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**TEACHER OF MATHS**

**START DATE: AS SOON AS POSSIBLE**

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Dear Applicant,

Thank you for expressing an interest in the post of Teacher of Maths at Sturminster Newton High 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 permanent, full-time post. 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.

Sturminster Newton High School is a mixed 11-18 comprehensive school with a good reputation as a small, community focussed school serving a wide rural catchment area. We are extremely proud of our school where we set high standards for academic and personal achievement and we value the size of our school community which allows staff and students know one another and students to be treated and valued as individuals.

The school promotes a happy and purposeful teaching environment, where all are supported and encouraged to do their best. *“pupils are now making better progress than they have in previous years.” Ofsted 2018.* In September 2021 the school introduced a broad enrichment programme, designed to compensate for missed opportunities during the pandemic, where we offer a variety of academic, creative, sporting and wellbeing activities run by the school and local community.

We are proud to be a SAST School. Sherborne Area Schools’ Trust (SAST) is a multi-academy trust, formed in June 2017, with schools across Dorset and South Somerset. We now have 18 schools, more than 5,700 students, and 850 members of staff. SAST has both large town primary schools with over 300 children, smaller village primary schools and nursery provision. There are several secondaries: two large 11-18 secondary schools with Sixth Forms, a smaller 11-16 secondary with 400 students and an alternative provision. There is a mix of formerly maintained and Church of England schools - both voluntary controlled and voluntary-aided in the Dioceses of Salisbury and Bath and Wells.

We are looking for a team member with high expectations and standards, the ability to inspire but also the capacity to laugh and enjoy the challenges of this role. You need to be a team player and you will go the extra mile to support. In return, you will join a Trust that is full of activity, opportunity, and optimism. You will be strongly supported by our SLT in your work to ensure our provision is the best.

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

We look forward to reading your application and we will contact all applicants following shortlisting.

Very best wishes,

Jason Davis,

Headteacher

**THE ADVERT & APPLICATION PROCESS**

We look forward to receiving your application by **9am, Monday 27th November 2023**

If invited for interview, these will be held on **as soon as possible after closing date**

**Salary:** Teachers Pay Scale (there is an opportunity for a TLR 2.1 (£3,017) for the right

candidate which will be discussed at interview)

**Contract:** Permanent, full-time

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

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

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)

Should you wish to arrange a visit to view the School, please do not hesitate to contact Jo Bruton at [4179jbr@mysnhs.net](mailto:4179jbr@mysnhs.net) who will be happy to arrange this.

*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.*

*Sturminster Newton High School, part of the Sherborne Area Schools Trust, has an absolute commitment to safeguarding and promoting the welfare of children. The Trust and School follows the national and Somerset policies and procedures for child protection and security and the interview will include questions about safeguarding children. Current and/or previous employers will be contacted for references as part of the verification process pre-appointment checks if the applicant is short listed. The successful applicant will be required to undertake an enhanced disclosure check with the Disclosure and Barring Service.*

*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: RAF298)*

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**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.

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**About us:**

Sturminster Newton High School is a mixed 11-18 comprehensive school with a good reputation as a small, community focussed school serving a wide rural catchment area. We are extremely proud of our school where we set high standards for academic and personal achievement and we value the size of our school community which allows staff and students know one another and students to be treated and valued as individuals.

As a small school based in Dorset, one of our strengths is that we know our students well and are able to help them succeed on a  personal level. The school promotes a happy and purposeful teaching environment, where all are supported and encouraged to do their best.

The school promotes a happy and purposeful teaching environment, where all are supported and encouraged to do their best. *“pupils are now making better progress than they have in previous years.” Ofsted 2018.* In September 2021 the school introduced a broad enrichment programme, designed to compensate for missed opportunities during the pandemic, where we offer a variety of academic, creative, sporting and wellbeing activities run by the school and local community.

Young people leaving this school will be confident individuals with the necessary ‘life’ skills for further success at university, college or in employment. We emphasise the development of good organisational, communication, ICT and problem-solving skills, thus developing young people who can use their initiative and relate well to others. *“There is a strong moral commitment to ensuring all pupils receive a broad range of opportunities in Key Stage 3.” Ofsted 2018.* In return, we expect good manners, a respect for the school and a positive attitude towards learning.

Our aim is to build upon the existing standards and successes and develop all aspects of school life whilst educating all students in the widest sense academically, emotionally and socially working in partnership with parents we strive to provide students with a broad, balanced and supportive education. *“The school’s approach is ensuring that there is a rigorous and appropriate academic curriculum for all pupils that will help to prepare them for the next stage in their education” Ofsted 2018*

In 2018 the school was inspected with the new OFSTED framework and judged securely ‘good’ and GCSE and A level results are strong. *“Leadership is successfully combining the school’s long standing caring and compassionate ethos with a greater focus on ensuring that pupil achieve all they are capable of.” Ofsted 2018*

**The local area:**

The school is situated on the edge of the small market town of Sturminster Newton. The surrounding area is rural comprising many farms and small towns/villages.

Within travelling distance is the Jurassic Coast, beaches and areas of outstanding natural beauty. The area is very well served by a range of village and local primary schools. The buildings in which the school is housed date from 1960 to 1995 and continual refurbishment and updating ensures that the school retains a ‘cared for’ feeling which is respected and appreciated by students.

There are extensive playing fields and superb views of the surrounding area from the school site.

**Students**

We currently have an admission number of 120 per year and approximately 620 on roll. This includes approximately 100 students in our Sixth Form which we run in partnership with Shaftesbury School. The partnership offers a range of A Level and other post 16 courses on our site for students based here at Sturminster Newton and at Shaftesbury.

**Staff**

The staff within the school are key to its success and we are fortunate in having well qualified, supportive staff in all posts across the school. Curriculum areas are staffed with specialist teachers working in specialist rooms.

**Curriculum, Teaching and Learning**

The school works effectively with a range of partners in order to give students the widest possible opportunities at all key stages.

There is a wide range of activities beyond the classroom including lunchtime and after school clubs, enrichment sessions, visits (both during the school day and the evenings) and residential trips. Such activities are indicative of the commitment of our staff to giving the best experience of being a student at SNHS.



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Description automatically generatedSHERBORNE 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.SAST has large town primary schools with over 300 children, smaller village primary schools and nursery provision. SAST also has 5 secondary schools including a state boarding school and Sixth Form and a large 11-18 secondary school with a Sixth Form of over 400 students. 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:**

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

**Excellence**

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

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

**Equality 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.

**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

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