

**Teacher of Mathematics (Maternity Cover)**

**(MPS/UPS)**

**Recruitment Information Pack**



**March 2021**

**Five Islands Academy**

**Carn Gwaval**

**St Mary’s**

**Isles of Scilly**

**TR21 0NA**

Five Islands Academy is an all-age, multi-site Church of England school,

serving the communities of Bryher, St Agnes, St Martin’s, St Mary’s and Tresco

**Letter from Rachel Gibb, Headteacher**

Dear Applicant

Thank you for exploring this exciting opportunity to join our teaching team at Five Islands Academy. We are looking for an enthusiastic, skilled maths specialist with excellent subject knowledge to teach our engaged, creative students from Year 7 to Year 11.

Five Islands Academy is a smaller-than-average, voluntary controlled Church of England through school serving the five inhabited Isles of Scilly communities of Bryher, St Agnes, St Martins, St Mary’s and Tresco. Situated 28 miles out into the Atlantic from Land’s End, the Isles of Scilly are designated an Area of Outstanding Natural Beauty, offering an extraordinary learning environment for our students. There are around 280 students on roll across 4 school sites. Secondary students and the majority of primary students are based on the Carn Gwaval multi age site on St Mary’s. This bright, open, well-resourced new building was opened in 2011.

Five Islands Academy became an academy on 1 January 2019, joining the Leading Edge Academies Partnership. Significant changes in school leadership, staffing and governance over the last three years have transformed the quality of education, the behaviour of students, their personal development, and provision and outcomes for children with SEND. Average Progress 8 over the past three years is +0.78. We are proud that our students continued to receive a very high standard of education during the recent Covid-19 lockdowns, with over 98% virtual attendance to their full timetable of lessons and almost uninterrupted progress. This has meant we have been able to focus our ‘recovery’ programme on community-rebuilding, wellbeing and opportunities for adventurous learning.

Central to our academy transformation has been the development of a through school curriculum that nurtures curious, collaborative, creative global learners with rich knowledge and confident oracy, underpinned by our commitments to restorative practice, to being wholly inclusive and understanding of a wide range of SEND needs, and by our engagement with our surroundings and heritage. The school takes every opportunity to learn outdoors, while also ensuring that our children have access to as many of the opportunities that their mainland counterparts enjoy in order to support involvement with competitive sport and to boost their cultural capital.

Please explore our prospectus and short video tour on [our website here](https://www.fiveislands.scilly.sch.uk/prospectus/) to find out more.

Our Mathematics department has an excellent track record of successful outcomes at GCSE, with a good proportion of students choosing to continue with Maths and STEM subjects for their post-16 A Levels or vocational courses. Students over the past five years have achieved significantly above the national average in both attainment and progress, with Five Islands Academy consistently at the top of regional results tables. We believe in high aspirations for all, without limits being placed on students based on prior attainment. We have therefore moved in recent years to mixed-ability teaching groups at Key Stage 3, with robust opportunities for small group intervention where children need additional support to catch up with their peers. At Key Stage 4, students are taught in two groups based on current attainment but these are flexible as they progress towards GCSE tiered papers, keeping opportunities to tackle Higher content open for as long as possible.

The successful candidate will have the opportunity to contribute to continuing curriculum development, working closely with our experienced Head of Department and our Primary subject lead teacher for Maths. Our Academies Trust membership offers subject-specific professional support and discourse through regular Subject Research Circles meetings. All our staff are actively supported in curriculum planning and implementation, teaching and learning by our Senior Leadership Team.

What can we offer?

* A fully-resourced, successful mathematics curriculum, with flexibility for further development and innovation;
* Outstanding technology: a MacBook Air and iPad for each teacher and 1:1 iPads for each child;
* Firefly learning platform and a range of maths apps as rich teaching resources;
* Three Project Weeks during the year offering adventure, creativity and deep learning;
* Small classes with engaged learners;
* Supportive colleagues, committed to professional learning and development;
* Mentoring and support for Early Career Teachers within the new 2021 framework if relevant;
* Professional collaboration with Primary and strong links with our mainland Trust academies;
* Support with finding suitable accommodation on St Mary’s.

The successful candidate will be fully committed to our Five Islands Academy vision for learning without limits for all children. They will be expected to play a full part in the wider life of the school, including taking on pastoral responsibilities within a tutor team and leading extra-curricular clubs and outings. Ability and willingness to teach upper Primary mathematics where needed or a second subject would be valued.

This is a maternity cover role for one year: September 2021 - August 2022. If you would like to discuss the potential for future employment opportunities at Five Islands Academy, please do contact me for an informal conversation. This role would be suitable for an early career teacher seeking experience in a strong maths department or an experienced teacher looking for a new challenge or adventure in learning and life.

I look forward to reading your application. In the meantime, should you have any questions, please feel free to contact me at school.

Rachel Gibb

Headteacher

**The Application Process**

The enclosed application form (also available on our website - [www.5pfl.com](http://www.5pfl.com)) should be completed and returned by post to Rebecca Littlejohn, HR Assistant, or emailed to [rebeccalittlejohn@fiveislands.org](mailto:rebeccalittlejohn@fiveislands.org).

**Closing date for applications: Wednesday 21 April 2021**

**Skype interviews for shortlisting: Friday 23 April 2021**

**Interviews to take place week commencing: Monday 26 April 2021**

*Please note, we expect shortlisted candidates to be available to travel to the Isles of Scilly for a full day of teaching, lesson observations and interviews. Flights between Land’s End and St Mary’s will be arranged on your behalf. All other arrangements should be made by the shortlisted candidates.*

The Headteacher, Mrs Gibb, or our Assistant Headteacher for Quality of Education, Mrs Lewin, would be happy to be contacted to discuss the post. Please contact Rebecca Littlejohn via email (see above)

**All Aboard! Navigating Together…**

We are committed to promoting diversity and inclusion within our Academy community. We are proud to be an equal opportunities employer and actively encourage teachers from all backgrounds, cultures, perspectives and walks of life to apply to work with us.

We are a Church School, and as such nurture the wisdom of being in balance with doing. Inspired by our powerful Academy values, we appreciate the gifts that are ours and those we have to offer as members of a diverse global family.

The school is committed to safeguarding and promoting the welfare of all our students and all posts are subject to DBS check.

**Job Description**

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| Job Title: | Teacher of Mathematics (Maternity Cover) |
| Reporting To: | Headteacher |
| Day to Day Line Manager: | Senior Leader |
| Pay range: | MPS/UPS (depending on prior experience) |
| Start date: | September 2021 |
| Length of contract: | One year |

**Purpose of the job**

As a Secondary Teacher of Maths at Five Islands Academy, you are responsible for the learning and achievement of every child in your classes from Year 7 to Year 11. You are expected to work with the Head of Maths to co-construct and implement a rigorous and relevant curriculum. Within this role you will ensure full coverage of the national curriculum, and follow the academy’s Teaching & Learning Protocols. You will be expected to prepare students effectively for GCSE and to ensure that they have the rich knowledge and skills to succeed in education post-16. You will have high expectations of every student and provide challenge and support to enable every child to achieve at the highest level.

**Principal accountabilities for the Teacher of Mathematics**

**Quality of Education:**

* in collaboration with the Head of Maths, plan and deliver a Secondary curriculum that is appropriate and engaging for all students;
* provide short and medium term planning that can be shared with students and parents;
* provide quality first teaching for all students in your class across all abilities;
* ensure effective implementation of teaching and learning initiatives within your own practice;
* ensure the curriculum of pupils with additional and/or special educational needs is appropriately personalised;
* use digital learning platforms including Firefly to provide high quality learning resources and develop students’ effective use of IT;
* liaise with other teachers across phases and bases to develop cross-curricular links and develop excellent practice;
* assess students’ work regularly to ensure that they are clear about their achievements and precise targets for development;
* make appropriate provision and intervention to ensure that all students are able to reach their full potential;
* work with the Head of Maths and Leadership Team to promote rapid progress of students who are below expectation;
* monitor attainment and progress regularly;
* quality assure assessment results (internal as well as external) by moderating with colleagues from other schools;
* produce accurate and meaningful reports to parents and appropriate external agencies as required.

**Personal Development:**

* play an active part in the wider life of the school;
* be an efficient and effective member of a form tutor team under the guidance and direction of the Assistant Head for Personal Development;
* deliver aspects of our PSHE programme during Tutor/PSHE time;
* maintain regular and positive contact with parents and carers;
* participate in collective celebration and assemblies;
* contribute to and participate effectively in Project Week programmes, focusing on deep learning, personal development, adventure and creativity;
* offer at least one club or extracurricular activity each term;
* take responsibility for your own professional development in discussion with your Line Manager, keeping abreast of developments in your subject area and participating in the Academy’s programme of staff training.

**Behaviour and Attitudes:**

* provide a stimulating, safe and supportive learning environment;
* follow the school’s behaviour policy, which is based on the principles of Restorative Justice;
* model and promote our 6E Academy Values: excellence, evolution, endurance, empathy, equity and ethical - as well as our Church School Values of dignity, hope, community and wisdom;
* to be an efficient and effective member of a duty team, supervising session break non-teaching times according to rota;
* maintain an awareness of any actual or potential risks to the safety security and welfare of the Academy students and to ensure compliance with the Academy’s safeguarding procedures and Health and Safety policy and practice;
* safeguard the welfare of pupils in your care or that you come into contact with in accordance with the whole school Child Protection Policy.

**Person Specification**

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| **Essential Criteria** | **Evidence** |
| Qualified teacher status | Application |
| Good Honours degree in Mathematics or a relevant related discipline | Application |
| Recent experience of teaching at Key Stages 3 and 4 in the UK | Application, reference |
| Excellent working knowledge of recent developments in the mathematics curriculum | Application, interview |
| Excellent interpersonal skills | Application, interview, reference |
| Outstanding personal classroom practice | Reference, interview |
| High expectations of all students | Application, interview, reference |
| Caring, friendly and approachable (for staff and students) | Interview, reference |
| Positive approach to excellent learning behaviour | Interview, reference |
| Excellent ICT skills | Application, interview |
| Ability to manage time, prioritise and meet deadlines | Application, reference |
| Proven track record of improving outcomes for pupils | Application, reference |
| Effective deployment of classroom staff | Application, interview |
| Open-minded, reflective and willing to embrace innovation or change | Application, interview, reference |
| Able to work constructively as part of a team understanding Academy roles and responsibilities including your own | Application, interview, reference |
| Commitment to diversity, inclusion and anti-racism in the Academy community and curriculum | Application, interview |
| Strong understanding of statutory educational frameworks, including Safeguarding and the SEND Code of Practice | Interview, reference |
| High standards of personal behaviour appropriate to a visible role in our small community | Interview, reference |
| Commitment to the highest standards of child protection and safeguarding | Interview, reference |

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| **Desirable Criteria** | **Evidence** |
| Ability and willingness to teach a second subject or Primary mathematics | Application, interview |
| Active engagement with curriculum thinking or further professional studies | Application, interview |