BULLERS WOOD
MULTI ACADEMY TRUST

Candidate brief for the position of:

Teacher of Maths

Bullers Wood School for Boys

Application Deadline: Wednesday, 18th May 2022



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Dear Candidate,

Thank you for expressing an interest in our school. As the founding Headteacher, I am delighted to welcome you to Bullers Wood School for Boys, an exciting boys' comprehensive school in Bromley.

We opened in September 2018 and are now in our fourth year of operation. There are currently 720 boys on roll in Years 7, 8, 9 and 10. In September, this will rise to 900 boys from Years 7 - 11. The ambition is for our boys to progress on to Bullers Wood Sixth Form, located on our partner school site, Bullers Wood School for Girls.

Our aim is to provide an outstanding education for boys within a culture of high aspiration, courtesy and respect. It is our core belief that all of our boys can enjoy and achieve success whatever their starting points.

You will be joining us at a very exciting time in our development. Our first cohort of boys are now studying for their GCSEs and we are looking forward to being at steady state. We have been in our new building for just over a year having been in temporary accommodation for two and a half years previously.

Although we continue to move forward on our journey to creating an outstanding school, it is not without its challenges. Therefore, attracting the very best staff is key. We are seeking staff who are passionate, engaging, driven, resilient and flexible. Most of all, staff who are unafraid of rolling their sleeves up and getting stuck-in when necessary.

In return, we offer you the chance to be part of a pioneering team, creating a fantastic school serving this local community. We also offer you the support network of our established partner School, Bullers Wood School for Girls, as well as opportunities for enhanced professional and career development within the School and across Bullers Wood Multi Academy Trust.

We are building a great school in Bromley that will hopefully serve many generations of boys to come. After reading about us, I hope you will want to be part of our story and one of the final pieces in our jig-saw.

I look forward to welcoming your application.

Yours sincerely,



Anne Gouldthorpe
Headteacher

An Introduction to Bullers Wood School for Boys

The School

Bullers Wood School for Boys is a thriving, oversubscribed, 11 – 16 boys' comprehensive school situated in the London Borough of Bromley. We opened in September 2018 and currently have 720 boys on roll and we will continue to grow until September 2022 when we will reach our full capacity of 900 boys in Years 7 to 11.

When we opened, we became the partner school to Bullers Wood School for Girls, (a successful comprehensive girls' school with a large, co-educational sixth form), responding to significant demand for more secondary school places, particularly for boys, in the local area.

For the first two and a half years, we operated out of temporary sites eventually moving into our brand new £23 million building in the Spring of 2021.

We continue to build a staff team that is focused, relentlessly, on improving the achievement and opportunities for our boys. All staff working at the school subscribe to our ethos and values, and seek to improve and develop their own practice and performance for the benefit of our boys.

Working in a new and expanding school is a once in a lifetime opportunity. You will need to demonstrate a commitment to and evidence of success in sustaining academic excellence, help every boy to succeed, be an excellent classroom practitioner, demonstrate that you can work as part of a team, and inspire others to excel.

We provide an academic curriculum with an emphasis on the EBacc suite of subjects (English, maths, sciences, humanities, languages), and Sport. We believe that qualifications in these subjects are essential for our boys to progress successfully onto the next stage of their careers. Our curriculum is also responsive to the needs of individuals providing a more personalised approach when and where necessary.

Our Ethos

Both Bullers Wood School and Bullers Wood School for Boys are schools where all children and young people are able to enjoy and achieve success. Both schools exist to provide all children and young people with high quality learning experiences delivered by teachers who are passionate and able to convey their knowledge effectively and enthusiastically within a stimulating, safe and supportive environment.

Our ultimate aim is to produce well-rounded, confident and successful individuals who enjoy learning, make ambitious progress and achieve high quality and meaningful qualifications. We want them to become emotionally resilient and responsible citizens who make a positive contribution to society, including both their local community and the wider world in which they live.

Our Principles

Bullers Wood School for Boys has an unremitting focus on learning, and a genuine conviction that each boy has the potential to achieve and enjoy success. We aim to create a culture of caring masculinity where boys develop into and leave us as happy, healthy, resilient and successful young men.

Features of Bullers Wood School for Boys

- *High quality teaching and learning that raises boys' achievement, removes barriers to learning, develops a growth mind-set and is tailored to the way's boys learn.*
- *Seamless progression from KS2 to KS3 so that there is no loss in learning, progress and attainment between key stages.*
- *An academic curriculum with an emphasis on the EBacc and other high value subjects- but one that is also responsive to the needs of each individual student, providing support and stretch where necessary. This will enable our boys to achieve the qualifications they need to progress successfully to some of the top H.E. institutions in the country.*
- *A fundamental belief that being literate and numerate is key to accessing the curriculum - and as a non-selective mainstream boys' school with a comprehensive intake, we will create a curriculum to address these needs quickly and from the outset.*
- *Innovative technology to support successful learning and extensive IT systems to manage data and communication efficiently and effectively.*
- *Extra-curricular opportunities beyond the academic curriculum so that boys can find their niche, experience success and develop self-confidence. This will also include competitive sport.*
- *A strong and caring pastoral system where every boy is known and feels listened to and supported - achieved through a team of pastoral leaders and tutors who will provide high quality care, guidance and support to boys on a daily basis and throughout their time at the School.*
- *Powerful partnerships between the schools within the BWMAT, parents and the local community. Parents are integral to their sons' long-term success through their engagement and support of the School.*
- *A personal development programme that enables boys to develop into confident, independent, courteous and respectful young men. This programme will address not just QCA requirements, but also develop self-confidence, leadership, organisation, resilience, and independence and communication skills in boys.*
- *The development of student leadership so that boys can share in the decision- making processes of the School, act as role models and support others academically and interpersonally.*
- *Firm discipline and clear boundaries with high expectations of attendance, punctuality, uniform and attendance balanced by a reward system that celebrates endeavour and success.*

Expectations

At Bullers Wood School for Boys, we expect our Staff to:

- *Be driven, self-directed and proactive*
- *Have a passion for education and be open to innovative approaches in everyday aspects of school life*
- *Be passionate about our values and vision*
- *Secure the best outcomes for all boys in the school*
- *Contribute to the overall development of the school*
- *Be flexible in his/her approach, adapting to new challenges*

In return, we will offer you:

- *The opportunity to be part of a forward-thinking leadership team*
- *The opportunity to work with pastoral and subject leaders to create an exciting and engaging curriculum*
- *Access to the latest technology to assist in delivering and developing outstanding teaching and learning*
- *The opportunity and responsibility to strategically shape the future of the School*
- *The opportunity and responsibility to be part of a pioneering team creating a fantastic school for boys in our local community*
- *Enhanced professional development*
- *The opportunity to work in a modern, technologically rich environment*
- *The opportunity to work across both schools in our Trust*

The Post and Specifications

Position:	*Teacher of Maths*
With effect from:	*1 September 2022*
Reports to:	*Head of Maths Department*

Individual Job Description

This is an opportunity for an enthusiastic and dynamic mathematics teacher to join a supportive and collaborative Maths team. Now in our fourth year, our first cohort of students will be taking GCSE exams in in the summer of 2023.

The Maths, Business and Computing Faculty at Bullers Wood School for Boys consists of a hardworking and enthusiastic team of 7 teachers. The Faculty meets regularly and have developed systems that are effective for marking, assessment, feedback and progress.

For Maths, we teach in a suite of dedicated Mathematics classrooms each with its own promethean interactive screen. We have worked hard to develop engaging and challenging programmes of study for boys at KS3 which support their growth and development into Key Stage 4 Mathematics.

We aim to inspire both a love of learning and a love for Maths which goes beyond the classroom and helps boys understand the role Mathematics plays in the natural world as well as explicit links to careers and their adult life. Through our curriculum lessons alongside dedicated time for numeracy, we ensure all students who leave Bullers Wood School for Boys are numerate and have the skills to be successful

The successful candidate will also be a form tutor.

Classroom Teacher Responsibilities:

All teachers will:

- *Provide positive support and guidance with regard to the personal, academic, social and moral development of all students.*
- *Understand the principles of and deliver Quality First Teaching for all students.*
- *Help the school achieve its purpose, aims and values*
- *Carry out the duties of a School Teacher as set out in the School Teachers Pay and Conditions Document.*
- *Continue to meet the Professional Standards for Teachers in England*

- *Follow school, Trust and departmental procedures.*
- *Support the school ethos and adhere to school policies*
- *Be committed to safeguarding and promoting the welfare of children and young people*
- *Be aware of and actively promote the school's/Trust's aims, values, priorities, targets and action plans.*
- *Have a secure knowledge and understanding of specialist subject(s)*
- *Have a detailed knowledge of the relevant aspects of the students' National Curriculum and other statutory requirements.*
- *Understand progression in specialist subject(s)*
- *Cope securely with subject-related questions which students raise and know about students' common misconceptions and mistakes in their specialist subject(s).*
- *Identify clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and the students being taught as identified in the school's Teaching & Learning policy*
- *Set appropriate and demanding expectations for students' learning and motivation.*
- *Set and monitor clear targets for students' learning, building on prior attainment.*
- *Ensure effective teaching of whole classes, groups and individuals so that teaching objectives are met, pace and challenge are maintained, and best use is made of teaching time.*
- *Use teaching methods which keep students engaged, including stimulating students' intellectual curiosity, effective questioning and response, clear presentation and good use of resources.*
- *Participate in preparing and presenting students for public examinations*
- *Identify students who have special educational needs, and implement and keep records*
- *Identify students who are gifted and talented and provide appropriate stimuli*
- *Assess how well learning objectives have been achieved and use this assessment and school provided data on a regular basis for future teaching and target-setting.*
- *Keep regular records of student progress*
- *Set homework in accordance with the School Policy*
- *Mark and monitor students' class and homework in line with our Feedback & Marking Policy*
- *Understand the demands expected of students in relation to KS3, KS4 and post-16 courses.*
- *Record and report on student progress, following school and departmental policy.*

- *Set high expectations for students' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships, following the school systems.*
- *Consistently apply the school's Behaviour policy, encouraging positive behaviour, using the classroom code and taking appropriate action in cases of indiscipline*
- *Prepare and present informative reports to parents.*
- *Attend parents' evenings and Open Evenings as required*
- *Recognise that learning takes place outside the school context and provide opportunities to develop students' understanding by relating their learning to real and work-related examples.*
- *Be prepared to liaise with agencies responsible for students' welfare.*
- *Take responsibility for own professional development and to keep up-to-date with research and developments in pedagogy and in the subjects taught, within the context of the School/Trust Improvement Plan.*
- *Understand professional responsibilities in relation to school policies and practices.*
- *Set a good example to the students in presentation and personal and professional conduct.*
- *Evaluate own teaching reflectively and use this to improve effectiveness.*
- *Participate in school system of performance development*
- *Participate in arrangements for further training and professional development, including INSET*
- *Attend and participate in departmental and other meetings as required.*
- *Establish and maintain effective working relationships with colleagues including support staff.*
- *Advise and co-operate with all colleagues on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching, assessment and pastoral arrangements*
- *Select and make good use of textbooks, ICT, DVD/video, internet and other learning resources which enable teaching objectives to be met.*
- *Be familiar with and comply with the School's Health and Safety policies*
- *Be responsible for the health & safety of students when they are authorised to be on school premises and when engaged in authorised activities elsewhere*
- *Prepare risk assessments as appropriate*
- *Take class register on SIMS and inform the office of any concerns*
- *Undertake any other professional requirements specific to this post.*

This job description may not necessarily be a comprehensive definition of the post. It will be reviewed as appropriate and may be subject to modification or amendment at any time after consultation with the holder of the post.

Person Specification

The successful applicant is likely to demonstrate the following qualities:

Knowledge & Experience

- *A good degree in a relevant subject*
- *Qualified Teacher Status (QTS)*
- *Subject knowledge sufficient to challenge students and achieve high outcomes*
- *Awareness of the strategies available for improving the learning & achievement of students*
- *A good understanding of curriculum developments in the specific subject area*
- *Recent relevant professional development*
- *An excellent classroom practitioner*

Skills & Abilities

- *Able to use a range of teaching & learning strategies*
- *An understanding of how assessment for learning can improve student performance*
- *A confident & competent user of ICT in the teaching of the subject to enhance student learning*
- *Able to use student level information to raise standards*
- *Able to communicate both orally & in writing to students & their parents*
- *Be willing to be fully engaged in the whole life of the school*
- *Have a commitment to team work*

Personal Qualities

- *Enthusiasm & a positive outlook*
- *The ability to motivate, support, inspire and work collaboratively with a team of specialist staff, teaching and support*

- *The ability to work independently and collaboratively as a member of a team Commitment to high student expectations*
- *Creative in problem solving together with a willingness to take on or try new approaches & ideas*
- *Commitment to extracurricular activities*
- *A positive attitude towards professional development and own learning*
- *Reliability & integrity*
- *Good personal organisation*
- *Excellent record of attendance and punctuality*
- *Commitment to high standards and expectations*

In addition, the successful candidate must be willing to uphold the ethos and policies of the school, including the commitment to safeguarding and promoting the welfare of children and young people.

Salary

The DfE no longer publishes any pay scale points for reference. Pay scales at Bullers Wood are based on previous STPCD pay scale points for 'Main', 'Upper' and 'Leadership' pay scales uprated as appropriate in line with guidance set out by the STPCD.

Application Procedure

i. *Read carefully all the information about this post*

If you have any questions, please do not hesitate to telephone or email Caroline Sharp, Human Resources on 0208 467 2280 ext 320 or email csharp@bwsmat.org.

ii. *Complete the application form as fully as possible. If there is insufficient room on any section of the form, please provide the additional information on a separate sheet. Please note that your application form will be photocopied for the Selection Panel, therefore clarity is essential. It is important that you do not leave any gaps in your career history – any gaps in employment should be fully explained please.*

iii. *In section 9 Letter of Application, please tell us*

- *Why you are applying for this post*
- *How your experience, skills, training and/or qualifications equip you for it i.e. how you meet the person specification and requirements of the job description.*

Send your completed application form by email (if downloaded from our website) or through the post to:-

Mrs Caroline Sharp
Human Resources
Bullers Wood Multi Academy Trust
St Nicolas Lane, Logs Hill, Chislehurst, Kent BR7 5LJ

csharp@bwsmat.org

Appointment Process

i. *Suitable applications will be shortlisted for interview as quickly as possible.*

ii. *If you are successful, you will receive either a phone call and/or email inviting you to attend for interview. It is therefore important that you give us a daytime telephone number and/or an email address that you regularly access so that we can contact you to make the necessary arrangements if you are shortlisted.*

If you require any assistance in attending for interview, please let us know the nature of that assistance in good time so that we may make appropriate arrangements.

iii. *Candidates called to interview will*

- *Usually have an opportunity to meet key staff*
- *Have a tour of the School*

Have an interview and presentation with members of the Senior Leadership Team




