Dame Alice Owen's School

NoR: 1,446, Sixth form: 426

Ofsted: "An outstanding school", "Students achieve outstandingly well", "Behaviour … is excellent"

TEACHER OF MATHS (MPS/UPS)

Required for April / September 2022

We welcome applications from both ECTs and experienced teachers

Full Time, Permanent Post

Closing date: Noon, Thursday 3rd February 2022
Interview date: Thursday 10th February 2022

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

The governors of this highly successful, partially selective, mixed school invite applications for the post of Teacher of Maths. We seek a highly motivated and energetic candidate to join our very successful and very well resourced Maths Department, as part of a team of 17 Maths specialists. You will need to be able to teach up to and including A level Maths. Maths is a very popular option at A level at the school with over 120 students selecting it each year, at least 40 of these students study Further Maths in both Year 12 and 13. The Department benefits from excellent facilities in a purpose-built Maths building. This post provides an excellent opportunity for an ECT or experienced teacher wishing to develop their A Level teaching.

In 2019, 96% of all students secured five or more A*-Cs at GCSE, and 84% of A level entries were graded A*-B. 70% of GCSE Maths results were graded 7-9; 83% of A Level Maths results were graded A*-B; 91% of Further A Level Maths results were graded A*-B.

The school is situated on an attractive 35-acre site in the Green Belt, has excellent facilities and is committed to an extensive programme of staff development. Central London is easily reached by rail from Potters Bar and the school is close to motorway links.

The Governing Body is committed to admitting the children of staff in line with our admissions procedures.

Please download our Teaching Staff application form from our website to make your application. Please note that applications cannot be considered unless the application is completed in full. We are not able to accept CV's for any posts based in school. To apply, please send your completed application form together with a covering letter stating why you are well placed to take this position at our school to recruitment@damealiceowens.herts.sch.uk by **12 noon, Thursday 3rd February 2022.**

Dame Alice Owen's School
Dugdale Hill Lane | Potters Bar | Hertfordshire EN6 2DU

Headteacher | Mrs Hannah Nemko MA
T: 01707 643 441
F: 01707 645 011
admin@damealiceowens.herts.sch.uk
www.damealiceowens.herts.sch.uk

INFORMATION FOR APPLICANTS

Name of post:	Teacher of Maths
Location:	Potters Bar, Hertfordshire
Closing date:	Thursday 3rd February 2022
Interviews:	Thursday 10th February 2022

Thank you for your interest in applying to Dame Alice Owen's School. Though much of the information we have about our school is available on our website, we have put some key information together here to help you through the application process.

The school is committed to safeguarding children, young people and vulnerable adults and promoting the welfare of children and expects all staff to share this commitment. Please take time to read our Safer Recruitment and Safeguarding and Child Protection policies available in the vacancy section of our website.

The selection process includes scrutiny of the information provided in your application form, a request for references including a reference from your current/previous employer, teaching a lesson, an informal interview with a student panel and an interview.

If you have any general enquiries about the recruitment process, or to arrange a tour or informal discussion about this position, please do not hesitate to contact Catherine Dennehy, Head of Maths, via dennehyc@damealiceowens.herts.sch.uk.

Applicants shortlisted for interview must bring original evidence of their qualifications for verification. Applicants will also be asked to complete a declaration regarding convictions and working with children as posts in schools are exempt from the provisions of the Rehabilitation of Offenders Act 1974. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and an enhanced Disclosure and Barring Service disclosure check.

Please email your completed application form together with a letter of application to recruitment@damealiceowens.herts.sch.uk by **12 noon, Thursday 3rd January 2022.**

We look forward to receiving your completed application.

Hannah Nemko
Headteacher

Details of the School, Department and vacancy

Teacher of Maths, required for April / September 2022
Full Time, Permanent Post

Introduction

Dame Alice Owen's School is a mixed, partially selective secondary school with over 1,440 registered students and a vibrant and highly successful sixth form. Our school was founded 400 years ago by Dame Alice Owen, a remarkable philanthropist with an unusually modern vision for education. She established the first school in Islington and as demand outstripped space, it moved to its current setting in the Hertfordshire countryside. Because of its roots and its close and important relationship with the Worshipful Company of Brewers, there are 20 places each year for 11 year old students from Islington. It also offers 65 places to the highest scoring applicants who sit the entrance exam each year and a further 10 places for students showing the most aptitude in music who apply for a place in Year 7. The remainder of the places, in an annual cohort of 200, go to siblings, local students on the basis of proximity to the school and to those with priority need.

It is this combination of student and its truly outstanding record of achievement and added value that makes our school such a special place. It is oversubscribed by 5 applicants per place every year. Our dedicated staff, parents' association, Governing Body and school (staff and student) leaders constantly appraise and re-appraise the various aspects of school life, learning and achievement so we are never complacent. Our school faces the usual challenges of all educational establishments in the public sector, and ensuring that their impact is felt least by the students is a key objective.

We were delighted to be recognised as The Sunday Times Regional School of the Decade in November 2020' and the country's highest ranking non-fully selective state school of the year in 2021. Securing a place at Owen's has been described as "winning the lottery" in the Good School Guide and "the golden ticket" in Tatler. Our school benefits from some of the most able students in the country. Many of our school leavers from Year 13 have offers from top universities to choose from, including on average 20 places at Oxbridge each year.

Our Foundress left a number of fields in the then village of Islington to the care of the Worshipful Company of Brewers which now generate over one million pounds of additional income for the school annually, to support the school. This creates a very special ethos and fosters the very positive staff working environment. The students and staff benefit from a number of traditions including Beer Money, staff awards and Visitation.

Below are some of the key qualities and attributes we believe have contributed to the school's excellent reputation:

- Committed and dedicated staff who are responsive to change
- The value we place on collaboration, both within our school and with other schools
- Teamworking
- Superb pastoral care
- Energetic, curious and enthusiastic students
- A very wide range of extra-curricular activities, most notably within Music
- Excellent resources and facilities
- Forward-looking and proactive leadership
- Attention to detail
- A foundation stone of tradition and heritage; and
- Exceptional recognition by Ofsted.

Our primary aim is to work in partnership with students and parents to ensure that students achieve their full potential by:

- Striving for academic excellence;
- Providing a happy, safe, purposeful and caring environment and encouraging a sense of pride in the individual and our School;
- Embracing innovation whilst maintaining our strong links with tradition;
- Providing interesting and challenging opportunities so that students enjoy their learning and maintain a desire to continue learning throughout their lives;
- Recruiting and developing outstanding staff;
- Offering high quality extra-curricular activities which involve all students;
- Promoting respect for and understanding of religious and moral values.

The Maths Department

At Dame Alice Owen's School, Mathematics holds an important part in the academic curriculum. The Department is stable, with 8 full-time and 8 part-time members, all well qualified and very experienced. It is Departmental policy for staff to teach across the full range of age and ability, and each teacher is allocated some responsibility within the Department.

Examination results are exceptional, with around 70% GCSE Maths results graded 9-7, with 90% at grade 5 or above or above; 83% of A Level Maths results were graded A*-B and 60% of Further Maths A Level results were graded A-A*each year. Over 50% of the Sixth Form choose to study A-level Maths, and around 40 students each year study further Maths.

The Department now has eight adjacent, full-sized, classrooms, all equipped with interactive whiteboards, and a staff workroom. At present there are two sets of 16 laptops, on trolleys, for class use. The Department has always been very well funded.

Teaching Programme

The School is heavily oversubscribed, with 200 students in each year, of whom 33% are admitted by academic selection. In Key Stage 3 and Key Stage 4, there are three one-hour lessons per week. Year 7 students are in fixed teaching groups for all classroom subjects, after which, loose setting is introduced by the department and this is progressively refined. The Year 7, 8 and 9 Schemes of Work are in line with the National Numeracy Strategy.

Each student has their own textbook:

Key Stage 3: ST (P) Maths by Bostock and Chandler

GCSE Higher: Maths for Edexcel GCSE by Bank and Alcorn

These are supplemented by other textbooks and there are considerable common resources that have been built up over time and which are continually being expanded.

It is planned that students have the same teacher from Year 8 into Year 9, and again for Years 10 into 11.

We have nine A-Level sets in Year 12, and eight in Year 13 of these there are four further Maths classes in Year 12 and three further Maths classes in Year 13. We currently follow the Edexcel Mathematics syllabus. We run two Further Maths courses, Mechanics and Statistics. Staff are encouraged to expand their areas of expertise at A-Level.

Each year, a handful of students are prepared for STEP papers, and each year students are successful in offers to read Mathematics at Oxbridge.

Summary of extra-curricular activities

Puzzle of the Week	Mainly for Lower School students
Junior Maths Challenge	approx. 250 students from Years 7 and 8

Junior Maths Olympiad	
Intermediate Maths Challenge	nearly 250 students from Years 9, 10 & 11
Intermediate Maths Olympiad and Kangaroo	
Senior Maths Challenge	nearly 100 students from years 12 & 13
British Maths Olympiad I & II	
Schools Maths Team Competition	internal and National, Years 8 & 9
Senior Team Maths Competition	Years 11, 12 & 13
Junior, Intermediate, Senior Mentoring	relevant students, close to Olympiad Standards
Edge Hill College Maths Competition	Year 9 students
Herts Master Classes	Year 9 students

What we can offer you

The school provides an excellent range of staff development opportunities. This is currently led by Lauren Common, Assistant Headteacher and our team of ASTs/SLEs with responsibility for teaching and learning. All staff members are encouraged to continue their personal development and undertake further qualifications if they wish.

We have a commitment to ensuring staff undertake minimal cover and wherever possible none at all. The Governing Body is committed to admitting the children of staff in line with our admissions procedures.

We fully appreciate the time and consideration which go into applying for a new job. If there is anything we can do to help you through this process, please do not hesitate to ask.

We very much look forward to receiving your application.

Job Description

Post Title: **Teacher of Maths**
Responsible to: **Head of Maths**

Purpose of the Role: To teach a range of classes across the 11–18 age and ability range and use available resources to maintain the highest possible standards of teaching and learning in the subject.

Teaching and Learning

1. Teach well prepared, challenging lessons in accordance with Dame Alice Owen's expectations
2. Make good use of class information and data to ensure all students are supported and challenged according to their need
3. Demonstrate your commitment to personal development through your actions and your commitment to your own Performance Management
4. Implement curriculum change as appropriate
5. Contribute to the writing and delivery of appropriate Schemes of Work which meet the academic needs of all students as directed by your HoD
6. Ensure public examination syllabuses are taught thoroughly, keeping abreast of changes and swiftly making amendments as required
7. Promote a stimulating learning environment, including useful and stimulating displays, which encourage students to learn

Achievements and Standards

1. Track and monitor individual students to bring about improvement where needed
2. Ensure appropriate participation in departmental moderation as required throughout the year
3. Take responsibility for overall behaviour management within lessons and throughout the school to ensure a safe, secure and structured learning environment
4. To play an active role in performance management and self-development activities

General requirements

1. To carry out any pastoral support roles (including being a tutor and delivering PSHRE) as required
2. To contribute to the extra curricular offer
3. To play a role in ensuring effective safeguarding and wellbeing of our students
4. Provide clear and useful feedback to students and parents/carers as required
5. To attend periodical after school meetings/events such as Visitation, Parents' evening, as required by the Headteacher and published in the school calendar
6. To check your email regularly and respond in a timely manner
7. To contribute articles to the half-termly newsletter as appropriate
8. To complete any other reasonable tasks as required by the Headteacher

Person Specification

	Desirable/ Essential
Education	
Holds a degree (or higher) level qualification in a related subject	E
Holds QTS	E
Up-to-date in-service training in subject and whole school issues	E
Additional qualifications relevant to the post	D
Experience	
Experience from a similar post	D
Recent experience of teaching the 11-18 age range	E
Experience of producing examination results to a high standard	E
Experience of working in more than one previous school	D
Specialist skills and knowledge	
Strong working knowledge of the National Curriculum, issues and developments	E
Excellent administration, organisation and management skills	E
Excellent information and communication technology skills	D
Knowledge of equal opportunity issues for students and staff	E
Clear commitment to the safeguarding of students	E
An innovative and exciting approach to teaching and learning with an understanding and proven practice of excellence for all	E
Ability to teach/ willing to learn to teach Further Mathematics	D
Other	
An outstanding classroom practitioner	E
An energetic committed individual with a clear vision and unwavering commitment to excellence for all	E
Open and enthusiastic	E
A problem solver with a 'can do' attitude	E
Ability to multitask, prioritise, stay relaxed under pressure and deal with numerous challenges simultaneously	E
Willingness and clear commitment to be involved in extracurricular activities	E
Excellent emotional intelligence and interpersonal, communication skills	E
A good sense of humour!	E

This job description sets out the duties of the post at the time it was drawn up. Such duties may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot in themselves justify a reconsideration of the grading of the post.