2

Partnership and accountability. All of our students will benefit from being a part of a wider family of schools

1. **Ofsted** - We will ensure that all schools provide excellent overall effectiveness
2. **School Improvement** - We will have strategic approach to school improvement where all of our schools will be both supported and challenged
3. **ESFA and ICFP – Integrated Curriculum Financial Planning** - We will ensure that key performance indicators that relate to the curriculum inform sound financial planning
4. **Governance** - The Trust will have established a governance structure with active participation from all trustees and governors. All skills needed to fully address the scope of governance will have been achieved
5. **Growth** - We aim to grow in proportion to our success. The first phase is to achieve between 5000 and 8000 students in the MAT.



STRATEGY 3

Sustainable, efficient and effective and cost-efficient planning and management to ensure the best learning opportunities for our students.

1. **Virtuous Circle** - We will ensure the Trust establishes principles of organisational sustainability – economic, effective and efficient
2. **Central Services** - We will develop a highly capable central function that will provide efficient and effective services trust-wide
3. **Estate Management** - We will ensure that the fundamentals of good estate management are in place so that we will make the most of our resources
4. **Risk** - We seek to ensure that trustees and senior leaders work effectively through the context of risk: risk assessment and risk management
5. **Workload** - We will reduce the burden of unnecessary work on the workforce
6. **Safeguarding** - We will ensure the safety and well-being of all associated with Mosaic MAT.