

# Teacher of Mathematics

**Lynn Grove Academy**  
Recruitment Pack



**LYNN GROVE  
ACADEMY**  
*Creative  
Education  
Trust*



## Dear Colleague

### Thank you for your interest in Lynn Grove Academy.

The pupils at Lynn Grove make our community special.

In our school, you will find warm and positive young people with open minds who are ready to make the best of opportunities that come

their way. They were instrumental in developing our school ethos and live by the values we talk about every day. They put learning at the heart, are kind, challenge themselves and persevere.

We are a large and friendly staff team who understand the importance of collaboration to support all our pupils to achieve their full potential. We invest heavily in professional development and the CPD offer at Lynn Grove is forward thinking and highly bespoke.

Our ambition is that every young person should leave us with the attributes of a successful young adult ready for the next stage of their education or training. Through our lessons and our extracurricular offer, we aim to foster a love of learning and interests that will be enriching and sustaining well into adult life.

We are committed to offering a broad and balanced curriculum that allows all pupils to follow their interests and supports them to achieve highly. We never underestimate the importance of pastoral support and have recently introduced a college system

which allows our pupils opportunities to flourish individually and as part of a wider team. We are so proud of the impact this is having.

We are proud to be members of the Creative Education Trust family of schools. As a CET school we have access to outstanding support from the very best experts in school improvement and professional development. Our pupils benefit from an exciting offer of cross trust enrichment activities and an innovative approach to cross-curricular development through the 'Knowledge Connected' programme.

We are fortunate to enjoy great support from Lynn Grove's parents who show a real interest in the progress of their sons and daughters and contribute to the sense that our school is at the very heart of our community.

Lynn Grove is situated between Bradwell and Gorleston, which form part of Great Yarmouth. The school is situated in a quiet residential area surrounded by extensive playing fields. We are well positioned for very easy access from Norwich or North Suffolk, and we have ample parking for all our staff. Our school is very popular and is expanding but remains oversubscribed; currently 1160 pupils attend.

Amy Brookes  
Principal

**"We support every pupil in our community to put learning at the heart."**

You can find out more at:

**[www.creativeeducationtrust.org.uk](http://www.creativeeducationtrust.org.uk)**

# ABOUT CREATIVE EDUCATION TRUST



**Creative Education Trust inspires and enables young people to build successful lives on foundations of learning, resilience, and employability. We believe that a rewarding educational experience and the highest possible qualifications are the best way to ensure social mobility for young people.**

Creative Education Trust is a growing multi-academy trust educating over 13,000 children in England. It was established in 2010 to work in England's post-industrial cities and coastal towns: areas of economic disadvantage and with a history of academic underachievement. We transform these schools by integrating a knowledge-rich curriculum with skills and creativity.

Creative Education Trust defines creativity as the ability to find connections between the things we know and turn these connections into new ideas and action. The academic arts and the sciences, practical subjects and life skills all need this creativity, and creativity is valued highly by employers. Our staff and expert advisers use imaginative methods for linking knowledge across subject boundaries, fostering personal development and resilience, and developing practical skills that prepare students for their transition to adult life and employment.

## Our Mission

To give every child in our schools the best possible start in life through excellent education and wide-ranging co-curricular opportunities



## Our Vision

To send out into the world educated, creative, confident and responsible young people, who can succeed in their ambitions and make their communities better places

## Our Values

### Ambition

We are ambitious in everything because only the best will do

### Excellence

We do not stop at 'good enough'

### Creativity

We connect our knowledge in innovative ways

### Resilience

When the going gets hard, we up our game and reach our goal

### Inclusion

Every child and every colleague matters – we will work for and with them all

### Respect

We value the ideas of others and make sure all voices are heard

You can find out more at:

[www.creativeeducationtrust.org.uk](http://www.creativeeducationtrust.org.uk)



# ABOUT LYNN GROVE ACADEMY



## Our on-site facilities include:

- Library open daily from 0800 to 1630
- Suites of subject areas
- Excellent ICT provision
- Extensive playing fields
- 3G all-weather pitch
- Extensive indoor and outdoor social space for our learners



## Summary of Lynn Grove Academy's Progress Scores in 2022:

- Progress 8 score: +0.13
- Attainment 8 score: 49.7
- Staying in Education or entering employment: 99%

To see full details of the school performance data please visit:  
<https://www.compare-school-performance.service.gov.uk/school/137541/lynn-grove-academy>

# SUPPORT FOR OUR STAFF

For our pupils to achieve to their full potential we know that it is essential that our staff thrive professionally. We value teamwork highly and provide ample opportunities for all our teachers to work collaboratively with their colleagues. As teachers, we believe that we never stop learning, and we support each other to develop professionally. We share ideas and good practice regularly and encourage everyone to contribute to the professional development programme.

With careful planning, we have arranged our school day to give everyone two hours a week in their teams to devote to professional development. The time spent with colleagues focusing on department and school improvement is much appreciated.

We understand the importance of working with other schools in our trust and beyond. Our senior and middle leaders have benefited from their participation in highly regarded professional development including Future Leaders and Ambition School Leadership Teaching Leaders Programme; several have successfully completed NPQ qualifications.

We value subject specific CPD highly and are active members of the Prince's Teaching Institute which provides access for our teachers to high quality subject specific professional development. CET provides many opportunities for professional development of staff at all levels. Initial Teacher Training is a high-profile area of expertise at Lynn Grove.

We welcome trainee teachers from a range of different training pathways. We work in partnership with the University of East Anglia, Teach First, Norfolk Teacher Training Centre and Suffolk and Norfolk ITT. All trainee teachers receive an in-house professional development program that includes training sessions delivered by middle and senior leaders. The Maths department also participates in a prestigious undergraduate internship programme

Early Career teachers at Lynn Grove benefit from high quality mentoring and access to a customised induction course designed to develop their teaching practice. Subject mentors are trained to use a coaching approach to support ECTs and regular one to one meetings are timetabled from the start of the year. Working together, ECTs reflect on their practice and receive training on the latest pedagogical research.



# TEACHER OF MATHEMATICS

## LYNN GROVE ACADEMY JOB DESCRIPTION

**Responsible to:**  
Head of Department

### Purpose and Scope

- To be responsible for achieving the best possible standards in work and behaviour for all pupils in your classes and to promote and safeguard the welfare of all pupils in the school
- All Teachers are required to carry out the duties of a schoolteacher as set out in the current 'School Teachers' Pay and Conditions Document' and all Teachers' job descriptions are linked to the DfE Teachers' Standards 2012.
- Teachers' work performance will be assessed against the Teachers' Standards as part of the annual appraisal process

### Organisational Relationship

- The post holder is responsible to the Principal but to the Head of Science in the first instance.

### Principal Duties and Responsibilities Teaching

- Teach pupils across key stage 3 and 4.
- Plan schemes of learning.
- Engage in short and medium term planning of lessons based on schemes of learning.
- Establish clear targets for pupils' achievement and evaluate progress through the use of appropriate assessments.
- Adapt lesson plans based on assessment of pupils' current progress.
- Give pupils regular precise feedback.
- Support pupils to respond to feedback, reflect on progress and take a responsible and conscientious attitude to their work.

- Set homework in line with school policy.
- Support the development of the pupils' numeracy skills as appropriate to the subject.
- Promote high standards of literacy including the correct use of spoken English.
- Use a range of appropriate teaching strategies so that all pupils can make good progress.
- Monitor the progress of groups and take steps to close the gaps between them.
- Use Assessment for Learning and Assessment of Learning opportunities to inform teaching and progress
- Maintain an up-to-date knowledge of developments in pedagogy and research informed practice

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### Leading Behaviour and Pastoral Care

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- Implement whole school strategies to support pupil discipline.
- Establish a safe learning environment in which students feel safe, secure and confident.
- Support good behaviour by using a range of strategies including sanctions and rewards consistently and fairly.
- Maintain positive relationships with pupils.
- Be a positive role model and consistently demonstrate the positive attitudes, values and behaviours, which we expect of pupils.
- Contribute to developing pupils personal, spiritual, social, moral and cultural development.
- Support the pastoral development of pupils by engaging actively as a form tutor.
- Promote and safeguard the welfare of all pupils, raising any concerns in accordance with the school's safeguarding protocols and procedures.
- Carry out morning, afternoon and break time supervision duties as directed.

You can find out more at:

[www.creativeeducationtrust.org.uk](http://www.creativeeducationtrust.org.uk)



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### **Supporting Teams**

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- Support the school's Initial Teacher Training activity.
- Take opportunities to develop professionally and share good practice.
- Work collaboratively with our partner junior schools to support pupils' transition.
- Work collaboratively with teachers across the Creative Education Trust.
- Support the Knowledge Connected Programme and the Ambition Curriculum.
- Work collaboratively with support staff to enhance pupil progress.
- Work collaboratively with parents and carers to support pupil progress.
- Uphold all school policies and uphold the staff code of conduct.
- Make a positive contribution to the wider life and ethos of the school.
- Attend parents' events and celebration events as appropriate.
- Perform additional duties and tasks required for the effective operation of the academy.
- Undertake other various responsibilities as directed by the Principal.

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### **Review:**

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This job description will be supported by performance management which will list the objectives, key tasks, responsibilities and outcomes sought from the post holder in the school year. These will be derived from the Department Plan and other school priorities.

In consultation with the post holder, the Head of Department may request the post holder to take on a specific responsibility as the Department develops and the need arises.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

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	ESSENTIAL	DESIRABLE
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• Qualified to degree level or above.</li> <li>• Qualified Teacher Status.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of continuing professional development.</li> </ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Experience of teaching across the full age and ability range of an 11-16 school.</li> <li>• Experience in the use of ICT in the classroom with the skill to impart that expertise to others.</li> </ul>	
<b>KNOWLEDGE AND UNDERSTANDING</b>	<ul style="list-style-type: none"> <li>• Good knowledge of the pedagogy associated with the subject.</li> <li>• An understanding of the social, emotional, and intellectual development of teenagers.</li> <li>• Have an understanding of working with different groups e.g. the most able, the disadvantaged and SEND.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of the subject's specifications.</li> </ul>
<b>SKILLS AND PERSONAL ATTRIBUTES</b>	<ul style="list-style-type: none"> <li>• Ability to teach to KS3 and KS4.</li> <li>• Ability to work effectively as part of a team.</li> <li>• Ability to work independently and show initiative.</li> <li>• Ability to manage workload and keep a work-life balance.</li> <li>• Ability to work under pressure and keep to deadlines.</li> <li>• Willingness to reflect on personal and professional experiences in a critical and constructive manner.</li> <li>• Willingness to share best practice.</li> <li>• Willingness to provide extra-curriculum opportunities for all learners.</li> </ul>	
<b>EQUAL OPPORTUNITIES</b>	<ul style="list-style-type: none"> <li>• A demonstrable commitment to supporting and promoting safeguarding, pupil welfare, equality, and diversity.</li> </ul>	
<b>SAFEGUARDING</b>	<ul style="list-style-type: none"> <li>• A thorough understanding of up-to-date safeguarding requirements and best practice.</li> </ul>	
<b>OTHER REQUIREMENTS</b>	<ul style="list-style-type: none"> <li>• High expectations for every pupil and a proven track record of making a difference to the learning and experiences of pupils inside and outside the classroom.</li> </ul>	

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines.