**The Opportunity:**

|  |  |
| --- | --- |
| **Position Title**  |  Teacher of Mathematics  |
| **Location**  |  The Promise School, Okehampton |
| **Reporting to**  |  Assistant Principal - Quality of Education Lead |
| **Job Term**  |  Permanent |
| **Hours**  |  Full-time  |
| **Salary**  |  TPS + SEN Allowance |
| **Organisation**  |  Dartmoor Multi Academy Trust  |
| **Effective date of JD**  |  October 2023 |

**About Us:**

Dartmoor Multi Academy Trust was created in January 2018 based on a shared vision, embracing both the Co-operative values and those of our Church of England schools.

We are excited about the opportunities that such a cross phase Trust is able to offer our communities and we are committed to create an ambitious, forward thinking learning environments for all our pupils, students and staff. There will be opportunities for everyone connected to the Trust to grow and develop and therefore fulfil their ambitions. We welcome your interest in joining our vibrant family of schools that this exciting opportunity brings. The trust is currently made up of 3 secondary schools, 14 primary schools, and an all-through specialist SEMH school in our Trust, helping just under 5000 children and 850 staff to thrive – this is a truly exciting Trust to be involved with.

Our network of schools is driven by a shared vision of excellence, creativity, and community engagement. We believe in fostering an environment where every learner can thrive, and our team plays a pivotal role in making this vision a reality.

Everyone in our Trust truly matters to us and we have a commitment to continuous professional development and learning for all. Through our innovative myTalent development approach, we want to ensure that everyone has the opportunity to achieve their very best

**Why Join Dartmoor MAT?**

* A supportive and collaborative work environment.
* Opportunities for professional development and growth.
* Pension Scheme
* Cycle to work Scheme
* Tech Scheme
* A comprehensive wellbeing package.
* A chance to make a positive impact on the lives of students and the community.

**About the role:**

Main Duties and Responsibilities:

* Set high expectations which inspire, motivate and challenge students
* Establish a safe and stimulating environment for students rooted in mutual respect.
* Set goals that stretch and challenge students of all backgrounds, abilities and dispositions.
* Demonstrate consistently the positive attitudes, values and behaviour which are expected of students.

Promote good progress and outcomes by students

* Be accountable for students’ attainment, progress and outcomes.
* Be aware of students’ capabilities and their prior knowledge, and plan teaching to build on these.
* Guide students to reflect on the progress they have made and their emerging needs.
* Demonstrate knowledge and understanding of how students learn and how these impact on teaching.
* Encourage students to take a responsible and conscientious attitude to their own work and study.

Demonstrate good subject and curriculum knowledge

* Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain students’ interest in the subject, and address misunderstandings.
* Demonstrate a critical understanding of developments in the subject and curriculum areas and promote the value of scholarship.
* Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher’s specialist subject.
* If teaching early reading, demonstrate a clear understanding of systematic synthetic phonics.
* If teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.

Plan and teach well-structured lessons

* Impart knowledge and develop understanding through effective use of lesson time.
* Promote a love of learning and children’s intellectual curiosity.
* Set homework and plan other out of class activities to consolidate and extend the knowledge and understanding students have acquired.
* Reflect systematically on the effectiveness of lessons and approaches to teaching.
* Contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

Adapt teaching to respond to the strengths and needs of all students

* Know when and how to differentiate appropriately, using approaches which enable students to be taught effectively.
* Have a secure understanding of how a range of factors can inhibit student’s ability to learn, and how best to overcome these.
* Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support students’ education at different stages of development.
* Have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

Make accurate and productive use of assessment

* Know and understand how to access the relevant subject and curriculum areas, including statutory assessment requirements.
* Make use of formative and summative assessment to secure students’ progress.
* Use relevant data to monitor progress, set targets, and plan subsequent lessons.
* Give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback.

Manage behaviour effectively to ensure a good and safe learning environment

* Have clear rules and routines for behaviour in classrooms and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school’s behaviour policy.
* Have high expectations of behaviour and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
* Manage classes effectively, using approaches which are appropriate to students’ need in order to involve and motivate them.
* Maintain good relationships with students, exercise appropriate authority, and act decisively when necessary.

Fulfil wider professional responsibilities

* Make a positive contribution to the wider life and ethos of the school.
* Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
* Deploy support staff effectively.
* Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.
* Communicate effectively with parents with regard to students’ achievements and wellbeing.

Data Protection / General Data Protection Regulations Compliance

The Privacy Notice sets our general principles in relation to Data Protection and the General Data Protection Regulations. You should also abide all Trust policies relating to the use of data including but not limited to:

* Acceptable Use Policy
* Records Retention Policy
* Personal Data Breach Procedure
* Employee Code of Conduct
* E-safety Policy
* Social Media Policy
* Use of Personal Devices Policy

Our Privacy Notice for Employees explains how we use your personal data.

Teachers must abide by the Teachers’ Standards throughout their career. Teachers (and staff appointed under Teaching Staff Terms and Conditions) must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

You should note that a duty of confidentiality applies to all personal data seen prior to the first day of employment (for example, pupil lists for the purposes of lesson planning or other activities to support teaching and learning). This reflects the custom and practice of those contracts of employment starting on the first day of term while recognising the need to be aware of and plan to support pupil needs.

**Person Specification:**

|  |  |  |
| --- | --- | --- |
| **Attribute**  | **Essential**  | **Desirable**  |
|  Qualification  |  Good degree or relevant vocational qualification pertaining to the subject to be taught. Qualified Teacher Status (QTS.) |  Further professional level qualifications (e.g., master's qualifications).  |
|  Experience and  job knowledge  and training  undertaken  | Demonstrable, successful experience of teaching (employment or ITT). Evidence of continued professional development / research.  | Awareness of national strategies and recent curriculum. developments. Understanding of IAG (Information, Advice and Guidance) pertaining to the key stages taught.  |
|  Job related  abilities  | Good organisational skills. Ability to work co-operatively within a team and on own initiative. Ability to work within academy policies and procedures with an awareness of equal opportunities. Good communication skills. Good understanding of literacy and numeracy. Good administration and ICT skills. Ability to teach creatively, adapting to the needs of a variety of students. An understanding of student-centred learning and ability to develop effective relationships with students and staff. Willingness to undertake further professional development in order to enhance skills.  | A wide range of personal interests. Willingness to be involved in extra-curricular activities. Experience of coaching and mentoring. To be able to present well to parents/carers, students and staff.  |
| Personal qualities  | Commitment to the values of the International Co-operative Alliance.Able to demonstrate clarity of purpose. Open, responsive & reflective. Ability to work on own initiative and also as part of a team.  “Can do”, self-motivated attitude and resilience. Ability to formulate appropriate questions. Able to make considered decisions and where necessary, take assessed.  | An understanding of and commitment to the values and principles of the International Co-operative Alliance.  |
| Equal Opportunities  | The Dartmoor Multi Academy Trust is an equal opportunities employer.  |   |

**How to Apply:**

Ready to join the Dartmoor Multi Academy Trust family?

Visit our careers page at [Careers with us | Dartmoor Multi Academy Trust (dartmoormat.org.uk)](https://dartmoormat.org.uk/careers-with-us/)to download, complete and submit the Trust Application form. Be a part of an organisation that values creativity, diversity, and the pursuit of excellence in education.

Join us on this exciting journey to shape the future of education at Dartmoor MAT. Your skills, passion, and dedication will help us continue to inspire young minds and transform lives.

Apply today and be the spark that lights up the future!

Dartmoor Multi Academy Trust is an equal opportunity employer and welcomes applicants from all backgrounds to apply.

We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as early as possible.