

# CRISPIN

ASPIRATION • COMPASSION • EXCELLENCE

## TEACHER OF MATHEMATICS INFORMATION FOR CANDIDATES



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## LETTER FROM THE HEADTEACHER

Thank you for your interest in joining us at Crispin. We believe that Crispin is a great school to be a part of whether as a student or colleague. We are a friendly, inclusive, highly successful school of over a thousand students who make strong progress academically, but who also receive a great many wider opportunities to learn in the fullest sense of the word.

Crispin is a popular school with a strong reputation. We unashamedly have high expectations of all members of our community and we believe in challenging and supporting students to achieve their very best. Visitors regularly refer to our students and colleagues very positively. Relationships between staff and students are a strength of the school and colleagues are committed to providing every opportunity for students to have a broad experience and to be successful. We are committed to educating the whole child to ensure they enter adulthood as happy, supported young people with a love for learning. There is a sharp focus on learning and students receive excellent support. At all times we seek to be a compassionate institution.

It is important to state that Crispin has a very strong safeguarding culture which we would expect potential colleagues to wholeheartedly support.

We have a wide-ranging curriculum and have recently expanded the opportunities for students. We offer two Languages, a range of Arts and Technology options as well as courses in areas such as Business, Engineering, Health and Social Care and Sport. Students have the opportunity to study Philosophy and our popular course, Curriculum for Life. There are also a wide range of enrichment activities for students ranging from residential visits to school productions; sports to music; an enrichment week to work experience. We have a successful 'Employability' programme which provides important opportunities for students.

We are proud of our House system which is comprised of four Houses (Corvus, Falco, Sturnus and Tyto). This system allows for a wide range of opportunities for students from collaboration to competition, student leadership to support. All colleagues are members of one of the Houses.

We are fortunate to have a well-equipped site which includes extensive grounds, a range of curriculum area blocks and an astroturf pitch. We are also extremely fortunate to have opened a purpose-built Innovation Hub in November 2020. This has been the most substantial development of the site since the opening of Crispin.

This post is a really exciting one and would be a great opportunity for the right candidate. Other than the basic details in the person specification, we do not have a pre-existing idea of what the successful candidate's career to date will have been. We realise that prospective colleagues will have a range of skills and experience and we will fully support the successful candidate to develop professionally. We have a Mathematics Faculty with a range of experience and expertise which works in a collaborative and supportive manner. We are passionate about providing a wide range of opportunities for all colleagues and this is often referred to favourably by colleagues. Every year colleagues are seconded as Associate Assistant Headteachers, have the opportunity to join the Extended Leadership Team as well as a wide range of other opportunities to develop their careers.

Crispin joined the Wessex Learning Trust on 1 March 2023. We have been working closely with the Trust since 2022 and our membership offers a range of opportunities for the successful candidate.

The most important thing is that you are passionate about teaching Mathematics. Above all else you should be:

- A reflective and caring colleague.
- Always seeking to maximise the success and happiness of students.
- A colleague with the highest expectations of what all members of the school community are capable of.

Should you require any further information, would like to discuss the post with me or would like to visit Crispin before an application, do not hesitate to contact us by email:

[HeadsPA@crispinschool.co.uk](mailto:HeadsPA@crispinschool.co.uk)

To apply for this role simply click on the quick apply button on TES.com and complete the online application form. Your supporting statement / letter (of no more than two sides) should outline your skills and experience and how you meet the person specification.

After reading through the application information pack I hope you decide to apply for the post and I look forward to reading your application.



Paul Reddick  
Headteacher



# ADVERT

## Teacher of Mathematics

MPS/UPS

**Full time fixed term contract from 01 January 2025 (or sooner) until 31 August 2025**

This is a fantastic opportunity to join us as a Teacher of Mathematics in a collaborative, supportive and happy school. Are you driven by sharing your passion for Mathematics and ensuring students reach their potential? If so then we would love to hear from you.

Please read on to find out more information about Crispin and how to apply for the role. In addition, for a more comprehensive insight into Crispin and the Mathematics at the school, please download the Applicant Information Pack below.

Crispin is a friendly, inclusive and highly successful school of over a thousand students. Students at Crispin achieve excellent examination results and the school has a strong reputation. We are committed to educating the whole child to ensure they enter adulthood as happy, supported young people with a love for learning. We are looking for a committed and inspirational Teacher of Mathematics to join our highly successful team. Mathematics is a popular subject at Crispin and there is a history of strong exam performance. We would be delighted for you to visit Crispin or to have the opportunity to discuss the post prior to an application. If you wish to do either, please contact the Headteacher's PA by email at [HeadsPA@crispinschool.co.uk](mailto:HeadsPA@crispinschool.co.uk).

**Closing date for this post: 10:00 Monday 18 November 2024.**

Supported by the Governing Body, our staff work hard to deliver a rich and challenging curriculum to prepare young people for the next stages of their education and careers.

It is an exciting time to join the Wessex family as we grow, we can offer:

- Professional induction, training and continued professional development opportunities.
- Extended Leadership and other opportunities to develop your career.
- Excellent collaboration across Trust Schools, extensive learning communities and specialist subject leads, to enhance the learning of our young people and enhance your development.
- Staff benefits including reduced leisure centre membership and cycle to work scheme.
- A staff assistance programme with a specialist provider, CareFirst who provide a 24/7 free phone helpline, or face-to-face counselling for every employee in the Wessex family.

The Wessex Learning Trust is committed to safeguarding young people and promoting the welfare of children, and all staff appointed will undergo online checks and be required to undertake an enhanced Disclosure and Barring Service Check. This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent spoken English is an essential requirement of the role.

## FACULTY INFORMATION

### **Details of the Post**

We are looking for an enthusiastic teacher, full of ideas who can make a contribution to what is a strong, collaborative and innovative department. The person appointed will be line managed by the Head of Mathematics and will join a highly successful and supportive team.

### **The Mathematics Faculty at Crispin**

Mathematics is taught by a team of qualified specialist teachers in well-resourced rooms. The Faculty's success over a number of years can be attributed to good leadership that celebrates quality first teaching and good team work. Our dedicated and hardworking team currently consists of eight specialist Mathematics teachers based in their own rooms led by the Head and Second in Faculty. Teaching and Learning is at the heart of what we do and our team is fortunate enough to have a comprehensive range of interests and teaching experience. We have developed the use of ICT and personal study for all students to access at home in a move towards the whole school blended learning policy. As a consequence, the potential candidate can expect to share and develop their skills as part of the team, raising achievement and aspirations in Mathematics.

Classes in Mathematics are set from Year 7 to Year 11 working towards the AQA GCSE examinations being taken at the end of Year 11. Across all key stages, students are regularly assessed to inform progress. Set movements are made when appropriate. Intervention programmes are run by the Mathematics teaching staff to support rapid progress targeted at vulnerable students.

### **Curriculum**

Year groups are split into four classes on each side of the year half and set according to external and internal assessments. Students have the opportunity to partake in the UKMT challenge and successful students have regularly competed in the second phase.

The Faculty has a high level of success in external examinations and is well thought of by both students and parents.

### **Further Opportunities**

Crispin has robust links with the Mid Somerset Consortium for Teacher Training, with our Maths teachers providing subject training for trainee teachers and there are opportunities to be involved in the training of new teachers. These links have provided the team with opportunities to participate in Mathematics specific CPD, indeed, generally there is a strong culture of professional development across the school. As a Faculty, we aim to share our enthusiasm for Mathematics in a number of ways. Transition work with the local primary schools is a strong focus within the Faculty and linked to CPD. The CLP enhances primary and secondary liaison and enables us to bring the gap between primary and secondary Mathematics.

If you are an excellent classroom practitioner, with a desire to help students achieve their very best and have a genuine enthusiasm for the teaching of Mathematics, then we look forward to hearing from you.

# WESSEX LEARNING TRUST

**At The Wessex Learning Trust, our family of academies here in the South-West of England strive to offer a world class, Twenty First Century education for all young people between the ages of 2 and 19, by providing outstanding learning opportunities and creating centres of educational excellence that meet the needs of all children.**

We are passionate about providing the very best education for all the children in our Academies. Our ambition is that every student is helped to achieve their full potential so that they can make a positive contribution to our society and realise their lifetime ambitions.

Each individual Academy in the Wessex Learning Trust is encouraged to maintain its own distinctive ethos, be at the centre of their community and raise aspirations and achievement. This is achieved in two ways: firstly, through excellent teaching to inspire curiosity, unlock talents and realise potential; and secondly, by ensuring high quality care, guidance and support that ensures the personal development and welfare of each child.

By working together, we believe we can harness the talents of all our staff, share good practice between all our academies, and share resources that enable us to concentrate on delivering excellence in education.

*Our staff are the best around, and give their all to promoting a fulfilling and engaging curriculum. Across the Trust everyone plays to their strengths, and is supported so as they work their best - and thus help our students work their best too.*

#### Our Benefits:

- Professional induction, training and continued professional development opportunities
- Staff benefits including reduced leisure centre membership and cycle to work scheme
- A staff assistance programme with specialist provider, CareFirst who provide a 24/7 free phone helpline, or face-to-face counselling for every employee in the Wessex family
- Exciting opportunities as part of a growing multi-academy Trust
- Eligible for Local Government Pension Scheme
- Collaborative working across the Trust



## WELCOME TO STREET

Crispin is a secondary school on the eastern edge of Street, a large village in Somerset with a population of around 12,000. It is situated on the Somerset Levels close to Glastonbury, Wells and the Mendips. The village has an interesting history with evidence of Roman occupation. Street is home to Clarks, the world famous footwear retailer and its headquarters is still in the village. Much of the Street site now houses the popular and thriving designer outlet shopping complex of 'Clarks Village'.

Somerset generally is a warm and friendly county and Street is no exception. The village itself contains a good range of leisure facilities including a theatre which hosts live performances and a wide range of films, sports facilities and an open air swimming pool. The Glastonbury Festival also takes place very near to the village. There are also a good range of local shops. As one resident of Street said 'if you choose you can walk to pretty much everything you need'. There is easy access to the coast and there are a number of National Trust properties in the area as well as nature reserves and areas of outstanding natural beauty.

As well as being located in a beautiful part of Somerset, Street is well connected by road being close to the M5, A303 and on a number of bus routes. There are also nearby rail links to London, Bath, Bristol, Devon and Cornwall. Bristol Airport is also close with a wide range of destinations from Iceland to Egypt. There are a number of interesting towns and cities nearby including Glastonbury, Wells and Frome. A little further afield, one can easily reach the likes of Bath and Bristol which are both major European cities and home to a very wide cultural and sporting life including excellent music venues, theatres, cinemas, restaurants and professional sports clubs including football and rugby.

Housing is still relatively affordable in Street and many of the surrounding towns and villages. Many colleagues talk of how the area is a safe, yet vibrant area to bring up families with a range of good schools and a college which shares its site with Crispin. Yet at the same time there are a myriad of excellent leisure opportunities and major cities within an hour's travel.





## JOB DESCRIPTION

<b>Post Title:</b>	Teacher of Mathematics
<b>Purpose:</b>	To teach Mathematics
<b>Reporting to:</b>	Head of Mathematics
<b>Liaising with:</b>	Headteacher, Deputy Headteachers, Assistant Headteachers, Heads of House, other members of the Faculty, Teaching Assistants, relevant non-teaching support staff, parents
<b>Working Time:</b>	Part Time Fixed Term (possibility of full time with additional duties)
<b>Salary/Grade:</b>	MPS / UPS
<b>Disclosure level:</b>	Enhanced
<b>Main (Core) Duties:</b>	

### Teaching:

- To meet the required and appropriate level of performance as detailed in the 'Professional Standards for Teachers'.
- Provide stimulating teaching and learning opportunities both in the classroom and in terms of eLearning.
- Provide a strong environment and culture for learning.
- Ensure own practice is of a high standard and continue to develop your professional skills and knowledge.
- Develop and deliver innovative schemes of learning and assessment in line with new specifications, curriculum requirements and related pedagogy.
- Promote and inspire learning through planning which takes into account the needs and progress of all students.
- Facilitate peer observation and professional dialogue.
- Actively seek student voice / feedback to raise standards.
- Involve Teaching Assistants (TAs) in planning to provide high quality individual support with targeted intervention.

### Achievement and Standards:

- Continually assess student progress.
- Provide students with high quality feedback in order to drive attainment.
- Provide parents with high quality feedback about their child's progress.
- Use available data to plan, review and monitor progress of all students in order to promote rigorous improvement of attainment.
- Promote equality of performance and achievement of all students and student groups.
- Maintain an understanding of developments within teaching practice and methodology and initiatives at a local, national and global level.
- To be aware of general developments in Mathematics and to maintain a detailed knowledge of the Mathematics curriculum.

### Personal Development and Wellbeing:

- Inspire and support students to develop leadership skills and qualities.
- Establish a positive ethos in the school by promoting and demonstrating high standards.

## JOB DESCRIPTION CONTINUED

- Actively encourage and develop the well-being and success of students through tutoring. Act as the 'first port of call' for tutees and their parents.
- Take responsibility for own Professional Development.
- Promote, reinforce and model the school's commitment to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment.
- Adopt coaching and restorative approaches where relevant.

Other specific duties:

- To play a full part in the life of the school community in implementing its vision, mission and ethos and support staff and students to do likewise.
- To carry out other responsibilities as determined by the Headteacher, following consultation.

A review of the post and its responsibilities will be undertaken periodically and may result in modification to the tasks of the post-holder.

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.

Employees are required to be courteous to colleagues and students and provide a welcoming environment to visitors and telephone callers.

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 shown, but, in consultation with the postholder, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.



# PERSON SPECIFICATION

## Qualifications

### Essential

- Qualified Teacher Status
- Good first degree

## Experience

### Essential

- Successful teaching of the full ability range
- Evidence of appropriate, up-to-date CPD
- High level of progress and attainment from students taught

## Knowledge and Skills

### Essential

- Excellent subject knowledge
- Ability to teach Mathematics across the school
- Up to date knowledge of current best practice and curriculum developments
- Able to contribute to, and collaborate with, a forward-thinking team
- Excellent classroom management
- Clear commitment to excellent assessment and feedback
- Ability to work under pressure and meet deadlines
- Ability to relate extremely well to students, colleagues and parents / carers and demonstrate excellent oral and written communication skills
- Ability to use ICT to support learning
- Engage, inspire and foster a love of Mathematics

### Desirable

- Successful involvement in enrichment activities in Mathematics

## Crispin's Values and Ethos

### Essential

- Value the contribution that each individual brings to the school community
- Respect and value diversity and promote equality
- Promote and model mutual respect
- Commitment to the importance of coaching and restorative justice
- Commitment to inclusive education
- Committed to safeguarding and promoting the welfare of children and young people

## Personal Qualities

### Essential

- A passion for teaching Mathematics
- An ability and desire to contribute to the full life of the Mathematics Faculty
- Willingness to constructively challenge the work of self and others to continually improve own and team performance
- Seek to work collaboratively to resolve conflict
- Enthusiasm to support young people to develop intellectually and personally
- A strong commitment to ongoing professional development
- High degree of emotional intelligence
- Calm under pressure

## PERSON SPECIFICATION CONTINUED

- Highly organised
- The ability to speak fluent English

### Desirable

- Possess an excellent sense of humour
- Potential for future promotion

