

**Teacher of Maths**

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“Grace Academy Coventry 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.”



**Welcome from Principal**

Thank you for your interest in this role at Grace Academy Coventry.

At Grace Academy we aim to be aspirational, proud of who we are and seek what is true, just and fair. We believe that all of our students should be happy and safe and have the limitless potential to succeed. With a positive attitude of mutual respect, genuine integrity and amazing grace, they can strive for intentional excellence and our curriculum reflects this.

Grace Academy joined the TOVE Learning Trust in April 2019, we are a close knit family of schools and work together to grow together.

I joined the Academy in September 2019 and have had the pleasure of leading the Academy through a successful Ofsted inspection at the end of December 2019 where we were recognised as having good leadership and management and good personal development provision. This post is part of the next exciting stage in our journey to excellence.

At the centre of all we do is the focus of what is best for the students. My team and I pride ourselves on making decisions from a position of integrity. As a parent myself, I strongly believe that if it is not good enough for my children, then it is not good enough for Grace students. This is even more important in the current climate.

We have amazing students here at Grace who deserve the best possible life chances. We encourage students to be praised and recognised whilst at the same time being challenged to meet our expectations.

In order to support colleagues we have a full CPD programme for staff at all stages of their career both internally and externally. We understand the challenges of working in our profession and have an active Well-being Committee and Workload Committee who focus on promoting a healthy work life balance.

I hope that through reading the information pack, visiting our website and reading our most recent Ofsted report you will be encouraged to apply for a position at Grace Academy. I would encourage you to contact us for a pre-application visit or telephone conversation to discuss any aspect of the role or anything else regarding the Academy you would like to know.

I look forward to meeting you.

Ms Janina Taylor

**Principal**

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**Job Advert**

We are delighted to offer this fantastic opportunity for an inspirational, motivated and enthusiastic maths teacher to join the Grace Academy family. The successful candidate will want to make a difference to the lives of students and to help develop independent and resilient young people who can accomplish their ambitions when leaving the academy.

The Maths Faculty is a friendly, hardworking and supportive team who inspire and motivate each other. The department are developing standardised lessons to ensure consistently and to support the development of good teaching and learning. A five year curriculum is followed with students being made aware of GSCE specification referenced right from Year 7. All assessments are written using past GSCE questions to get students used to this style of question. At KS5 we offer A-Level maths. The Maths Faculty consists of 1 Head of Faculty, 1 Assistant Head of Faculty and KS4 Coordinator, 1 KS3 Coordinator and 3 teaching staff.

We are a welcoming and caring community where our core values of limitless potential, intentional excellence, mutual respect, genuine integrity and amazing grace based on Christian values, run through all we do. It is central to our ethos, day to day curriculum, extra-curricular activities and pastoral structures. Here at Grace Academy we not only focus on the academic excellence of students but also work with students on supporting them to be the best human beings they can be.

We pride ourselves on our caring ethos with a strong and genuine focus on staff wellbeing, putting development and wellbeing at the heart of our work. We work hard to look after our pool of talented staff who are encouraged to grow, develop and work collaboratively.

The trust schools have a shared vision and purpose: to deliver outstanding educational experiences that lead to inspiring outcomes. Each academy has a strong individual identity and tailors their educational provision to serve their local community. Academies within the trust collaborate to share expertise and maximise opportunities and experiences for our students.

**How to apply:**

Please read through the information in the pack carefully and please do not hesitate to contact the Academy if you would like to arrange a pre application visit – we strongly welcome this. If you cannot make a visit, then please feel free to phone us to talk about the post.

Visits to the school or an informal confidential discussions can be arranged via Nicole Chapman at Nicolechapman@graceacademy.org.uk or on 02476 589 000.

You should ensure that you have completed all sections of the application form. Please submit your letter of application with no more than two A4 sides, plus your application form to Mike Sherwin via email at academygrace@hays.com by 12:00pm on 16th April 2021

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|  | Teacher – Job Description |
| Reporting to | Head of Faculty  |
| Responsibility Level/Salary | MPS – UPS depending on experience |
| Location | Grace Academy, Wigston Road, Coventry, CV1 2RH |
| Job Purpose | * To deliver high quality teaching and excellent learning outcomes and create a climate where students achieve their potential.
* Participate in the creation of Faculty schemes of work, lesson plans and related resources.
* To contribute to the development of e-learning to support subject delivery and enhance the learning and teaching experiences of all students.
* To ensure all students achieve their full potential and targets.
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| Main Duties | * To provide programmes of study suitable for all students in teaching groups and to maintain high standards of work, discipline and conduct in accordance with overall Academy policies.
* To encourage students, through the effective use of a variety of resources, differentiated learning and the maintenance of a good learning environment.
* To acquire the skills and develop an understanding of the subject, teaching pedagogy and the theories of learning.
* To liaise with other teachers, attend meetings of staff and contribute to the general development of the subject.
* To operate regular and effective assessment for learning and monitoring procedures, maintain an efficient record system and advise the Head of Faculty on student progress.
* To keep abreast of current developments within the subject/s and to strategically lead the faculty development.
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| Specific Duties | * To produce differentiated lesson plans to support the delivery of stimulating and existing lessons that will motivate and enthuse students.
* To use ICT effectively to support the delivery of lessons as appropriate.
* To use a variety of teaching and learning strategies to ensure that all learning styles (visual, auditory, kinaesthetic are catered for).
* To provide students with regular assessment opportunities, use assessment for learning and provide them with quality feedback.
* To set students challenging but achievable targets.
* To provide pastoral care, appropriate to the needs of each student and to maintain high standards in accordance with overall Academy policies.
* To encourage students to develop positive attitudes to each other, members of staff, their families, the Academy and their environment.
* To liaise with other teachers, attend meetings of staff and contribute towards the provision of effective pastoral care.
* To monitor the academic and social development of students and maintain an efficient record system.
* To carry out a share of supervisory duties in accordance with the published schedules.
* To participate in appropriate meetings with colleagues and parents.
* To participate in Performance Management arrangements.
* To show care and concern for all students, members of staff and the Academy environment.
* To contribute to the wider aspects of Academy life, including liaison with parents and external agencies and to provide support for Academy policy within the community.
* To contribute to the effectiveness of the Academy’s organisation.
* To review annually the preceding year’s work and agree targets, aims and objectives.
* Maintain awareness and knowledge of contemporary trends, developments, theory and methods in the transformation of teaching and provide suitable leadership and interpretation to Governors, Leaders, Managers and staff within the Academy.
* To carry out any other reasonable duties as directed by the Governors or Principal.
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| Qualifications and Key Skills | Qualified Teacher Status. |

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| Teacher – Person Specification  |
|  | **Essential** | **Assess Criteria By:****A/I/E/R\*** | **Desirable** | Assess Criteria By:**A/I/E/R \***  |
| Knowledge and Experience | * Qualified Teacher Status, or working towards QTS
* Degree or equivalent
* Experience of teaching at Key Stage 3, 4 and 5
* Can demonstrate an understanding of providing effectively for the individual needs of all students through the use of appropriate learning strategies and classroom management
* Has knowledge and understanding of curriculum syllabus requirements at the appropriate key stages
* Has knowledge and understanding of the monitoring, assessment, recording and reporting of pupils’ progress
* Understands the statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection
* Understands the importance of positive links and relationships within school and with all its stakeholders
* Can demonstrate awareness of latest developments in effective teaching and learning styles.
 | AAAI/EA/I/EA/I/RA/E/IA/I/RA/E | Can demonstrate ongoing success in student outcomes | A/R |
| Skills and Attributes | * Is able and willing to promote the Academy’s aims and Christian ethos positively, and use effective strategies to monitor motivation and morale of students and staff
* Can show a record of good teaching and learning practice and outcomes
* Can develop good personal relationships within and across teams
* Is able to establish and develop positive and productive relationships with parents, governors and the community
* Has the ability to communicate effectively to a variety of audiences
* Understands the importance of, and is able to create a happy, challenging and effective learning environment
* Is approachable, committed, empathetic, enthusiastic, organised, patient and resourceful.
 | A/IAA/E/RA/RA/I/E/RA/EI/E | * Can show a record of outstanding teaching and learning
* Can demonstrate student progress significantly above average
 | A/RA/R |

A = Application

I = Interview

E = Exercise

R = Reference