



The  
Gryphon  
School

# TEACHER OF MATHEMATICS (MATERNITY COVER)

**START DATE: APRIL 2024**



SCHOOLS ACHIEVING SUCCESS TOGETHER

**SAST**

SHERBORNE AREA SCHOOLS' TRUST

November 2023



Dear Applicant,

Thank you for expressing an interest in the post of Teacher of Mathematics (maternity cover) at The Gryphon School. Accompanying this letter is information about the School and the Department which we hope will provide you with everything you need to know to apply for the post. The School website gives further details about us.

This is a fixed term, full-time (part-time hours may be considered) post commencing in April 2024. Our new recruit will join a team of professional, experienced and able specialists, dedicated to continuing to provide the high level of teaching to which our students have become accustomed.

The Mathematics Department is one of the largest and strongest in the School. It achieves outstanding results at GCSE. We are seeking to appoint an ambitious, creative and inspiring teacher or ECT with energy, enthusiasm and a love of Maths.

The successful candidates will:

- have a passion for Mathematics
- have excellent communication skills have the ability to embrace and contribute to the vision of the Department and school
- be able to build relationships quickly
- show respect to others and be able to embrace the ethos and values of the School
- be positive, optimistic, caring, kind and approachable
- be willing to be immersed in the life of a busy and successful school
- have the ability to support, challenge and inspire our students, encouraging them to achieve the best they can through the promotion of outstanding teaching and learning

The Gryphon is a wonderful place to work and has a special atmosphere and feel. It became a founder member of the Sherborne Area Schools' Trust (SAST) a multi-academy trust established in June 2017. The Good Schools Guide 2023 concludes that 'A big school with a small school feel is exactly right. No child goes unnoticed and teachers seem to be genuinely motivated to see pupils progress to the best of their ability. An impressive capacity to cater for extremely different academic needs in a nurturing environment. No wonder it's over-subscribed'.

We are an outward looking school with exceptional community links as well as strong relationships with other good and outstanding schools across the South West and nationally.

We are a comprehensive school serving a diverse community. Our high quality support staff make a real difference to our students. Teaching is often outstanding, and consistently at least good across all subjects and key stages. Teachers are provided with the resources to make lessons stimulating and practical and have excellent subject knowledge. They make sure students are very clear about what is demanded of them and how to improve. The School's very positive entry in the Good School Guide describes pastoral care and discipline as 'excellent'. Students are reflective, behave with great courtesy, and are heavily involved in working with staff to improve the school and the welfare of others.

The Gryphon gains high results for its students at both GCSE and A Level. Our large Sixth Form of 380 students is exceptional. We have an outstanding record of success in university entrance, including places at Oxford, Cambridge and other Russell Group universities, as well as for training places and apprenticeships.

Our 2023 GCSE exam results were, once again, excellent. 26 students achieved nine or more 7s, 8s and 9s with many staying on to attend The Gryphon Sixth Form.

Additionally, our A level results were excellent with 61 students receiving straight A, A\* and B results including five students heading off to Oxford and Cambridge, and three students going on to study medicine.

In May 2022 our inspection as a Church School (SIAMS) judged us to be Excellent. Our most recent Ofsted visit, in June 2023, was very positive and confirmed our status as a “good school”. Our focus, which reflects our Church School status, is that we should be a “10:10” school; where students and staff experience life in all of its fullness. So for us education is more than just exam results – we place great value on the personal development of each student. We aim for them to leave school as well-rounded young people with a strong sense of what is socially, morally and culturally acceptable, and to feel that they have a contribution to make to the wider community. Digital learning is important at The Gryphon School including the use of mobile technology; we want our young people to use technology responsibly and to enhance their learning.

In summary, we are a true team with a great sense of pride in what we collectively achieve and we embrace the challenge for achievement to be even higher. Our special culture and ethos focuses on enabling students to be the best that they can, both personally and academically, supported by the tremendous work and care of all our staff. We continue to strive to be outstanding in all aspects of school life.

We are looking for someone with high expectations, a love of their subject, the ability to inspire and also laugh whilst enjoying the challenges of this role. You need to be a team player with the inner determination to develop continually, picking up the best ideas from around the world in education. In return, you will join a Department that is full of activity, rewarding and friendly. We have a great record for supporting and developing all of our staff through our own training and links with NCSL providers.

You are very welcome to visit us in advance of an application or to contact us to find out more.

Very best wishes,

*J W Gower*

Jim Gower  
Acting Headteacher

# THE ADVERT & APPLICATION PROCESS

We look forward to receiving your application by **9am, Monday 15<sup>th</sup> January 2024**

If invited for interview, these will take place on **Tuesday 16<sup>th</sup> January 2024**

**Salary:** Teachers' Pay Scales

**Contract:** Fixed term until 14.04.2025, full-time (part-time hours may be considered)

We are seeking to appoint an ambitious, creative, and inspiring teacher or ECT with energy, enthusiasm, and a love of Maths.

The successful candidate(s) will:

- have a passion for Mathematics
- have a passion for working with students
- be able to plan and deliver high quality teaching
- have excellent communication have the ability to embrace and contribute to the vision of the Department and school
- be able to build relationships quickly
- show respect to others and be able to embrace the ethos and values of the School
- be positive, optimistic, caring, kind and approachable
- be willing to be immersed in the life of a busy and successful school
- have the ability to support, challenge and inspire our students, encouraging them to achieve the best they can through the promotion of outstanding teaching and learning

**We can provide you:**

- Supportive, experienced school team of staff and governors
- Great leadership opportunities to develop your career
- The chance to make a difference and contribute to the school's future development
- Training and leadership development
- The opportunity to work within SAST, a forward-thinking and growing multi-academy trust
- Support and collaboration with other schools across the Trust.

Should you wish to arrange a visit to view the School, please do not hesitate to contact Caroline Rabbetts, Office Manager on [caroline.rabbetts@gryphon.dorset.sch.uk](mailto:caroline.rabbetts@gryphon.dorset.sch.uk) or at 01935 810101 who will be happy to arrange this.

You are asked to provide the following:

- A completed application form
- A letter of application of no more than 2 sides of A4 detailing your experience and expertise

Completed applications should be returned by email to: [recruitment@sast.org.uk](mailto:recruitment@sast.org.uk)

*SAST will conduct online searches of shortlisted candidates. In line with KCSIE guidance, this will be part of safer recruitment checks, and the search will purely be based on whether an individual is suitable to work with children. As care must be taken to avoid unconscious bias and any risk of discrimination, a person who will not be on the appointment panel will conduct the searches and will only share information if and when findings are relevant and of concern.*

*Safeguarding responsibilities associated with this role may include engagement in regulatory activity, such as administering first aid or supporting an upset child. It will have contact with young people on a day-to-day basis. SAST is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will have to meet the person specification and the post is subject to safeguarding checks, including an enhanced DBS check and Children's Barred List check. The post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.*

*Sherborne Area Schools' Trust (SAST) recognises the benefit of having a diverse workforce and is committed to building a workforce which reflects diversity from the communities it serves. SAST values the contributions from all staff from a wide range of different backgrounds and actively seeks to promote an environment that is free from discrimination and harassment and at the same time supports fair promotion and cultural acceptance. Under the provision of the Equality Act 2010 SAST welcomes applications from everyone and operates a recruitment process which is fair and does not discriminate against or disadvantage anyone because of their age, disability, gender reassignment status, marriage or civil partnership status, pregnancy or maternity, race or nationality, religion or belief, sex, or sexual orientation.*

*This role is UK- based and your right to work will need to be established as part of the appointment process.*

*(Internal ID Number: RAF322)*



# PERSON SPECIFICATION

## Teacher of Mathematics

### Inter-personal attributes

- Able to build relationships quickly, with humility and empathy, whilst showing respect to others - students, parents and colleagues - to get the best out of them
- Positive, optimistic, caring, kind and approachable
- Willing to be immersed in the life of a busy and successful school

### Communication and Interaction

- Communicate clearly and accurately both orally and in writing
- Able to listen and respond appropriately
- Flexible to adapt your style in different situations
- Strong and confident ICT skills for teaching and management
- Contribute as a great team player

### Planning and Organising

- Manage daily responsibilities and priorities
- Work efficiently and effectively to meet deadlines and deliver successfully
- Design, produce and share high quality learning schemes and resources

### Knowledge

- Good honours degree and/or relevant high level expertise
- A real interest in educational issues, approaches and alternatives from around the world
- Strongly support the ethos and culture of the school

### Leadership Skills

- Proactive and confident, yet humble and considered
- You can inspire and motivate others
- Make informed decisions on a daily basis
- Ensure high professional standards including student progress of all groups of students

### Problem Solving

- Enjoy facing new challenges
- Find, propose and lead solutions
- Use resources, intellect, creativity and innovation to be successful

### Resilience

- Hungry for a challenge
- Have patience and endless energy to persevere through the challenging moments
- Tenacious and versatile
- Maintain a positive mind-set

### Self-evaluation

- You are aware of strengths and weaknesses
- Strong desire to learn from others so that you can be even better
- Able to share and support others

We are interested in all these attributes for colleagues joining the Gryphon family but appreciate that some will be areas that you have a desire to develop and grow with our support once you are here. A sense of realism and humour are really important.

# MATHS DEPARTMENT- USEFUL INFORMATION

## Your Role

We are seeking to appoint an outstanding teacher or ECT who recognises the importance of and can see the beauty in Maths. They will be able to enthuse students and will show a real passion for Maths themselves. This is an outstanding opportunity to join a very successful team in a school with a great range of extra-curricular activities, team and individual international achievements.

We are offering the successful candidate the opportunity...

- to join a large and successful team in a thriving school.
- to teach and engage learners across the full age and ability range in an 11-18 School including A Level Maths and Core Maths if the applicant wishes.
- to build upon, strengthen and develop innovative strategies for teaching and learning in Mathematics.
- for continued professional development in a supportive and experienced environment and outside with our strong links to the Jurassic Maths Hub and the AMSP.
- to help shape, create and enhance opportunities outside the classroom beyond the opportunities we already provide.



## Standards

- Standards at every Key Stage are very good.
- KS4 – GCSE results are outstanding with approximately 75% gaining 9 to 4 (A\* to C) in each of the past four years.
- A-Level – Approximately 75% of students achieved A\*-C at A Level.
- Further Maths – The proportion of students gaining A\*-C was 70%.
- In recent years several Mathematicians have gone on to read Mathematics or mathematically related subjects at Oxbridge colleges.



## Team Resources

- A suite of 10 bright and modern rooms surrounding its own dedicated foyer.
- Each room is equipped with Promethean Whiteboard and Projector and we encourage our team to enrich teaching with GeoGebra, Desmos and Autograph; actively encouraging all our teachers and students to master them all.
- A Departmental workspace to share ideas and resources.
- A centrally planned and resourced KS3 Mastery curriculum that we are currently building with our in-house Mastery Lead.



## The Curriculum

- Students in Years 7, 8 and 9 are broadly set into four levels in line with the focus on mastery of each topic.
- We also have an additional curriculum designed for our nurture students led by some of our strongest teachers.

- Every student follows the White Rose Curriculum in KS3 with a focus on meeting students where they are and pushing them as far as we can. No student has a ceiling to their abilities in maths.
- At GCSE, we have written our own curriculum that delivers a continuation of the KS3 mastery principles but also allows for more repetition, retrieval and recall.
- All 12 of our GCSE sets currently follow the Edexcel GCSE aiming towards linear entry at the end of Year 11.
- Our nurture classes take the AQA entry level in Year 10.



### Sixth Form

- Mathematics is a successful and popular subject in the Sixth Form.
- The Department offer the 2-year Edexcel A-Level qualification and the 2-year Edexcel Further Mathematics qualification (with a choice of applications options in Statistics, Mechanics and Decision Mathematics).
- The Gryphon has offered Core Maths for 5 years, consistently getting good results and supporting Sixth Form Students to achieve in other subjects. We love Core Maths and have strong links with the AMSP and their Core Maths Leads.
- Currently we have around 120 students taking Maths, Further Maths or Core Maths in the Sixth Form.

### The Mathematics Team

- Comprises 13 hugely and diversely qualified Maths specialist teachers who are passionate and close knit. This includes Heads of Year, a qualified SENCO and a Maths Hub, NCETM Mastery Lead.
- Is led by the Head of Department – Anthony Shaw and a wider Maths Leadership Group.
- Includes a Mathematics-specialist Teaching Assistant.
- Enjoys excellent relationships with staff and students
- Has strong links with the Jurassic Maths Hub, the AMSP and local schools through a North Dorset Maths Teacher Network that we facilitate.
- Has strong links with Initial Teacher Training Universities
- Is supporting colleagues through the School Direct Programme and PGCE students.



**If you would like to discuss the post further please do not hesitate to contact Anthony Shaw on 01935 813122 or [anthony.shaw@gryphon.dorset.sch.uk](mailto:anthony.shaw@gryphon.dorset.sch.uk)**



# THE GRYPHON SCHOOL

## WHAT WE PROVIDE



### High Quality Professional Development

- INSET Programme with national speakers e.g. Sir John Jones, Simon Mayo
- Time is provided for learning and development in everyone's staffing allocation
- Middle leader training programme
- New staff induction programme
- 2<sup>nd</sup> year teacher programme
- Opportunities for sharing of best practice and expertise
- Encouragement of individual action research through appraisal
- Opportunities to mentor student teachers on ITT, Schools Direct, volunteers and other routes

### Support for Teaching

- Investment in resources, facilities and the environment
- Outstanding ICT infrastructure including Wi-Fi, resources
- Strong departmental support structure
- Free iPad for all teachers
- Timetabling ensures specialist teach in their subject areas and there are rarely any split classes
- Designated support for reprographics, trip management, student behavioural support, SEND needs etc
- Dedicated team of school cover supervisors

### Links with other schools

The Gryphon is outward looking and a lead member of various school development groups. This facilitates visits, exchanges, subject sharing, leadership support and enhanced student opportunities.

- Jubilee Group – eight schools across the SW from Devon to Wiltshire and Gloucestershire
- South West Academies Group – nine academy schools across Devon, Somerset and BANES
- North Dorset – five secondary schools, a Special school and a PRU
- Sherborne Schools Partnership of nine feeder primary schools with whom we have excellent cross-phase academic collaboration Y6-8 curriculum and transition.
- Since 2014-15 we have been part of the national PiXL group

### Supporting families

- Forget me Not Nursery on site
- Supportive to colleagues for time off during periods of family illness/crisis
- Supportive of requests where possible to attend graduations, family weddings, special family events, house moves

### Practicalities – little extra touches

- Generous allocation and pattern of INSET Days to support staff learning and development and wellbeing
- Quality free seated lunch provided on INSET Days
- Free on-site parking

### Strong Staff Community

- Very active, vibrant, Staff Social Committee who arrange an array of social events and activities across the year
- Large main staff room – and we hold weekly whole staff briefings
- Successful and very competitive staff sports teams playing other schools
- Amazing involvement in charity events, national days, productions, teams, public speaking, Duke of Edinburgh etc

# SHERBORNE AREA SCHOOLS' TRUST (SAST) INFORMATION



SAST is a multi-school trust, formed in June 2017, with 18 schools across Dorset and South Somerset. We have more than 5,700 students and over 850 members of staff. There is real strength in coming together with a collective responsibility for all the children's development and progress between 0-19 years. SAST has large town primary schools with over 300 children, smaller village primary schools and nursery provision. SAST also has 5 secondary schools, some with a Sixth Form provision. There is a mix of formerly maintained and Church of England schools - both voluntary controlled and voluntary-aided in the Diocese of Salisbury. We believe in preserving Schools in their local community.

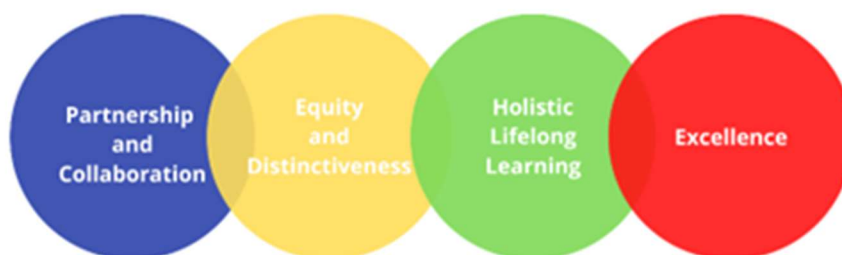
## **Our Schools:**

A key principle of the SAST is that member schools maintain their own character, such as church and community status. All schools in the multi-school trust are equal partners and are committed to the principles of collaboration, sharing expertise and resources to enable all partner schools to deliver excellent education for all young people in their care.

At the heart of SAST is the desire to work in partnership, to collaborate with others and to be outward facing for the benefit of children and staff. The schools have extensive links beyond the immediate area and are keen to extend these further.

SAST works by providing opportunities to share and improve - to develop further our provision as well as supporting the quality of leadership and management. This includes sharing best practice, being creative in maintaining a broad and diverse curriculum, ensuring the care and support is in place for children and families and enabling further staff and teacher development. We also work together on meeting the challenges of funding and the opportunities for financial efficiency, determining for ourselves which services and providers we will use to provide outstanding provision for our children. There is real strength in coming together with a collective responsibility for all of the children's development and progress between 0-19 years.

## **What we value – our ethos:**



### **Partnership and Collaboration**

Our schools support each other, by sharing expertise and resources, to ensure improvement.

### **Equity and Distinctiveness**

We celebrate the individuality of each school and all in it. We are proud to be at the heart of our local communities.

### **Holistic Lifelong Learning**

We promote the personal development of every child and a love of lifelong learning for our students and staff.

## Excellence

We provide a high-quality education to enable all students and staff to aspire, thrive and succeed.

## Organisation - How we work:

All our schools are successful. Of course, we recognise that we need to continually improve and evolve. The priority is to enable every school to continue to provide an excellent education for all our students while protecting their role at the heart of the community, along with our unique qualities and strengths.

There is a balance as to the responsibilities delegated to schools and those that are the responsibility of SAST. The focus is to continually evaluate, improve and develop through strong, effective and accountable leadership at all levels. The aim is to establish clear, simple and effective accountability including slim and streamlined governance.

## Partnerships:

Partnership and collaboration is a core feature of all our schools – a genuine desire to be outward-facing, to use the best ideas from across the world. The schools have always worked closely together across Dorset and Somerset.

## SAST Benefits:

As part of the Sherborne Area Schools Trust, we can offer you a range of benefits including:

- High- quality CPD opportunities
- A strong and highly experienced network of Trust senior leaders
- Access to the Local Government Pension Scheme
- Employee Assistance Programme
- On-site nursery provision at some of our schools
- Cycle to work scheme

