



TEACHER OF MATHEMATICS CANDIDATE BRIEFING PACK



Part of



ACTIVATE
LEARNING
EDUCATION TRUST

June 2021

WELCOME FROM THE CEO OF ACTIVATE LEARNING EDUCATION TRUST

Since joining Activate Learning Education Trust (ALET) in April 2018, Theale Green School has gone from strength to strength; evidenced by more parents and children selecting Theale Green School as their first choice, incredibly positive parental feedback and strong outcomes for students.

You will be joining Activate Learning Education Trust at an exciting time as we embark on the next stage of our journey and will work alongside other leaders to support the delivery of our Strategic Plan 2021 – 2025.

The next stage of our development will see the Trust grow in student numbers; stage one of this growth will be through over-subscription in each school, and by further growth with like-minded schools joining our Trust to deliver our vision of transforming lives through learning.



During the period of this strategic plan, we will be working with our talented and dedicated staff body to become the employer of choice; this will see high retention and strong recruitment across all schools, thus providing our students with the best education provision, where we develop their skills, attributes and ability to learn for life.

We will also look back from 2025 and recognise our Trust as leading the way in developing our students, through working with a growing number of employer partners to provide our students with the skills and attributes required for successful future careers and life.

During this time, we will see our Trust move into becoming a more outward facing organisation within our communities, education sector and employer partners.

Everything we do aims to transform lives through learning. Our Trust thinks differently by focusing on preparation for successful lives and careers; we just happen to deliver qualifications. Want to join us?

If you would relish this challenge and appreciate the invitation to become a key member of a successful, forward-thinking MAT, we would very much welcome your application.

Joanne Harper
CEO, Activate Learning Education Trust

If you would like to visit the school or if there are questions that the pack does not answer for you, we will happily answer them. Please contact Anita McIntyre, HR Manager on 0118 930 8510 or via email at amcintyre@thealegreen.w-berks.sch.uk

MATHEMATICS TEACHER

Location: Theale Green School, Church Street, Theale, West Berkshire, RG7 5DA

Salary Range – MPS/UPS

Start date September 2021

This is an exciting position for a candidate who has the passion and belief that as teachers and support staff, our role is to educate young people to be the very best version of themselves. We are looking to welcome a colleague to join our team who has demonstrable aspiration for all the young people and the staff who come together daily as part of our community.

The Mathematics Department at Theale Green School is vibrant and engaging, where students are the focus of everything we do. A leading department in the school, we have made rapid improvements in terms of our curriculum and high quality teaching & learning which is reflected in every aspect of a pupil's learning journey. Our vision is to ensure students develop strong numeracy skills, understand the historical significance of the subject, and most importantly are able to use and apply mathematics to the real world. The Mathematics Department is staffed with vibrant and experienced teachers who ensure our teaching practice maximises standards of student progress and attainment. The successful applicant will be expected to continue the vision that we share to further enhance the progress of students at Theale Green School.

Theale Green School is part of the Activate Learning Education Trust consisting of seven secondary schools. We have a rich history in both Sport and the Arts, as important contributors to every young person's development. However, we have now established a rich and broad curriculum which reaches into every corner of our school. We pride ourselves on our vision of being the School of Choice for our local community, and through valuing all relationships within our community, ensuring that every person has a voice and striving to be a Well School, we are well on our way to our vision being reality.

For more information please visit: <https://www.thealegreen.w-berks.sch.uk/> and <http://www.alet.org.uk/>

Please email completed ALET application forms (available on our website) to:
recruitment@thealegreen.w-berks.sch.uk

Closing date for applications is: 9.00am Monday 21st June 2021

Interviews will take place on: Wednesday 23rd June 2021

As an Activate Learning Education Trust school we are committed to safeguarding and promoting the welfare of children and young people. Any post within the Trust is subject to an enhanced Disclosure and Barring Service check.



WELCOME FROM THE HEADTEACHER OF THEALE GREEN SCHOOL

Thank you for your interest in the post of Teacher of Mathematics at Theale Green School.

There has truly never been a more exciting time to join our Mathematics team at Theale Green School. If you want to work in a dynamic department that is transforming pupils' lives through learning, then look no further.



This is an exciting position for a candidate who has the passion and belief that as teachers and support staff our role is to educate young people to be the very best version of themselves. We are looking to welcome a colleague to join our team who has aspiration for all the young people and the staff who come together daily as part of our community.

As we come to the end of our third year of being part of a new Trust, we are exceptionally proud, but not at all complacent, of the progress we have made as a school. We have valued the determination and will of the local community to see their local school succeed, but we have also valued the loyalty, determination and resilience of all staff to make the changes that were needed. Our journey continues; we are entering an exciting phase of broader improvements. Our next steps include:

- focus on “S” of ACES Curriculum
- continued development and embedding on T&L strategy – <https://www.thealegreen.w-berks.sch.uk/academic/teaching-and-learning-the-theale-green-way/>
- significant and exciting developments to Student Leadership, Voice and Personal Development development of our Well School –
- <https://www.thealegreen.w-berks.sch.uk/mental-health-and-well-being/>
- striving for both a high performance leadership and culture

You will have noticed from our website that 90% + of parents would now recommend Theale Green School to another parent. The number of parents choosing Theale Green School has risen by 85% in three years of new leadership within our new Trust and we are looking forward to welcoming 140+ new Year 7 students this September (NOR Sept' 18 was 75 at entry). Our entry to our Sixth Form has also grown for the second year running, and we are also pleased to see an increase in both disadvantaged and external candidates joining our Sixth Form.

We worked as a staff body to develop and introduce a new Curriculum in 2018/19, and now, moving into its third full year, and fully enmeshed with our T&L strategy, we are making tangible progress to the high challenge that we aspire to bring to the classroom for our students.

If you are an ambitious and aspirational teacher who believes that we genuinely can “transform lives through learning” then we look forward to receiving your application.

Joanna Halliday
Headteacher, Theale Green School

ACTIVATE LEARNING EDUCATION TRUST

WHO ARE WE

Activate Learning Education Trust (ALET) is a Multi-Academy Trust (MAT) established by Activate Learning in 2015. We transform lives through learning by providing exciting and innovative education for young people by looking at how we learn as well as what we learn.

Activate Learning is the sponsor for Activate Learning Education Trust, which is run with the support of a number of industry and academic partners.

OUR VISION

“TRANSFORMING LIVES
THROUGH LEARNING”

OUR MISSION

To 'transform lives through learning' by igniting confidence, expanding opportunities, energising the community and generating prosperity. Through **Our Learning Philosophy** and core values of empowerment, enterprise, connectedness and transformation, we will provide our students and staff with a safe and supportive environment in which to thrive and become independent learners.

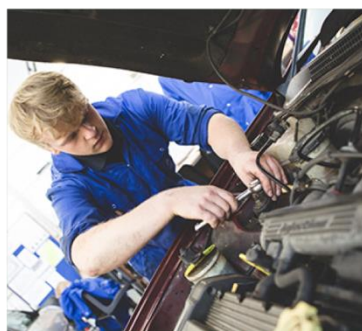
OUR VALUES

EMPOWERMENT

ENTERPRISE

CONNECTEDNESS

TRANSFORMATION



THE LEARNING PHILOSOPHY

Our award-winning Learning Philosophy helps us all understand how best our students learn and how we teach our learners effectively.

We utilise the important relationship between the following elements:

Brain

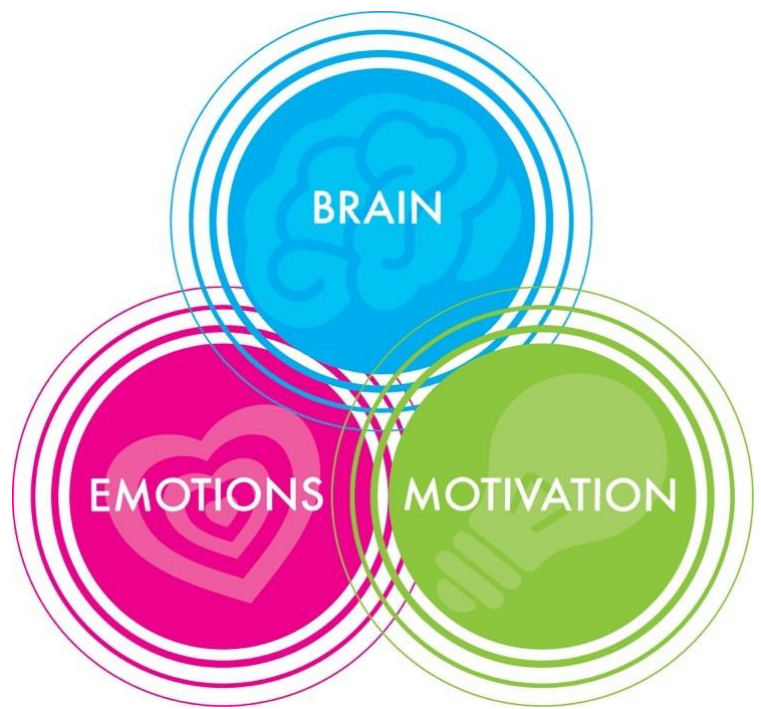
Our brains are capable of incredible things. From the study of neuroscience, we understand that the brain connects neurons to make networks. These networks strengthen and work faster through repeated use. We believe in hard work and recognise the value in working through our failures so that we are constantly learning and improving.

Motivation

We need to motivate ourselves in order to do the practice that strengthens the networks in our brains. By repeatedly demonstrating the relevance and impact of newly learnt skills and knowledge, we maintain our students' motivation.

Emotions

Our emotional response to studying has a massive influence on how we learn. The more positive our learners' emotional response to studying is, the more likely they are to engage with and remember what they're learning.



CURRICULUM

Theale Green School's curriculum provides a rich, broad and balanced learning experience for all students across the years.

The curriculum is carefully planned to flow seamlessly from the moment students join in Year 7 until the point they leave at the end of Year 11 or 13. Our intention is to fulfil all the requirements of the National Curriculum and beyond, and to cater for the needs of students of all abilities.

In Years 7 to 9, students follow a broad, common curriculum. Students are taught the separate subjects of maths, English, science, ethics and philosophy, PE, history, geography, modern languages, food technology, ICT, art and design technology, drama, music and dance. These classes are taught by subject specialists to ensure a successful learning experience.

The quality of our sixth form curriculum is best characterised through the excellent outcomes our students achieve, making us **one of the top schools for results in the country**. Many of our students continue their studies at one of the elite Russell Group of universities, and every year we have students accepted at Oxbridge. Our students have also been particularly successful in securing apprenticeship or other vocational routes.

Our Sixth Form students study three or four A Levels, or a combination of A Levels and Level 3 BTEC courses. Our curriculum consists of two-year courses with assessments at the end of the two-year period. In addition to a broad and diverse range of subjects, students can supplement their core programme of study in various ways. We offer the Extended Project Qualification which helps develop the study skills required by the best universities in the country.

Equally we have a dedicated and diverse careers programme that includes the opportunity to undertake work experience, and a focus on having the right mind set for success including key tips to achieve this. Our core curriculum is supported by the provision of MOOCs, Massive Open Online Course, meeting the desire of employers and universities to have students who can work independently.

You can find more information on our curriculum on our website:

<https://www.thealegreen.w-berks.sch.uk/academic/curriculum/>



ETHOS

At Theale Green School, we believe that aspiration is the preserve of every young person and destinations should never be limited based on historical experience. We all adhere to the principle that developing our talents, valuing our education and achievements, expanding our cultural horizons and respecting others, will prepare us for contributing well to our society.

We value a close working relationship with both parents, whose feedback is important to us, and with our broader community whose support is highly appreciated. We know, and are grateful, that the community has much to offer us, and we aim to offer much in return. We are privileged that our school sits at the heart of a community which supports the success of its young people without exception. By then prioritising the quality of teaching and learning, relationships, behaviour and aspirations, we achieve our Mission.

Our Mission

Theale Green School is the School of choice for our community

Our Values of:

Progress – we welcome challenges and persist when work is hard

Hard work – we make effort and a good impression in the workplace

Respect – we are polite and respectful to everyone, central to every conversation and interaction at Theale Green School.



JOB DESCRIPTION

Reporting to: Head of Mathematics

Key Responsibilities

Job purpose

- To facilitate and encourage learning in all Key Stages
- To deliver high quality teaching and learning, which encompasses the Theale Green Way and MARGE strategy
- To provide feedback to students that encourages and promotes progress and independent learning
- To share and support the well-being, education and discipline of all students
- To ensure that safeguarding responsibilities and procedures are followed at all times
- Supporting the house system and using the house point system

Main duties and responsibilities

Principle accountabilities

Outcomes

To support students to exemplify the school values of hard work respect and progress and thus support each individual to develop as a person as well as their skills and knowledge. By doing this acknowledging when students demonstrate these values and supporting them in achieving them.

Knowledge and Understanding

Demonstrate a thorough and up-to-date subject knowledge, and take account of wider curriculum developments. This should be carried out with a view to developing and enhancing the quality of learning and teaching. To also engage in CPD that supports and develops teaching pedagogy.

Teaching and Learning

- Plan and deliver lessons to meet individual students' abilities and need
- Deliver lessons that support the MARGE teaching and learning strategy
- Use a range of appropriate strategies for classroom management that are routed in positive behavior management
- Make use of target data and other school data to support planning and teaching
- Ensure that students receive appropriate feedback that develops their progress and learning
- Promote regular and appropriate communication with parents/carers that supports teaching and learning
- Use the behaviour systems and processes in a consistent and fair manner

Professional Development

- Work with line management team to identify areas for professional development
- Actively engage in pedagogical CPD and other school based CPD to enhance knowledge and skills
- Work alongside other schools and staff in the ALET Trust
- Demonstrate through good practice and feedback how the outcomes of professional development improve teaching and learning
- Contribute to the aspirations of the school and Trust in order to secure a high quality education for pupils

Summary

MPS teachers should demonstrate and ensure knowledge of

- Effective teaching and Learning
- Preparation of Schemes of Work
- Positive behaviour management strategies
- Preparation of lessons that promote MARGE and progress of all learners
- The use and application of ICT to both teaching and learning and within the professional context
- Importance of CPD to enhance the effectiveness of teaching and learning

In addition to the above UPS teachers should contribute to an aspect of whole school development and demonstrate a sustained and substantial impact across their curriculum area and the wider school or Trust.

Group/Employee responsibilities

Professional Conduct

All employees are expected to:

- Follow TGS 's Appraisal Policy
- Make the most efficient and effective use of human, financial and material resources
- Be aware of and responsive to the changing nature of TGS, adopt a flexible and pro-active approach to work and contribute to a range of cross-site initiatives to facilitate the delivery of key business objectives
- Participate in TGS developments; attend internal and external meetings and training programmes relevant to the performance and execution of the duties of their post
- Be conversant with and operate all appropriate information technology resources available and to keep abreast of developments in this area
- Ensure compliance with all TGS policies, procedures and regulations and assist in the implementation of decisions
- Give good notice of any absence in line with the schools Absence Management Policy
- Adhere to general standards of conduct embodied in TGS policies
- Provide an education service which actively promotes equality of opportunity and freedom from discrimination, demonstrating that TGS encourages the valuable and enriching contribution, which people from a range of backgrounds and experiences can bring to the life and development of the organisation
- Work within any legislation to which TGS is bound by law
- Make the most efficient and effective use of resources being aware of budget implications
- Responsibility to promote and maintain a safe and healthy environment for yourself, all other staff and students
- Responsibility to respect TGS Community and abide by the Equality policy
- Report any incidence of bullying/harassment as part of the safeguarding statement and procedures
- To provide the service in accordance with the Trust's Vision, Strategic Plan and Service Improvement Plans
- To demonstrate and promote ethical behaviour appropriate to that which would be expected by our stakeholders
- To work in a flexible manner and to be willing to undertake other duties as reasonably requested

QUALIFICATIONS & EXPERIENCE

Qualifications

Essential

- Degree and Teaching Qualification
- Enhanced DBS
- Ongoing CPD Portfolio
- Evidence of successful experience of curriculum/subject development

Desirable

- Experience of more than one secondary school
- Further degree or diploma

Experience

- Teaching experience in a secondary school
- Experience of school improvement

TECHNICAL COMPETENCIES /SKILLS

- Have a passion and enthusiasm for their specialist subject
- An experienced and strong classroom practitioner
- Understanding of the characteristics of high quality teaching and effective learning
- Evidence of successfully planning and implementing curriculum developments
- Proven ability to work helping improve classroom practice
- Excellent written and verbal and non-verbal communication skills
- Ability to see tasks through to successful conclusion
- Ability to work under pressure, meet tight deadlines and pay attention to detail
- Ability to build effective working relationships with staff, students, parents and governors

BEHAVIOURAL SKILLS

- Patient and persistent
- Tactful, respectful and sensitive to the needs of others
- A commitment to getting the best outcomes for all students and promoting the ethos and values of the school
- Ability to work under pressure and prioritise effectively
- Commitment to the wellbeing of self and others
- Commitment to maintaining confidentiality at all times
- Commitment to safeguarding and equality
- Resilience
- Energy, enthusiasm and the ability to keep things in perspective
- A sense of humour

