

# Teacher of Maths

MPS1 to UPS3

Starting September 2021



# Pride In Excellence Unlocking Academic & Personal Potential

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# Welcome

Dear Candidate

Thank you for expressing an interest in working at Great Wyrley Academy.

We are committed to delivering the very best education and fulfilling the academic personal potential of all our students.

Great Wyrley Academy is renowned for its performing arts specialism, with one of the best indoor theatres in the area. We also have excellent sports facilities including our own swimming pool, gymnasium, fitness suite, outdoor football pitches and newly built 3G multi use games area.

Great Wyrley Academy is committed to delivering the very best education for all students. This is demonstrated through the school's motto of "Relentlessly Pursuing Excellence".

We strive for students to have a love of learning and gain the knowledge, skills and attributes to be successful in the world of work. Equally, the Academy endeavours for our students to be good human beings, with a sense of purpose and character enabling them to flourish in life.

We are confident in the quality of education that we provide for our young people. Our commitment is to fully develop each individual through our broad and balanced curriculum. We want every student to achieve their potential. As such, we offer many opportunities both within the curriculum and as part of our extra-curricular

programme to support and foster achievement, success and encourage participation.

Our pastoral structure is based on vertical House teams led by Heads of Houses. As well as allowing healthy competition between students, regular House assemblies focus on raising aspirations, developing physical and mental well-being and spiritual, moral, social and cultural awareness.

We are committed to the professional development of our teaching and non-teaching staff and have access to the many outstanding innovative courses and development opportunities afforded us as a member of Windsor Academy Trust.

We are all really excited for the future of Great Wyrley Academy. We are proud of our students and their successes. They are the result of close collaborative relationships between staff, students and parents. Our students have taken on the responsibility of developing a set of core characteristics, attributes and behaviours instrumental to their success as learners. It is known as 'ASPIRE' and students aim high and achieve well. Student leadership plays a central part in the growth of our school.



**Ian Moreton**  
**Headteacher**

# About



**9 Excellent Schools**



**850 Staff**



**7,000 Pupils**

**Windsor Academy Trust (WAT) is a leading multi academy trust that was formed to improve the quality of education through the sharing of ideas and best practice among its schools.**

The Trust was established in 2011, when Windsor High School and Sixth Form, one of the first converter Academies, was approached by the Department of Education to be a sponsor. In the past 10 years we have grown into a hugely successful family of nine academies providing outstanding education to over 7,000 students aged 2 to 18.

We currently have five primary schools and four secondary schools located across the West Midlands, and are due to open a new free school in Smethwick in September 2022.

**This is a highly exciting time for WAT as we open a new secondary free school in Sandwell in 2022.**

We are clear that young people achieve their best in a climate of high expectations where teachers are motivated and empowered. At WAT we combine a shared experience of primary and secondary schools and promotes student and staff collaboration across all our schools in our search for excellence. Teaching and Learning is at the core of all our work and this is underpinned by an extensive programme of professional learning for our staff.

We are extremely proud of what we have achieved for far, the Trusts vision is that through collaborative leadership, we will continue to grow and provide the highest quality education to enable every pupil to realise their full aspirations. A powerful component of this success has been the synergy of primary and secondary collaboration.

# Goals & Aspirations



## 01 / Unlocking Personal Potential

To raise aspirations and unlock all children's personal potential; keeping them safe, enabling social mobility and creating happy and successful learners



## 02 / Unlocking Academic Potential

To maximise progress and attainment so all children can enter into a career or university of their choice, through the WAT curriculum, excellent Teaching and Learning and continued Academy improvement



## 03 / Empowering People

To attract, identify, develop and retain talent internally and externally so that there are excellent people working collaboratively, who are valued, supported and encouraged to innovate



## 04 / MAT Growth And Partnerships

To grow local learning communities and partnerships that provide opportunities for more children, within and beyond WAT



## 05 / Sustainable Finance And Infrastructure

To have strong and sustainable finances a highly effective infrastructure that is scalable, driven by efficient operating systems.



## 06 / Highly Effective Governance

To have governance that has impact, is socially just and is ethically sound at all levels

# Why WAT Is Unique

Windsor Academy Trust's strapline is 'Pride in Excellence'. Our aim is to strive for excellence in all we do in order to achieve excellence for the children we serve. We want everyone within our WAT family to feel proud to be part of a very special and unique movement.

Our moral purpose is 'unlocking the academic and personal potential' of our children. We want our children to know how to learn, have a love of learning and to achieve the academic outcomes that will open the door for them to go onto a university or career of their choice. We place equal emphasis on unlocking children personal potential whereby children have the opportunity to discover their passions and talents, develop as leaders and develop a positive character.

Our lion illustrated in the diagram represents each child on top of a podium and therefore achieving their academic and personal potential. The podium is underpinned by our values of respect. Responsibility, collaboration and cooperation and strong Trust wide systems and structures.

## // 01



### Teaching and Learning

Our aims is to 'enthuse, inspire, engage, every lesson, every day' through our ten Teaching and Learning Principles driven through robust practitioner research

## // 02



### Professional Development

For all staff we are 'building leaderships, teaching and support staff capability for in-school and school-to-school support'

## // 03



### Leadership

Where we expect all children to be leaders of themselves and support the learning and personal potential of others. We expect children to be leaders 'always in all ways'

## // 04



### Enterprise

Here we are 'building an enterprise spirit and supporting children to discover and achieve their career dreams'

## // 05



### Enrichment

That 'provides exciting opportunities for children to pursue their passions, broaden their horizons and raise their aspirations'





# Benefits of Working for WAT



### CPD Programme

Opportunities for continuing professional development



### Pension Scheme

Local Government Pension Scheme for Support Staff and Teachers Pension Scheme for Teachers



### Free Annual Flu Jab



### Salary Sacrifice Cycle Scheme



### Holiday Entitlement

Starting at 26 Days Holiday (for Support Staff Employees) and Flexible Family Friendly Policies



### Fitness Suite

Access to state-of-the-art fitness suite at Windsor High School and Sixth Form



### Free Eye Tests



# About Great Wyrley Academy

**Great Wyrley Academy is home to over 500 students aged 11 to 18 and became part of the Windsor Academy Trust family in September 2018.**

Situated in South Staffordshire, the school serves the communities of Great Wyrley and Landywood, as well as attracting students from Cannock, Bloxwich and North Walsall.

The school’s motto is “Relentlessly Pursuing Excellence”. This applies equally to the twin objectives of every student achieving academic success and fulfilling their personal potential. Great Wyrley is a school built on traditional values. The ethos and beliefs are evident in “The Wyrley Way”. This is a charter committed to by the whole school community and celebrates the characteristics of respect and responsibility. The school’s active House system underlines these traits every day.

The school have been on a remarkable journey over the past two years. Our exam results have showed yet more improvement after making significant progress in 2019. This is down to the incredible work of students and staff who worked tirelessly to make this possible.

In addition, we have significantly upgraded the school environment - investing heavily in improving the building to provide better learning facilities for our young people. This summer we have added a state-of-the-art 3G pitch, massively enhancing our sports facilities.

It is an incredibly exciting time to be at Great Wyrley Academy as we look to build on the excellent two years we’ve had as part of Windsor Academy Trust.





# Job Description

General Duties

Carry out “the duties of a school teacher” as set out in the Conditions of Service for School Teachers in England and Wales. Fulfil the role of subject teacher and Form Tutor as appropriate.

*To do other reasonable tasks as laid down in the School Teacher Pay & Conditions document and as required from time to time at the discretion of the Headteacher*

Great Wyrley Academy is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. This post is subject to an enhanced criminal records check.

Overall Responsibility

Work with the Headteacher and Leadership Team to secure and sustain effective teaching and learning throughout the school, monitor and evaluate the quality of teaching and standards of student’s achievements, use benchmarks and set targets for improvement.

**Specific Duties:** Undertaking the following responsibilities:

Teaching and Learning:

- To ensure all teaching and learning contributes towards the school aims, objectives and priorities for improvement.
- To manage student learning through effective teaching and marking of student work in accordance with the Faculty schemes of work and school policies.
- To use a variety of methods and approaches (including differentiation) to match curricular objectives and the range of student needs, and ensure equal opportunity for all students.
- To set homework regularly, (in accordance with the School homework policy), to consolidate and extend learning and to encourage students to take responsibility for their own learning.
- To work with SEN staff and support staff (including prior discussion and joint planning) in order to benefit from their specialist knowledge and to maximise their effectiveness within lessons.
- To work effectively as a member of the subject team to improve the quality of teaching and learning and contribute to planning and development within the Faculty.
- To set high expectations for all students, to deepen their knowledge and understanding and to maximise their achievement.
- To use positive management of behaviour in an environment of mutual respect which allows students to feel safe and secure and promotes their self-esteem.

Monitoring, Assessment, Recording, Reporting and Accountability

- To be immediately responsible for the processes of identification, assessment, recording and reporting for the students in their charge.
- To contribute towards the implementation of IEPs as detailed in the current Code of Practice particularly the planning and recording of appropriate actions and outcomes related to set targets.
- To assess student’s work systematically and use the results to inform future planning, teaching and curricular development.
- To be familiar with statutory assessment and reporting procedures and to prepare and present informative, helpful and accurate reports to parents.
- Keep an accurate register of students for each lesson. Unexplained absences or patterns of absence should be reported immediately in accordance with the School policy.
- Attendance at Parents’ Evenings, as appropriate.

Subject Knowledge and Understanding

- To have a thorough and up-to-date knowledge and understanding of the National Curriculum programmes of study, level descriptors and specifications for examination courses.
- To keep up to date with research and developments in pedagogy and the subject area.

# Person Specification

Professional Standards and Development

- To be a role model to students through personal presentation and professional conduct.
- To arrive in class, on or before the start of the lesson, and to begin and end lessons on time.
- To cover for absent colleagues as is reasonable, fair and equitable in accordance to school policy.
- To co-operate with the employer in all matters concerning Health and Safety and specifically to take reasonable care of their own Health and Safety, and that of any other persons who may be affected by their acts or omissions at work.
- To be familiar with the School and Faculty handbooks and support all the School’s policies.
- To establish effective working relationships with professional colleagues and associate staff.
- To strive for personal and professional development through active involvement in the School’s performance development procedures, identifying areas of need and engaging in training activities.
- To be involved in extra-curricular activities such as making a contribution to after-school clubs and visits.
- To maintain a working knowledge and understanding of teachers’ professional duties as set out in the current School Teachers’ Pay and Conditions document, and teachers’ legal liabilities and responsibilities relating to all current legislation, including the role of the education service in protecting children.
- To liaise effectively with parent/carers and with other agencies with responsibility for students’ education and welfare.
- To undertake any reasonable task as directed by the Faculty Director/Head of House.
- To be aware of the role of the Governing Body of the School and to support it in performing its duties.
- To be familiar with and implement the relevant requirements of the current SEN Code of Practice.
- To consider the needs of all students within lessons (and to implement specialist advice), especially those who:
  - Have SEN.
  - Are gifted and talented.
  - Are not yet fluent in English.

Pastoral

- To be a Form Tutor.
- To maintain the academic and personal development of students and to give support and guidance wherever possible.
- To encourage a spirit of co-operation and participation within the Tutor group particularly in encouraging the House ethos.
- To encourage and monitor high standards of work, behaviour and appearance in accordance with school policy.
- To respond to requests and anxieties of parents in association with the Head of House.
- To monitor and follow up absences and lateness where necessary alerting the Head of House if appropriate.
- To assist with the distribution and collection of home-school communications and the school policy for money collection.
- To maintain Homework diaries and recognise Credit award system.
- To attend and supervise students in assemblies.

Person Specification

ATTRIBUTES		
Qualifications	<ul style="list-style-type: none"><li>▪ Degree or equivalent in Maths or related subject</li><li>▪ Qualified teacher status</li><li>▪ Evidence of continuing professional development</li><li>▪ Degree at 2:1 or above in Maths related subject</li></ul>	E E E D
Work related experience / Specialist knowledge	<ul style="list-style-type: none"><li>▪ Good knowledge of Maths</li><li>▪ Good understanding of pedagogy</li><li>▪ Commitment to being involved in the wider life of school through participation in extra-curricular activities</li><li>▪ Willing to organise and participate in enrichment visits in the UK and abroad</li></ul>	E E E E
Aptitudes, skills and abilities	<ul style="list-style-type: none"><li>▪ Enjoys working with young people</li><li>▪ Commitment and enthusiasm for teaching Maths</li><li>▪ Able to engage, enthuse and motivate students of all abilities</li><li>▪ Maintains high professional standards</li></ul>	E E E E
Other	<ul style="list-style-type: none"><li>▪ Great Wyrley Academy is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check.</li></ul>	E

E = Essential D - Desirable



# How To Apply

The closing date for completed applications is 26 February 2021 at 3pm with interviews on w/c 1 March 2021.

- Applications forms must be completed in full and applicants should directly address the skills and experience outlined in the person specification
- For more information about this position, or to have a confidential discussion about the role, please contact **Mrs M Newman, PA to Headteacher on 01922 419311.**

We look forward to hearing from you!



# Application and Candidate Selection Process

## We will:



Provide you with clear, accurate and timely information



Give you the opportunity to ask questions



Respond to enquiries promptly



Adopt a fair and consistent assessment process



Make sure you have all the documentation and details you need for your interview



Provide you with a full insight about what it's like to work for WAT and be a part of our family



Ensure all offers are fair and equitable

## In return we will ask that you:



Be honest and upfront about your experience, goals and aspirations



Provide open and accurate information when submitting your application



Prepare yourself for the interview and research who we are and how we work





# Safer Recruitment In Education: Information For Applicants

- WAT is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.
- We have a number of policies and procedures that contribute to our safeguarding commitment, including our child protection policy which can be viewed at [windsoracademytrust.org.uk/governance](https://windsoracademytrust.org.uk/governance).
- Sometimes we may need to share information and work in partnership with other agencies when there are concerns about a child's welfare.
- We will ensure that our concerns are discussed with parents/carers first unless we have reason to believe that such a move would be contrary to the child's welfare.
- We actively support the Government's Prevent agenda to counter radicalism and extremism.



## What we will provide:

All applicants for all vacant posts will be provided with:

- a job profile outlining the duties of the post; including safeguarding responsibilities
- a person specification which will include a specific reference to suitability to work with children.

All applications for employment will be required to complete an application form online, containing questions about their academic and full employment history, and their suitability for the role.

In addition, all applicants are required to account for any gaps or discrepancies in their employment history.

## References

References will be requested with your consent, at the selection stage directly from the referee.

## Interviews

At least one member of each interview panel will have completed Safer Recruitment Training. The selection process for every post will include exploration of the candidate's understanding of child safeguarding issues.

## Pre-employment checks


- An enhanced DBS check is required for all successful applicants.
- Prohibition, overseas and section 128 checks will also be completed if necessary.

## Child Protection and Safeguarding Policy


View our Child Protection and Safeguarding policy at [windsoracademytrust.org.uk/policies](https://windsoracademytrust.org.uk/policies)




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