

# Keswick School



Teacher of Mathematics  
Information Pack

One-year fixed-term

1.0fte

Closing Date: 9am, Wednesday 21<sup>st</sup> April 2021





## Welcome

If you are reading this information, you will by now have shown some degree of interest in the post on offer and I hope that the enclosed information will encourage you to submit an application.

Keswick School Academy is a highly successful coeducational 11-18 comprehensive with 1335 pupils on roll. There are 261 students in the sixth form and 52 boarders. The academy has been recognised under a number of designations including; National Teaching School, Leading Edge, Science Specialist, High Performance and Gifted and Talented SSAT Consultant School.

The academy has 86 well qualified teaching staff. There is a Senior Leadership Team consisting of the Head teacher, two Deputies, three Assistant Heads and a Business Director. Nearly all teaching staff are Form Tutors and work in support of the senior pastoral staff. The academy has a high reputation for pastoral welfare.

We are a happy, friendly school and, even though large in size, we retain a family atmosphere. As a state boarding school we are quite literally home to 52 students. Staff, students and parents work together in partnership.

We are dynamic and aspirational, have high ambitions, innovate, take calculated risks and do things our own way.

We have staff who go the extra mile and students who actively participate in clubs, societies, sport, music, trips and visits. We have a clear sense of direction, strong values and a passion for learning.

We want someone to share in our desire to provide the best education for our students and be hungry for the success of the school.

Applicants are asked to provide a letter of application no more than two sides of A4, outlining their suitability for the post. Please complete the application form and return both by the closing date.

I look forward to receiving your application.

Simon Jackson MA(Oxon) MEd FRSA  
**Head Teacher**



## JOB DESCRIPTION

<b>POST TITLE:</b>	Teacher of Mathematics
<b>RESPONSIBLE TO:</b>	Head of Maths
<b>PAY GRADE:</b>	Main Pay Range/Upper Pay Range
<b>JOB PURPOSE:</b>	To inspire and challenge young people to enable them to develop into highly effective independent learners and achieve their potential as individuals.

### Main Duties & Responsibilities:

1. To teach Maths across the ability range at Key Stage 3 and 4
2. To teach A level Maths across the ability range at Key Stage 5
3. To teach Personal Development and supervise project based learning if required
4. To plan and deliver high quality teaching and learning that inspires and challenges all pupils
5. To implement strategies to enable pupils to develop into highly effective independent learners
6. To be committed to raising standards and improving the life chances of all pupils
7. To participate fully in meetings, INSET and CPD programmes with a view to develop outstanding practice
8. To promote a happy and stimulating environment where effort is encouraged and success is celebrated
9. To contribute to the development of teaching and learning within the Maths department
10. To use data to monitor pupil progress, provide additional support and guidance where necessary and ensure that pupils do not fall behind
11. To prepare lessons following schemes of work, assessment and marking procedures and seek advice from departmental colleagues when appropriate
12. To contribute to the work of the department in cross-curricular activities, trips and visits
13. To promote Maths as a subject and career potential it carries
14. To undertake wider duties within the school, for example, to be a Form Tutor
15. To be committed to high standards of communication, professional cooperation and integrity
16. To work within the system of line management for appraisal
17. To maintain national professional standards and abide by school and departmental policies and procedures
18. To embrace the ethos and values of Keswick School as a caring and compassionate community where pupils can grow, develop and thrive

19. To deliver and promote literacy in line with departmental policy and its cross curricular elements

**Health & Safety:**

The Health & Safety at Work Act 1974 and amendments state it is the responsibility of all employees to comply with Health & Safety Law. The post holder will be required to attend all statutory Health & Safety training as directed.

**Confidentiality:**

Staff and pupil information is confidential. It is a condition of employment that all employees will not use or disclose any confidential information obtained during the course of their duties to any person or body other than as directed by their line manager.

**Job descriptions will be reviewed annually and there is an expectation that the post holder will have the capacity for flexibility. The post holder will be expected to comply with all reasonable requests from the Head Teacher to undertake work of a similar level that is not specified in their job descriptions.**

**This post requires an enhanced DBS check**

*"I'm an experienced teacher in my second year at Keswick. I have found the students here are very keen to learn and a pleasure to teach. Parents are supportive and the staff are really friendly. It's a very successful school and there's a genuine good feel about the place. The bright, roomy and well maintained buildings and the location of the school, surrounded by beautiful countryside, make it a lovely environment in which to work".*

Mr K Ely

PERSON SPECIFICATION		
<b>POST TITLE:</b> Teacher of Mathematics		
Attribute/Criteria	Essential	Desirable
Professional Qualifications/Training	<i>This will include</i> <ul style="list-style-type: none"> <li>• Good honours degree or equivalent in a maths related subject</li> <li>• PGCE or equivalent</li> <li>• QTS</li> </ul>	<i>This may include</i> <ul style="list-style-type: none"> <li>• Recent appropriate Inset</li> <li>• Evidence of continued subject learning</li> </ul>
Employment Experience	<i>This will include</i> <ul style="list-style-type: none"> <li>• Recent experience of teaching KS3 and KS4 maths</li> </ul>	<i>This may include</i> <ul style="list-style-type: none"> <li>• Recent experience of teaching A level maths</li> </ul>
Professional Skills	<i>This will include</i> <ul style="list-style-type: none"> <li>• Capacity to motivate, encourage and inspire pupils of all abilities to achieve the highest standards</li> <li>• A demonstrable ability to use practical work as an effective learning tool</li> <li>• An interest in developing the profile of the subject and department</li> <li>• Flexibility and the ability to take the initiative</li> <li>• The ability to monitor student performance using available data</li> </ul>	<i>This may include</i> <ul style="list-style-type: none"> <li>• A willingness to lead areas of curriculum development</li> </ul>
Personal Qualities	<i>This will include</i> <ul style="list-style-type: none"> <li>• Professional bearing</li> <li>• Effective communication in speech and writing to pupils and colleagues</li> <li>• Evidence of strong motivation, enthusiasm for the subject and the capacity to convey these</li> <li>• Good organisational skills</li> <li>• Team participation skills</li> <li>• Effective ICT skills</li> </ul>	<i>This may include</i> <ul style="list-style-type: none"> <li>• Evidence of a significant contributions to enriching the curriculum or extra-curricular activities</li> </ul>



# The Selection Process

## Criteria

Essential criteria as identified by the person specification must be met in full. This includes qualifications, experience and any other requirements need to perform the role in relation to working with children and young people.

To be successful, you will need to demonstrate during the recruitment process that you have these skills.

## Assessment of suitability to work with children

During the selection process, your suitability to work with children and young people will be tested. This will be by means of specific questioning based on the essential and desirable criteria identified in the person specification as well as specific safeguarding questioning at interview.

## Anomalies

Upon shortlisting, any discrepancies or anomalies in the information provided or issues arising from references will be discussed at interview.

This may include unexplained gaps in employment history.

## Verification

Keswick School MAT will contact current and previous employers if you are shortlisted as part of the pre-appointment check.

## Safeguarding

Keswick School MAT is committed to safeguarding and promoting the welfare of all children and young people. There is an explicit expectation that all employees share this commitment and adhere to all safeguarding policies and procedures.

## Sources of assessment

- Application form
- Performance at interview
- Verification of qualification
- Original documents are required to be presented at interview when they are identified as essential criteria





# Equal Opportunities

It is the intention of Keswick School MAT that no member of its community will suffer unfair discrimination on the basis of their sex, age, racial origin, physical ability, educational need, sexual orientation, political persuasion or religious creed. Whether they are married or in a civil partnership, pregnant or on maternity leave or propose to, have started or have completed a process to change their gender.

## **Curriculum**

All aspects of the curriculum will be developed in ways that avoid the exclusion of particular groups or individuals for other than sound education reasons.

## **Behaviour**

We expect behaviour to always be impeccable. Intimidating or insulting language will not be tolerated.

## **Staffing**

In recruiting staff, Keswick School MAT will ensure that its practices do not discriminate against candidates or potential candidates in ways that are unconnected with their ability to perform the duties of the post.

Since young people see staff as role models every effort will be made to ensure that equality of opportunity is seen to operate at all levels in all areas of staffing.

## **The Academy and the Community**

The academy enjoys an excellent relationship with the local community and its reputation is high in the district and beyond. This is well illustrated by the presence of over 750 day pupils from out of the catchment area who are in attendance.

The academy is well supported by an energetic Local Governing Body. It is also a National Teaching School leading the West Cumbria Teaching School Alliance.





**By Air:** Glasgow International 2 hrs 20 mins  
Manchester International 2 hrs 10 mins  
Newcastle International 2 hrs  
Durham Tees Valley 1 hr 50 mins

