



Teacher of Mathematics

Information for Candidates

To start September 2024

We reserve the right to make an appointment before the closing date, so early applications are encouraged.

Introduction from the Headteacher



Thank you for your interest in working at The Skinners' School.

The Skinners' School was opened in Tunbridge Wells in 1887. The current roll is 1121, with 318 in the Sixth Form.

Skinners' aims to achieve academic excellence for all its pupils, whilst at the same time developing their independence as learners. We also believe very strongly in learning outside the classroom, through co-curricular and extra-curricular activity. We are thus preparing our pupils for life beyond school and want them to play a significant role in their communities and in society as a whole.

We cherish our own community and value the excellent relationship between pupils themselves and between pupils, staff and parents. We are committed to being a sustainable school and to our collaboration with other schools in our vicinity.

Please browse our [website](#) to read more about the history of the school, see our academic record, read our latest news and more...

Edward Wesson
Headmaster
The Skinners' School



Our Values



The Skinnners' School is place of learning. Students acquire not only qualifications, but a respect for scholarship and learning, as things worthwhile in themselves. We intend that they will also develop an appreciation of human achievement in the arts, humanities, languages, science and literature. Students must be diligent and open-minded, and they must develop the ability to think critically, to respect evidence, to distinguish between opinions and prejudices and to make balanced judgments of their own. Through involvement in our varied extra-curricular programme every boy should develop and grow intellectually, culturally, physically and spiritually and emerge as a well-rounded, flexible, articulate and collaborative individual.

Skinnners' is a caring school. No young person will learn effectively unless he feels happy, safe and secure. At Skinnners' we try to address the particular needs of every pupil through a comprehensive pastoral system. We value everyone as unique and we work together to develop self-respect, self-discipline and self-understanding. We aim to make responsible use of our talents and opportunities, strive for wisdom and knowledge and take responsibility for our lives.

Skinnners' is a community. We respect others for themselves, not for what they have or what they can do for us. We believe that the capacity to form strong relationships is the foundation of a happy and fulfilled life. As such we strive to show others they are valued, to earn the trust and loyalty of others and to work together cooperatively. We do not tolerate bullying, violence, theft or abuse.

Skinnners' is at the heart of a wider community. We learn to take on our responsibilities as citizens. We respect and celebrate diversity. We promote opportunities for all. We place truth, integrity, honesty, loyalty and goodwill at the heart of what we do. The ethic of service is more highly valued by us than that of self-interest. We believe that from those to whom much is given, much is expected.

These values underpin our work and relationships at Skinnners' School; they are at the foundation of all that we do as the hub of the community



Skinners' Academies Trust



Skinners' Academies Trust is a new, collaborative Trust of five high-performing schools in Kent and London working together to improve outcomes for all our students. Launched in September 2023, the Trust educates a total of 4,500 students across primary and secondary phases and both comprehensive and selective schools.

The Trust builds on the longstanding collaboration and shared values across the family of schools supported by The Skinners' Company, one of the Great Twelve Livery Companies of the City of London. The Company is a major not-for-profit organisation with a well-established

reputation for philanthropy dating back some 700 years. Education is a core charitable purpose and its schools aspire to provide all their young people with the opportunity to make the most of their talents and fulfil their potential.

Skinners' Academies Trust's mission is to provide its young people with the opportunity to make the most of their talents and fulfil their potential. To do that they ensure that each school has first-class teaching, management and leadership, and are supported and held to account by high-quality governing bodies.



Job Profile



MATHEMATICS AT SKINNERS'

We are looking for a talented and enthusiastic teacher, with the ability to teach bright pupils from Key Stage 3 to A level, to join a dedicated and successful team. This is part-time that can cover two or three days a week. Full-time applicants with a secondary subject (particularly in science) are very welcome to apply and are advised to investigate first by contacting Wendy Dray, our HR Manager.

The Maths department currently comprises seven specialist teachers. Pupils are put into sets from the beginning of Year 8, and from Year 9 into six groups (thus reducing class numbers). The top two groups take GCSE early and study for the Free Standing Maths Qualification in Additional Mathematics in Year 11. In 2023, 80% of students achieved grade 9-7 at GCSE Maths. Those who sit GCSE early almost exclusively get 9s, whilst 80% of students taking the FSMQ in Year 11 are awarded A or B grades.

Up to 100 students (about two-thirds of each of the Sixth Form years) study Maths at A level. Further Maths is also offered as a timetabled option: each year 20-30 take this option. In 2023, 70% of students achieved A*-B at A level (80% in Further Maths). We use the Edexcel examination board at both GCSE and GCE.

Maths teaching takes place in eight dedicated and adjacent rooms in the Leopard Building; there is a Mathematics Office between them. Each classroom is equipped with interactive whiteboards; the department also has access to a suite of laptop computers.

The department enjoys huge success in Junior and Senior Maths Challenges as well as a number of smaller competitions. We also run Junior and Senior Maths Clubs and Epsilon Gamma, a creative Maths Club.

The successful applicant will be an outstanding teacher with excellent subject knowledge supported by a good honours degree in Mathematics or a related subject. We welcome applications from ECTs as much as we do from experienced teachers: we are particularly looking for candidates with the ability to form good working relationships with students and colleagues.

Job Profile



Teacher of Mathematics

Responsible to: Head of Mathematics

Location: The Skinnners' School

Salary: Competitive

Full-time/part-time: Full-time

Main duties:

- To prepare and teach lessons to the teaching groups assigned by the Head of Maths using methods appropriate to the age and ability of each individual student.
- To undertake assessment of student progress, setting targets and monitoring performance in line with school and departmental policies.
- To participate with the Head of Maths, Second i/c Maths, and other colleagues in the development of appropriate specifications, materials, schemes of work and lesson plans, which should engage, stimulate and challenge students of all abilities, catering for a variety of learning styles.
- To set and assess meaningful homework on a regular basis according to the school homework policy.
- To maintain an up to date knowledge of the subject, and to use a range of teaching methods in line with best practice.
- To play a role in the effective promotion of Maths at Open Days/Evenings and other events, and in the development of effective curriculum links with partner schools and the community.

- To ensure effective communication and consultation with the parents of students.
- To participate in the school's ITT and PD programme.
- To maintain the highest standards of behaviour within the school community, based on mutual respect between students and staff.
- To play a full part in the life of the school community, supporting its distinctive ethos and actively contributing to the wider life of the school by organising and participating in appropriate extra-curricular **activities**.

Person specification:

- Strong subject knowledge
- An excellent classroom practitioner
- Dynamic, professional, positive and resilient
- High expectations of self and students
- A capacity for sustained hard work
- Ability to work both independently and as part of a team
- Strong organisational and interpersonal skills
- A passionate commitment to equality of opportunity for all students
- A firm commitment to Professional Development
- A commitment to the ethos and extra-curricular life of the school

The Skinnners' School is committed to the safeguarding of children; all employees will receive safeguarding training and need to follow the Safeguarding Policy.



Application and candidate selection process: our candidate charter



We want every candidate to have an informed, engaging and positive experience, and to support this we've created our Candidate Charter which outlines our commitment to you.

We will:

- provide you with clear, accurate and timely information;
- give you the opportunity to ask questions – and we will ensure you get the answers you need;
- respond to enquiries promptly and usually within 24 hours during the working week;
- adopt a fair and consistent assessment process;
- make sure you have all the documentation and details you need for an interview, well in advance;
- provide you with real insight about what it's like to be part of our team;
- ensure all offers are fair and equitable; and
- seek feedback on your experience at every opportunity, so we can continue to improve.



In return we ask that you:

- be honest and upfront about your experience, aspirations and motivations;
- provide open and accurate information when submitting an application;
- always give yourself the best opportunity to succeed – research who we are and how we work;
- let us know if situations change in relation to your interest – and help us understand why; and
- prepare yourself for interview and let us know how we can support you.

Our commitment to you:

- **Transparency** We will treat you with respect, honesty and fairness
- **Protecting your privacy** We will ensure your information is secure and handled sensitively
- **Understanding You** will be given everything you need to make informed decisions
- **Showcasing talent** We will provide a good opportunity for you to share your skills, experience and potential
- **Feedback** We will provide constructive feedback professionally and promptly
- **Listening** We welcome feedback and we'll act on what you have to share
- **Inclusivity** Our hiring decisions align with our commitment to create a high-quality, diverse workforce.





Safer recruitment in education: information for applicants



The Skinners' School is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work.

The aims of our Safer Recruitment Procedures are to help deter, reject or identify people who might abuse children or are otherwise unsuited to working with them.

What we will provide

All applicants for all vacant posts will be provided with:

- a job profile outlining the duties of the post, including safeguarding responsibilities;
- a person specification which will include a specific reference to suitability to work with children; and
- The Skinners' School application form

All applicants for employment will be required to complete this application form, containing questions about their academic and full employment history and their suitability for the role.

In addition, all applicants are required to account for any gaps or discrepancies in employment history.



Interviews

At least one member of each interview panel will have completed Safer Recruitment Training. The selection process for every post will include exploration of the candidate's understanding of child safeguarding issues.

References

References will be requested at the selection stage directly from the referee. They will be asked about:

- the referee's relationship with the candidate;
- details of the applicant's current post and salary;
- performance history and conduct;
- any disciplinary action involving the safety and welfare of children, including in which the sanction has expired;
- details of any substantiated allegations or concerns relating to the safety and welfare of children; and
- whether the referee has any reservations as to the candidate's suitability to work with children.

If the referee has any reservations, the Trust/School will ask for specific details of the concerns and the reasons why the referee believes the candidate may be unsuitable to work with children.

We will also carry out online searches for all shortlisted candidates to identify any incidents or issues, related to suitability to work with children.

Pre-employment checks

- an enhanced DBS check is required for all successful applicants;
- prohibition and overseas checks will also be completed if necessary.

How to Apply



The closing date for applications is **Friday 8th March 2024 at 12 noon** with interviews week beginning **11th March 2024**.

- Application forms must be completed in full and applicants should directly address the skills and experience outlined in the person specification
- Further information about the school and an application form can be found on our website [here](#).

We look forward to hearing from you



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