



Now Recruiting: Teacher of Mathematics

Closing date for applications: 9:00am Mon 20 February 2023

(We reserve the right to close early should the right candidate be found)

Principal: Mr Carl Smith

Casterton College Rutland, Ryhall Road, Great Casterton, Stamford, Lincs PE9 4DP

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Welcome to Casterton College Rutland

Thank you for your interest in joining Casterton College Rutland.

Casterton puts the well-being of its staff at the heart of everything but not in a superficial, corporate, or tokenistic way. For example, we don't observe lessons (except for ECTs (Early Career Teachers)) and we do not grade them either. We don't have mock Ofsted's or subject focus weeks and we prefer a feedback policy to a marking policy. In other words, staff are trusted rather than micro-managed. Perhaps that is why we recruit so well and retain our staff-because they are treated as professionals and respected.

We are a single academy trust so there is no CEO or distant trust board and no corporate policy to adhere to. Instead, we are a local school serving the local community of Stamford and Rutland. People are often surprised to find our intake is in line with the national average on KS2 prior attainment or EHCPs (education, health, and care plans) because our progress 8 scores are so good, but that's down to our ethos and approach. We are proud to be comprehensive and our ethos is 'ability is not fixed,' because we believe that in the right circumstances every child can do remarkable things. The challenge for us is to create the right circumstances.

You may notice this is not your usual glossy, branded, corporate, application pack. That is because we aren't any of those things. We just do the ordinary things very well, and by trusting our staff, as well as our students, they do wonderful things in return.

Unsurprisingly, although we occupy old buildings that are not exactly state-of-the-art, we have grown by 40% in the last six years and won a host of awards, including being in the top three for Secondary School of the Year 2021. That is not to say, Covid was easy for us because it most certainly was not, and we currently have our fair share of young people with trauma and mental health problems. However, we create a culture of Care, Kindness and Communication that works for most of them and, together, as colleagues, we support one other.

Casterton is a school with a heart and a soul, and I think that counts for a lot.

Carl Smith
Principal

Job Description for Teacher of Mathematics

Contract: Full Time
Responsible to: Head of Mathematics Department

All staff work for Casterton College Rutland which is an 11-16 school.

This job description reflects the major tasks to be carried out by the post holder and identifies the level of responsibility at which the post holder will be required to work. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder.

We are committed to safeguarding and promoting the welfare of children and young people and all staff and volunteers are required to share this commitment. All staff are representatives of the college and are required to recognise that their personal and online behaviour reflects their responsibility as role models in the community.

All staff are subject to an annual appraisal and mid-year appraisal review and the normal terms of conditions for teachers in England. Appointment is subject to references and enhanced clearance by the Disclosure and Barring Service.

Purpose of the Role

The primary focus of this role is to be a classroom teacher and Personal Tutor

Key Responsibilities

Overall

- Plan and prepare high quality lessons that ensure all ability groups make at least good progress
- Assess progress and provide appropriate feedback
- Maintain and update accurate records of student progress
- Uphold the values of the college. i.e. ability is not fixed

Achievement and Progress

- Ensure that all students, including disadvantaged students make at least good progress
- Motivate students to achieve well
- Promote a culture of scholarly excellence within the classroom, department and wider school
- Maintain high expectations for all students
- Know the learning needs of students with SEND and ensure that appropriate teaching strategies are applied to support their progress
- Work closely with teaching assistants to support SEND students
- Maintain a high standard of subject knowledge and keep up to date with developments in subjects taught

- Endeavour to use research as a basis for selecting teaching strategies
- Communicate with parents as required
- Maintain a neat and tidy classroom

Wider Curriculum

- Ensure the spiritual, moral, social and cultural education of all students is fully developed in line with the school policy
- Apply the PSHE curriculum as and when required and appropriate
- Uphold British Values (defined as liberal democratic values)

Student Welfare

- Follow behaviour protocols as set out by the school
- Report all incidents of bullying and other forms of harassment and follow school procedures in all cases
- Read, understand and apply the procedures in the school's Child Protection policy and report all concerns immediately to the named officer for child protection
- Ensure that the health and safety of students, both in and around school and on trips and visits is always paramount and that during visits school protocols are followed in full
- Undertake the duties of a Tutor and at least one lunchtime duty

Wider Commitments

- Attend subject parents' evenings, open evenings, success evenings and other public events as directed by the Principal
- Follow absence procedures and set good quality work in the case of absence unless physically unable to do so
- Complete reports and data collection points as required by the school calendar
- Complete the attendance register on time and accurately at all times
- Undertake the cover of lessons if required to do so

Professional

- Maintain the highest standards of professional appearance, integrity and honesty
- Dress at work in accordance with the staff dress code
- Act as a role model to young people and other staff, including online
- Behave professionally and respectfully towards other members of staff and contribute towards a focused, respectful and professional working culture
- Ensure that all work carried out in preparation for an exam or on behalf of an examination board is done so in accordance with the rules for that exam
- Attend meetings and training as required
- Undertake any other duties or responsibilities as required by the Principal

This job description is not intended to be an absolute definition of responsibilities and other duties as may arise in this post.

February 2023

Welcome to The Mathematics Department at Casterton College Rutland

Staff	We currently have 7 full time and 1 part time maths specialists as well as a Higher-Level Teaching Assistant who works exclusively with the mathematics department. 2 members of the department also have experience as examiners for our current GCSE exam board.
Working Environment	The mathematics block currently consists of 6 permanent classrooms. We all have a selection of texts to use as well as rooms with interactive whiteboards and traditional whiteboards. In addition to this, the department has collaboratively created a vast library of bespoke SMART notebook files, differentiated to cater for all learners, covering all areas of the Mathematics Programme of Study. There are also a number of dedicated IT rooms that can be used. Classes are set from Year 7 onwards with regular assessments throughout the year.
Curriculum/ Syllabus	Our Key Stage 4 students follow a Programme of Study which prepares them for terminal assessment against the Edexcel GCSE specification (1MA1). This consists of 3 x 1½ hour examinations, 2 of which permit the use of a calculator.
How we work together as a team	As a department, we are resourceful, diligent and approachable. We benefit from good professional relationships with one another, colleagues in other departments, and pupils. Working collaboratively is a key facet of our ethos and allows us to support each other at every turn. Our collective aim is to always ensure that our students enjoy Mathematics and that their knowledge and skills develop and progress as much as possible during their time with us.
How we support ECTs	<p>We were nominated for a Pearson Teaching Award in 2017, winning a silver award for Outstanding School Team of the Year. This was preceded by a member of the Department winning an individual silver award for Outstanding Secondary School teacher in 2016.</p> <p>ECTs are assigned a formal mentor from within the department to assist them through their first year, although the whole department are accustomed to lending their support whenever needed. Further ECT training is provided by the Rutland and Leicestershire Training Alliance.</p>

Uptake of Subject and Results	<p>Mathematics is a core subject and as such is studied by all students at GCSE. Since the new Mathematics curriculum was first examined in 2017, 87% of our students have gained a grade 4 pass and 72% of our students have achieved a grade 5. Further to this, a third of all candidates have achieved grade 7 or above with the vast majority of this cohort electing to continue studying Mathematics at A-Level.</p> <p>2022 Progress Scores (P8) All 0.75 Male 0.85 Female 0.62 Disadvantaged 0.85.</p> <p>In 2017 we were named Best Maths Department in England (National Teaching Awards) and in 2016 our 2nd in Department was second in the Teacher of the Year competition!</p>
Extra-Curricular Activities	<p>Part of our continuing success is due to the commitment and dedication of the department who regularly, consistently, and willingly support students out of school hours. We also have a track record of providing extra-curricular activities to enrich the curriculum including:</p> <ul style="list-style-type: none"> • National Cipher Challenge • UKMT Maths Challenges (both individual and team) • Chess Club

Only applications submitted on the College application form will be considered (available on our website www.castertoncollege.com) along with a letter of application (no more than 2 sides of A4) and emailed to: Stephanie Shelton bells@castertoncollege.com

Casterton College Rutland is committed to the protection and safety of its young people and need for the successful applicant to be DBS checked.