

Teacher of Mathematics (1.0FTE)

Candidate Information

Education South West



Welcome from Education South West

Dear Candidate,

Thank you for your interest in Education South West - we are always on the lookout for exceptional talent to join us and contribute to our team of creative education professionals.

At Education South West we believe that education makes children's lives better, it is as simple as that; it enables them to lead great lives in every sense of the word. We believe that every child has the right to achieve all that they are capable of and more, regardless of their background or raw ability.

Across all our schools our staff aim to provide an educational experience which is outstanding; our schools all believe strongly in the power of and broad and balanced curriculum. Sport, art, technology drama and music play a key role in all our schools.

We encourage innovation, creativity, and individuality. By sharing this individuality and creativity we believe that schools and communities become stronger through unity and collaboration.

We are caring and compassionate. Every individual in our schools matters and we believe strongly that children and staff should enjoy their time at school, and work. A positive can-do attitude to their work and study is necessary. The happier and more stimulated a person is the more motivated they are to improve.

We believe in developing a positive attitude to learning and to life, in having clear goals and in providing a supportive environment to help the realisation of these.

We support and challenge our school leaders and the staff in our schools to be the best they can, leading effective teams at every level, growing future leaders, and working together to provide an exciting education for all.

We welcome and support aspirational and ambitious teachers and classroom support staff, dedicated to supporting children through their time at school.

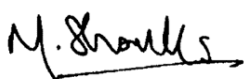
We offer excellent opportunities and professional development through in-school CPD, our Research School status, through our teaching schools and through our links with the wider education community. We are ambitious for our children and our employees and always looking to support, challenge and develop talent, whatever stage you are in your career.

When recruiting staff to work with children we place immense importance on:

- people who go the extra mile.
- a commitment to professional development and a desire to continue learning, via research, private study and in learning from others.
- a desire to ensure that everything that is done within schools is the best it can be.
- a firm commitment to the philosophy that we work in education to improve young people's lives and improve society; we serve our communities and the wider populace.
- the ability to develop positive relationships with pupils, students, and parents.
- good interpersonal and communication skills when liaising with stakeholders.
- a good sense of humour.
- a commitment to working in partnership with others and sharing selflessly best practice within and outside of ESW.

Your journey with ESW starts here and I look forward to meeting you in the future.

Yours faithfully,



Matthew Shanks
CEO

Letter from the Headteacher

Dear Colleague

Teacher of Maths - MPS/UPS (TLR available for the right candidate)

Full-time

Temporary 1 year (permanent contract available for the right candidate)

January or April 2022 start

Education South West is looking for a hard-working maths teacher who understands the importance of making every maths lesson count. We want to appoint a supernumerary maths teacher to work across our family of schools to protect our students' maths education in the event of short and long-term teacher absence as well as support our interventions catch-up programme. This is an exciting opportunity for someone who has a strong sense of purpose and enjoys variety and challenge.

We want to offer you the following:

- Schools with clear behaviour systems that allow teachers to spend time doing what they do best – teaching and inspiring their students
- Maths departments who know how hard it is to start at a new school and are excited about working with and learning from new colleagues.
- A leadership team who will encourage you to pursue your career goals, reduce your workload and make sure that your time is used to maximum effectiveness
- The opportunity to use Sparx homework and classroom – cutting edge educational technology that will revolutionise the way you teach and your approach to AFL.
- Shared schemes of learning and resources that are designed to help you plan great lessons and to reduce your workload.
- Regular coaching sessions from experienced teachers to support you in achieving your goals – We know how important it is to have someone encouraging you.
- The chance to be part of our MAT wide maths team. We share our online scheme of learning with four other secondary schools in Devon and run a common assessment system. You will get to learn from and share with a wider community of teachers.

We are offering a temporary contract but are willing to consider a permanent contract and/or a TLR for the right person. This role is not suitable for NQTs.

ESW is committed to safeguarding and protecting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and an enhanced disclosure via the Disclosure and Barring Service.

If you have any questions about this role, please feel free to contact my PA, Caroline Battong. Applications must be made by completion of an application form, and candidates invited to interview must supply a signed copy of their application form before their interview takes place. We would also request that interviewees bring to the interview original copies of relevant exam certificates, and where available original copies of their DfE registration and DBS disclosure.

If you are interested in this position please email your completed application to: caroline.battong@educationsouthwest.org.uk no later than Monday 6th December with interviews likely to take place on Friday 10th December.

Yours faithfully



Robert Coles
Headteacher: Coombeshead Academy
Executive Headteacher: South Devon UTC

Dear Applicant

The Mathematics teams across the trust are a fantastic group of people to work with. We see all of the students in the school as 'our students' and by supporting each other we support them.

The teams include teachers who have enjoyed working here for many years as well as newer members of the team who are also supportive, ambitious and clever!

Mathematics is a fascinating subject and we like to talk about it a lot. Many of us read widely around maths teaching and share what we learn with each other. Our team meetings often focus on the details of how we sequence our teaching, the clarity of our explanations and many other areas of pedagogy.

This is a great place to teach Maths where we use the latest pedagogical research and technology to help students learn in modern, well-resourced classrooms. We have class sets of iPads which we can use in conjunction with Sparx Learning that help to motivate and inspire students to achieve.

Alongside this we have a strong belief in the need to make children work hard in lessons and at homework. We are proud of the amount of practice that children do in lessons and the fact that almost all of our students complete their homework every week. We know that success in maths can be life changing for young people and we are determined that all of our students will experience it.

As part of our team you would be supported by our comprehensive scheme of learning and resources that are designed to help you plan great lessons and to reduce your workload. You would also have the opportunity to use Sparx homework and classroom – cutting edge educational technology that will revolutionise the way you teach and your approach to AFL. We share both of these things with the other schools in Education South West. This means that we are able to continually improve the quality of our curriculum by sharing expertise. The Maths department is very highly regarded and leading the way in the Academy and across the multi-academy trust.

As part of a multi-academy trust, Education South West, we are able to draw on a broad range of expertise and offer exciting opportunities for professional development. In particular, our trust takes a leading role in the Research Schools Network and is at the forefront of disseminating evidence-based approaches to education in the region. We work closely with other Maths teams in the Trust.

As a highly skilled, committed and professional team-we welcome your application.

Rupert Greeves
Director of Mathematics
Education South West

THE POST

This is a full-time role.

CONTINUING PROFESSIONAL DEVELOPMENT

We are very clear in our belief that the staff are our best resource and invest a lot of time and resources in continuous professional development. We place a great deal of importance in supporting trainee teachers and NQTs. All our NQTs have an individual curriculum team-based mentor as well as mentoring from the Professional Development Leader. We do our absolute best to offer all our staff a continuous training programme as their career enters various stages from NQT through to preparation for middle and senior leadership, and then on eventually to headship. Our policy is to train our own staff who can then lead others.

We also use Incremental Coaching as the basis of regular developmental discussions for staff.

THE CURRICULUM

We have a clear vision of what makes teaching and learning at ESW schools distinctive. Learning here is exciting, inspiring, engaging, and effective. We train all our staff in using effective teaching and learning strategies based on the principles of the model for expert teaching the work of the EEF and Research School. We support staff by having a programme of Incremental Coaching that ensures that all staff have access to a coach who focusses on in-lesson improvements in teaching strategies.

ESW Sixth Forms offer a wide programme of A levels and vocational qualifications. We are proud of the breadth of our curriculum with many opportunities for enrichment as part of the Sixth Forms which prides itself on being a thriving community of its own.

EXTRA CURRICULAR

We have a thriving extra-curricular programme which is always changing and always developing. We will discuss with you at interview how you would like to contribute to this programme. We run many sports teams who achieve County and national success, and stage many different concerts and drama productions throughout the year. Other clubs and activities range from chess to football! We hold a Challenge Week at the end of the Summer Term where all students opt for residentials or daily activities, with options ranging from residentials in Europe to water sports in Cornwall staying in YHA's along the way.

There are many other trips and visits which enhance the curriculum including a Technology residential in London to look at all aspects of design, English, and Drama residentials in London and Stratford, Geography and Biology field trips and so on. Staff would not give up this time if they did not enjoy working at ESW with our students, and we are enormously appreciative of their time and goodwill.

Post Title: **Teacher of Mathematics**
 Responsible to: **Director of Mathematics**
 Scale: **MPS/UPS**
 Start: **January 2022 or April 2022**

This job description is not a comprehensive definition of the post. Discussions will take place on a regular basis to clarify individual responsibilities within the general framework and character of the post as identified below. The conditions of employment of teachers in the School Teachers' Pay and Conditions of Service Document apply to this post, whose holder is expected to carry out the professional duties of a teacher as circumstances may require, under the reasonable direction of the Headteacher. Appropriate level of performance is defined in the Framework of Performance Standards for Teachers in England.

Job Purpose

To be an effective teacher and tutor who supports and challenges all students to achieve their full potential.

Accountabilities:

1. To maintain a thorough and up-to-date knowledge of the teaching of your subject(s) and take account of wider curriculum and pastoral developments which are relevant to your work.
2. To plan tutorials, activities, lessons, and sequences of lessons to meet students' individual learning needs.
3. To use a range of appropriate strategies and follow School policies for tutoring, teaching, behaviour management and classroom management.
4. To do all you can, involving parents and other agencies, to ensure that because of your tutoring and teaching you promote the health, safety, economic wellbeing and achievement of your students.
5. To assess, monitor and record the progress of students in your teaching and tutorial groups and give them clear and constructive feedback.
6. To set well-grounded expectations for students in your teaching and tutorial groups using information about prior knowledge and previous attainment, making progress as good or better than similar students nationally.
7. To take responsibility for your own professional development and use the outcomes to improve your tutoring and teaching and your students' learning.
8. To make an active contribution to the policies, aspirations and plans of your year group, of your curriculum team and of the school.

UPS2: UPS2 teachers are expected to make a sustained and substantial contribution to the school based on threshold criteria.

UPS3: UPS3 teachers play a critical role in the life of the school. They provide a role model for teaching and learning, make a distinctive contribution to the raising of students' standards and contribute effectively to the work of the wider team. They take advantage of the appropriate opportunities for professional development and use outcomes effectively to improve students' learning.

Performance Management

Your annual performance review is based on this overall job description and with particular emphasis on your annual targets. These are set in discussion with your line manager and grouped under the headings: Professional development; Team Improvement Plan; student progress.

Name:		Date:	
Signed:		Signed:	



Education South West

Teacher of Mathematics

Person Specification

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process.

Essential	Desirable	Evidence Base
Qualifications		
Degree and Qualified Teacher Status	Essential	Application Form / Certificates
Successful experience of teaching subject in placement or a previous school.	Essential	Application Form / Certificates
Professional Experience and Knowledge		
Successful teaching and curriculum experience	Essential	Application Form
Ability to teach subject to GCSE.	Essential	Application Form
Experience of teaching at A Level.	Desirable	Application Form / Certificates
Ability to communicate effectively with students, parents and colleagues.	Essential	Application Form / Interview
Ability to use assessment for learning and data to improve student performance.	Essential	Application Form / Interview
High level ICT skills.	Essential	Application Form / Interview
Inspirational practitioner with a passion to enthuse and engage students so they achieve their full potential.	Essential	Application Form / Interview
Excellent understanding of the curriculum and current developments in teaching and learning.	Essential	Application Form / Interview
Positive attitude towards your own and others professional development.	Essential	Application Form
Able and willing to make a full contribution to the life of the curriculum team and the wider school community.	Essential	Application Form
Personal Qualities		
Adaptable, flexible.	Essential	Application Form / Interview
Able to take responsibility and show initiative.	Essential	Application Form / Interview
Enthusiastic and inspiring.	Essential	Application Form / Interview
Able to command respect.	Essential	Application Form / Interview
Excellent team member, able to work both independently and cooperatively with others.	Essential	Application Form / Interview



How to apply

Application deadline

Completed applications must be received by **9.00am, Monday 6th December 2021**

Please submit your application to Caroline Battong:

caroline.battong@educationsouthwest.org.uk

Completing your application

Candidates are asked to complete all the standard information required on the application form, and to submit a supporting statement outlining your suitability for the role.

The Governors are committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and an enhanced disclosure via the Disclosure and Barring Service.

It is the Governors' Policy to ask to see original certificates for all qualifications of A Level or equivalent, and above, at interview.

Discussion and visits

Informal discussions with the Director of Maths are welcomed, as well as visits to the trust. Please arrange a suitable time with Caroline Battong

caroline.battong@educationsouthwest.org.uk. Telephone: 01626 248971

References

Candidates are advised that references will be taken up immediately after shortlisting. Candidates are asked to ensure that their referees are informed of the need to respond within the timescale set. In all cases, at least one professional reference is required.

The post will be offered subject to satisfactory completion of pre-employment checks.



Blackawton Primary School * Christow Community Primary School * Coombeshead Academy * Dartmouth Academy
East Allington Primary School * Kingsbridge Community College * Kingswear Primary School * Rydon Primary School
Stoke Fleming Primary School * Teign School

Registered Office:
Kingsbridge Community College, Balkwill Road, Kingsbridge, Devon TQ7 1PL
Tel: 01548 852641 www.educationsouthwest.org.uk
Company Registration Number: 7451553