

# Teacher of Maths

Information Pack  
[March 2023]

## Teacher of Maths

<b>Start date:</b>	September 2023 or sooner if possible
<b>Closing date:</b>	28 <sup>th</sup> March 2023 8.00am
<b>Shortlisting date:</b>	28 <sup>th</sup> March 2023
<b>Interview date:</b>	To be confirmed
<b>Salary Range:</b>	Main Scale/UP Scale (plus Recruitment Point of £2000)

Dear Applicant

Thank you for showing an interest in the post of Teacher of Maths.

Kingsdown School has much to offer and we are at an exceptionally exciting stage in our Road to RIO - Requires Improvement to Outstanding.

Across every team in the school - Teaching, Business Support, Front Office, Inclusion, Pastoral, Governors, Middle and Senior Leaders, we are all extremely proud of what we have achieved in the last 4 years for our students, and they are exceptionally proud of their school too.

We are looking for an ambitious, dedicated and talented teacher to join our Maths team.

A £2,000 recruitment incentive (R&R) payment for successful candidates applying directly to RLT for this role, is payable after a qualifying period of two full terms in this role. This includes a 2-year retention period. Please see our attached information sheet for more details.

Kingsdown is a dynamic school. It is transforming the life chances of our students, a community and our town. Our teams have been exceptional and continue to champion each and every student. Our students have been brilliant too - they have come on this journey with us - as have their parents. They have all modelled our Kingsdown BEATs. Kingsdown in Swindon is now regarded as the "school of choice".

### **Where next:**

Our journey is not complete. We are now looking for a new member of our Maths team to come on board and join our family.

### **Swindon & Kingsdown:**

Kingsdown is an 11 to 16, mixed and non-selective school of 940 students. We have close on 30% who are DA and 27% who are SEND. We have an SRP for Autism with a provision for 15 students.

We are proud to serve our community. Our parents work with and in partnership with us. On the whole, our students come from Stratton, Penhill & Pinehurst. Our students deserve the best possible education and start in life and our mission statement is that we "champion each and every student". I am sure this will resonate with you. If this truly motivates you - please read on.

For those relocating - 5 great facts about Swindon [besides Kingsdown]

- Areas of natural beauty on our doorstep and close links to many cities
- Excellent rail and road networks
- Housing opportunities at an affordable price
- Low unemployment
- Leisure industry that engages all ages as well as £10 million project for the development of our town - the arts, sports and recreation

**What are we looking for in our new Teacher of Maths:**

[www.kingsdownschool.co.uk](http://www.kingsdownschool.co.uk)

**We champion each and every student**

This exciting and challenging post requires an enthusiastic, hardworking, conscientious and energetic individual with a strong track record. You will need to display a passion for Mathematics which is evident in your day to day classroom practice, and the ability to work in collaboration with other members of staff to develop and manage projects is essential. Applications from NQTs are welcome and encouraged. We are looking for someone who will model our 3 strategic priorities - our 3 promises to students and parents and will do so each and every day:

1. We will **know our students** well - esp our SEND
2. We will **teach them well** - esp through a first class curriculum that will be expertly implemented through our Essential 8 and regularly assessed. Those students who are falling behind will be identified and intervened with - and early
3. We will have **high expectations** in everything we do.

You will learn more about our Wheel of Excellence from our website and when you visit. Do please take a look at our website [kingsdownschool.co.uk](http://kingsdownschool.co.uk) and / or get in touch with me to arrange a visit. You can do this by contacting Jude Ellis on [jellis@kingsdownschool.co.uk](mailto:jellis@kingsdownschool.co.uk).

It would be my absolute pleasure to meet and talk with you about our school and answer any questions you may have. The closing date for your online application via My New Term is 28<sup>th</sup> March at 8am. Candidates are encouraged to visit our school in advance of their application. If speaking to me on the phone or a Google meet is more convenient for you - then all you need to do is to contact Jude.

#### **What will and can we offer you:**

Join our Kingsdown Family and you will join a team who genuinely care and champion each and every student and each and every member of the Kingsdown team.

At Kingsdown, we know that staff and students thrive in a 'healthy work culture' and the wellbeing of staff and student outcomes is inextricably linked. We are committed to providing the best working and learning environment for all. The RLT have a staff charter and strong values, we uphold these values and commitments, and further build on these with our Wellbeing Strategy.

**Our goal is simple: To develop and maintain a healthy workplace where all staff can thrive, feel valued and enjoy a good balance of work, family and health.**

At Kingsdown Wellbeing isn't just a day's event or a bowl of fruit, it is a holistic and live strategy that is real and valued. I invite you to explore some of the ways we value our most precious resource - our staff. Please see our Wellbeing Candidate Information in our TES/Eteach careers site.

Our school is part of the River Learning Trust; our collective vision is to be a Trust where pupils and staff thrive in schools which demonstrate:

- all-round education, academic success, lifelong learning and strength of character
- sustainable continuous improvement; no school standing still
- all schools being good and outstanding, or improving rapidly
- collaboration that is raising standards, and reducing workload
- where pupils, staff, parents and communities value all we do to support the best possible outcomes and experiences for our children and young people

**This role includes regulated activity relevant to children.**

**Where next? If you:**

- believe that all students can achieve regardless of their background and postcode

[www.kingsdownschool.co.uk](http://www.kingsdownschool.co.uk)

**We champion each and every student**

- enjoy the challenge and reward of taking a school from Good to World Class,
- feel that you have the skills and qualities to accelerate student progress, aspirations and self-belief, and
- are truly committed to making a difference especially in Swindon and SN2

.... then this role could be ideal for you and I would very much like to hear from you and talk more.

In the meantime, I thank you for taking the time to read about Kingsdown School and look forward to hearing from you.

With best wishes



**Emma Leigh-Bennett**  
Headteacher

The River Learning Trust and Kingsdown School are committed to safeguarding and promoting the welfare of all children and preventing extremism. All staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. The River Learning Trust are required to conduct online searches about you as part of their shortlisting process in accordance with Keeping Children Safe in Education guidance in order to identify any incidents or concerns which are publicly available online. By applying for this role, you acknowledge that such searches will be conducted as part of the shortlisting process. The successful candidate will be subject to an enhanced DBS check. Employment will also be conditional on the receipt of at least two acceptable references (one from current/latest employer) and evidence of the formal qualifications required for the role. The River Learning Trust is an equal opportunities employer and we welcome applications from a range of backgrounds to represent diversity in line with our schools' community. It is an offence to apply for certain roles within schools if you are barred from engaging in regulated activity relevant to children. You should contact the school if you are unsure if this role includes regulated activity relevant to children.

For all RLT Safer Recruitment Documentation candidates should click on the following link [RLT Safer Recruitment Documents for Candidates](#). To view the Kingsdown School Child Protection Policy please click on the following link [Child Protection Policy](#).

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. Which means that when applying for certain jobs and activities certain spent convictions and cautions are 'protected', so they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. For further guidance for applicants click on the this link [List of offences that are not filtered](#)

Our staff are expected to maintain high standards of ethics and behaviour, within and outside school, by not undermining fundamental British values including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.

#### **What benefits does the Trust offer to its employees?**

- Annual pay increase for support staff (in line with grade boundaries) and for Teachers (subject to government framework and successful performance review)
- A Defined Benefit Pension Scheme with favourable terms for all employees (Teachers Pension for Teachers; LGPS for Support Staff)
- Moving from the public sector? Those without a break in service can be reassured that RLT will recognise their continuous service.
- Employee centred and family friendly policies and practises that support you in and beyond your workplace.
- Offering flexible working wherever we can, in order to support the work life balance of our employees.
- Enhanced sick pay, maternity leave, paternity leave and parental leave.
- Competitive holiday entitlement for support staff (minimum 24 days rising to 32 day plus bank holidays per annum - dependent on grade of role and length of service)
- Cycle to work scheme
- Funded eye tests and glasses for DSE users (subject to T/Cs)

**Job Role:** Main Scale Teacher: Maths

### Person Specification Main Scale Teacher: Maths

#### KNOWLEDGE AND EXPERIENCE – ESSENTIAL

- Graduate (with a good degree)
- Qualified teacher
- Knowledge and experience of how to raise achievement and achieve excellent student progress for all students regardless of their barriers
- Ability to self-evaluate and identify the actions needed to secure further improvement of students
- A knowledge of how students learn and remember
- Knowledge and experience of how to inspire and motivate students
- Experience in the effective use of data to intervene and accelerate progress
- Strong IT and organisational skills
- The ability to establish a positive ethos with a commitment to high aspirations for all students

#### PERSONAL SKILLS AND QUALITIES – ESSENTIAL

- Enthusiasm for and commitment to the achievement of the school's overall vision, mission statement and strategic priorities
- Enthusiasm and commitment to supporting the Maths teams
- A commitment to one's professional development – a real restlessness to self-improve
- Excellent organisational skills including being able to prioritise and manage their own time effectively, work under pressure and to deadlines
- Excellent interpersonal skills
- Excellent innovative and creative skills
- Ability to work on own initiative and prioritise work to given deadlines; ability to work accurately and methodically under pressure
- Awareness of and commitment to equal opportunities and valuing diversity
- Commitment to the safeguarding and promotion of the welfare of young people
- Enthusiasm to promote a positive school image
- Holding the aspirations, talent and enthusiasm for myself
- Commitment to principles of comprehensive and inclusive education and fairness to all
- An unequivocal positive role model to staff and students
- Good humoured, warmth and moral purpose

## Key Responsibilities

### Main Scale Teacher: Maths

#### Responsibilities:

1. Deliver lessons following the centralized curriculum
2. Raise standards of student attainment and achievement and support student progress
3. Be a model of excellent practice, maintaining a clear focus on outstanding delivery to learners which lead to excellent results and outcomes.
4. Participate in the school's QA model
5. Analyse class data to formulate an action plan to maximise student outcomes
6. Be prepared to share best practice in department meetings
7. Demonstrate a commitment to continued professional learning through wider research and the school's Restless Teacher Programme
8. Promote high expectations and develop a culture of learning within the classroom
9. Promote positive relationships with parents
10. Contribute to extra-curricular activities in and out of school to raise ambition and aspiration amongst all learners

Employee Signature: .....

Date:.....