



Appointment Brief  
Teacher of Mathematics

Danes Educational Trust

MAKING THE DIFFERENCE TOGETHER





Dear Applicant,

Thank you for your interest in our Teacher of Mathematics vacancy.

You would be joining OSA at an incredibly exciting time. We have recruited a fantastic group of teachers, leaders and support staff which has had a significant impact on the quality of provision, attitude to learning and attendance. This year's results have been excellent and represent the third year of improvement in progress and achievement. We have increased our numbers in the Sixth Form and the school is continuing to expand. This expansion has led to additional funding to build a new Science block, play areas and car park which will begin during the Autumn term 2020. We are also due to undertake a land sale which will provide us with a capital investment to build a new sports hall, 4G Astro turf pitch, social areas and some internal school projects.

Our last Ofsted inspection (May, 2018) recognised the positive changes that had taken place to date and this was reflected in the 'Good' judgements for Leadership, Personal Development, behaviour and welfare and Sixth Form. This was reinforced by the Challenge Partners review in November 2019 where we were rated as 'effective' in all areas.

I am incredibly proud to be the Headteacher at OSA and the key to our continued improvement is recruiting the very best staff. We have worked hard to improve staff well-being and reduce workload in order to give staff the opportunity to thrive and flourish in their work environment.

We are part of the Danes Educational Trust and we offer a wide range of CPD opportunities and an excellent NQT and RQT programme of support. more information about the Trust can be found [here](#).

You can also visit our website on [www.onslow.herts.sch.uk](http://www.onslow.herts.sch.uk) for further information about the school including the school prospectus.

I look forward to receiving your application which should be addressed to Dawn Gamble, (Recruitment Manager) and sent to [recruitment@danessedtrust.org.uk](mailto:recruitment@danessedtrust.org.uk). Please include a letter outlining why you wish to be considered for this position. If you would like to organise a visit to the school or if you would like to discuss the position in more detail then please contact Dawn Gamble.

Yours sincerely,

David Bullock  
Headteacher





Becoming part of the team at the Danes Educational Trust will give you an opportunity to make a difference to the educational outcomes of young people in Hertfordshire, whilst providing you with an opportunity to pursue your passion for education.

In the last year, we have expanded to be a Trust of five schools: St Clement Danes School, Croxley Danes School, Chancellor's School, Onlsow St Audrey's School, De Havilland Primary School and we have more schools in the pipeline. Schools maintain their own individual cultures and relationships with their community and networks, but align through key educational policies and school improvement strategies, and crucially align with respect to the Trust's vision and core values.

You will be part of a Trust that develops optimistic, resilient learners and valued, empowered staff. We collaborate with local, national and global partnerships to achieve our vision of 'Making the Difference Together' and consider our core values to be at the heart of what makes our Trust unique:

- We value **joy** in working, teaching and learning together
- We encourage everyone within our Trust to feel **optimistic** about the future and how they can shape it
- We support all individuals in developing **resilience** to enable them to respond to change and grow as a result
- We value and support the **wellbeing** of all individuals who learn and work in our schools
- We provide **equality** of opportunity and experience for all
- We provide a **safe** and secure learning environment for all



**Job Title** Teacher of Mathematics

**Line Manager** Head of Faculty

**Pay Range** MPS/UPS, Depending upon experience

**Work Pattern** Full Time

### Core Purpose

- To contribute to the effective functioning of the faculty as a team.
- To maintain high professional and academic standards, remaining up to date in terms of subject knowledge and pedagogical techniques.

### Main Duties and Responsibilities

#### 1. Teaching and Learning

- Ensure effective curriculum coverage, continuity and progression in the subject for all students
- Establish clear teaching objectives in lessons and use appropriate teaching and learning methods
- Prepare lessons thoroughly and review content, presentation and relevance, ensuring that full records of work done are kept
- Follow policies for assessing, recording and reporting on student achievement, and use these to set achievable targets for further improvement for all students of all abilities
- Ensure effective development of students' individual learning skills takes place
- Create and maintain a stimulating learning environment
- Ensure a level of discipline conducive to learning

#### 2. Communication and Liaison

- Attend faculty and full staff meetings and represent the faculty at other meetings, where appropriate
- Meet formally and informally with Head of Faculty or Subject Leader over matters relating to teaching and learning, classroom management and over personal professional development
- Communicate and work effectively with other members of the faculty
- Liaise with other staff, including form tutors and pastoral leaders/assistant pastoral leaders on matters relating to the teaching of the subject
- Maintain appropriate contact and consult with parents of students as necessary
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#### 3. General

- Keep up to date with and follow faculty and Danes Educational Trust ( the 'Trust') policies
- Assist in the general management of the faculty as directed by the Head of Faculty or Subject Leader
- Carry out delegated tasks to meet faculty objectives.

### Our Vision

At the Danes Educational Trust we are committed to 'Making the Difference Together' sharing best practice and supporting each other to be the very best we can be.

# Job Description



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### **Core Values**

The post holder is expected to share our commitment to our core values:

- We value joy in working, teaching and learning together
- We encourage everyone within our Trust to feel optimistic about the future and how they can shape it
- We support all individuals in developing resilience to enable them to respond to change and grow as a result
- We value and support the wellbeing of all individuals who learn and work in our schools
- We provide equality of opportunity and experience for all
- We provide a safe and secure learning environment for all

### **Compliance**

The post holder is required to be aware of and comply with policies and procedures relating to child protection; health and safety; confidentiality; and data protection and report all concerns to an appropriate person.

### **Safeguarding**

We are committed to safeguarding and protecting the welfare of children and expect all staff and volunteers to share this commitment. A Disclosure and Barring Service Certificate will be required for all posts.

### **Additional Information**

All staff are required to participate in training and other learning activities and in performance management and development as required by the Trust's policies and practices.

This job description is a guide to the duties the post holder will be expected to undertake. It is not intended to be exhaustive or exclusive and will be subject to change as working requirements dictate and to meet the organisational requirements of the Trust.

### **Supervision/Job Context**

The post holder is managed by Director of Learning for Mathematics

### **Contacts**

The post holder will work with staff and students



**We are looking for ...**

**Knowledge, Experience and Training**

**Essential:**

The post holder must:

- Hold Qualified Teacher Status (QTS)
- Have a genuine passion for Mathematics and the teaching of Mathematics
- Display a high level of professionalism at all times
- Demonstrate a natural aptitude to model the Trust's core behaviours – 'We display transparency, kindness and respect in all our interactions with others, and support each other in all our endeavours. We are tenacious in our desire to make the difference together'.
- Be committed to the safeguarding of children
- Be an excellent classroom practitioner with an understanding of good teaching and how children learn
- Have a degree or equivalent qualification
- Be able to communicate effectively and positively with all stakeholders
- Have the ability to teach Mathematics to at least GCSE level, and an interest in and understanding of the current developments and changes to the curriculum
- Be committed to the wider aspects of school life including extra-curricular activities
- Be willing to work as a member of a team and be committed to the school's strategic commitment, purpose and intent
- Be willing to undertake further, relevant training and to pass those skills on to other members of staff, as appropriate
- Be committed to obtaining the highest standards of achievement, and have the belief that engaging learning, with high challenge and a focus on developing independence, is the most effective and enjoyable learning

# Person Specification



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### **Onlsow St Audrey's School**

OSA is a vibrant, welcoming, co-educational secondary academy with a committed, professional and hardworking team of staff and governors. With a clear vision of Opportunity, Success and Ambition, the school aims to create opportunities through excellent teaching and an inspiring enrichment programme, so that all students can enjoy success, both socially and academically.

This is an exciting time in the history of the school as we are set to begin a significant multi-million pound refurbishment programme that will transform the learning environment for the whole school community, including a new state of the art Science block, the work for which will start in the spring term.

With the appointment of a new Headteacher in September 2018, this is an outstanding opportunity to join a friendly, supportive and dedicated team and play a key role in the school's development.

We have strong links with the community, including membership of a post-16 consortium of five local secondary schools, allowing us to provide an outstanding, fully comprehensive programme of education and opportunities for our Sixth Form students.

Hatfield is easily accessible by both road and rail, with the A1(M), M1 and M25 motorways nearby, and the Hatfield train station less than 10 minutes' walk from the school.

The academy is an equal opportunities employer and is committed to safeguarding and promoting the welfare of children and young people. All post holders are subject to a satisfactory Disclosure and Barring Service (DBS) check. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the DBS.

## **School Summary**



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## Mathematics Faculty

This is a great opportunity to work in a talented, highly motivated and supportive team of teachers. The Mathematics Department is committed to providing high quality Teaching and Learning for all students and the post represents an ideal opportunity to work in a happy, friendly and positive environment. We offer an excellent induction and support programme for new teachers.

The Key Stage 3, 4 and 5 Mathematics curriculum is designed to develop in our students a strong understanding of Mathematics topics. Mathematics in Year 7 and 8 is taught in mixed ability groups. Typically, students will experience a variety of lessons across the year, which consist of retrieval practice, problem solving, enquiry tasks, investigations and project based learning. We have introduced Whiterose Maths for Year 7 and we will be introducing a Whiterose SOW to Year 8 next year.

During KS4 students are taught in two bands each consisting of Higher and Foundation tiered classes. At OSA we use the Edexcel specification for both KS4 and KS5. Mathematics at KS5 is a popular subject where the number of students taking A Level is increasing every year. Our ambition is to create an exciting and vibrant learning community where students enjoy success in and outside of the classroom.

We have a number of platforms to enhance the students experience within each key stage such as Hegarty, TTRS, Pinpoint and Dr Frost Maths. We also benefit from strong links with Mathshub and the FMSP. We are also presented with a number of CPD opportunities across the Danes Educational Trust.





**We can offer a range of benefits including:**

- Children of staff are admitted under criterion 2 of the secondary transfer admission arrangements, after two years' service
- Exceptional CPD opportunities both within the Trust and across the Herts & Bucks Teaching School Alliance
- We run a yearly induction programme for Newly Qualified Teachers (NQTs) throughout the Herts and Bucks Teaching School Alliance. We have a vast experience of working with NQTs across the Alliance and we see NQT Induction as a means to develop the best teachers in the local area
- Study Assistance Programme
- Comprehensive Employee Assistance Programme
- Membership of the Teacher's Pension Scheme / Local Government Pension Scheme
- Career development opportunities within an expanding Multi-Academy Trust
- Opportunities to expand your professional networks through the Trust's external partnerships e.g. Science & Learning Partnership, Challenge Partners
- £250 New Employee Referral Scheme (i.e. finder's fee) for any qualifying positions that you refer the successful candidate for
- Cycle to Work Scheme
- Occupational Health and an onsite Counsellor
- Eye Test Voucher
- Free parking
- Staff Committee that organise regular social events



# Benefits





Old Rectory Drive  
Hatfield  
Hertfordshire  
AL10 8AB

Headteacher:  
David Bullock BA(Hons), MEd (Camb), NPQH

<https://onslow.herts.sch.uk/>



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Recruitment Manager  
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