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**Maths Tutor (Temporary)**

Hours negotiable/flexible

Paid on the UQ Scale 1-6 (£18,169 to £28,735pa)

Required as soon as possible until July 2022

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Vision, Values and Ethos

**LiFE Multi Academy Trust**

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| **Bringing Learning to LiFE**  **Vision:** We have a compelling desire to provide high quality, personalised and rounded education for everyone, right in the heart of our local community. We believe that no school can be deemed successful unless all those around it are also successful, popular and flourishing. Hence, we believe that dynamic, mutually accountable collaboration and challenge between local schools as members of the LiFE MAT is the cornerstone of our future success.  Each school is seen as a leader of, and vital to its local community; each school is regarded as fundamental to the identity of its surrounding community.  **Values:**   * Ensuring that every student achieves positive, life changing outcomes * Providing a whole education: academic excellence co-existing with an exceptional commitment to activity beyond * **The relentless pursuit of excellence by;** expecting this of every person, every day; recognising and celebrating behaviours that lead to great progress, and promoting and celebrating elite performance inside school and in the wider world * Valuing the diversity and qualities of our staff and students * Ensuring that all students and staff feel known, appreciated and supported * Committing whole-heartedly to collaboration within, between and beyond our academies. |

Our Trust consists of

The LiFE Multi Academy Trust currently consists of Bosworth Academy, The Winstanley School, Kingsway Primary School, Braunstone Frith Primary School, Countesthorpe Academy, Ashby School, Ibstock Community College and Ivanhoe College.

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| **Countesthorpe Academy**  **11- 19 school educating KS3, KS4 & KS5** | |
| **Vision:** | With everything we do, we aim for everyone in our school community *to be the best they can be.* |
| **Values:** | We are all learners. We practise and embed our core values of showing respect, developing resilience and achieving success. |
| **Ethos:** | We do this through:-   * Providing high quality learning opportunities * Bring a research informed school * Delivering real life/innovative curriculum * Our high expectations * Being aspirational for our community * Recognising success * Developing leadership |

Our Offer to staff in the LiFE Multi Academy Trust and our schools

**Professional Capital:**

**‘We believe in getting the right people, getting them to work together and getting them to stay’**

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| **Strategy** | **Description** |
| **Putting your trust in our Trust** | We believe in your development.  Everything we do is about creating a team of committed professionals who share our ambition for young people.  If you believe in this too, we are committed to providing an exciting, enjoyable and rewarding working environment. |
| **Coaching** | Coaching is integral to our success.  We support colleagues through coaching; enabling deep reflection, which has allowed us to build a bold, creative and aspirational culture, where collaboration with peers and new approaches to practice are encouraged. |
| **Personal Improvement Plan**  **versus Performance Management** | Instead of the usual Performance Management, we encourage our staff to identify aspirational targets through our ‘Personal Improvement Plan’ (PIP) process.  With your coach, you will look to make significant progress in a critical area of your practice; we believe in valuing the process of improvement not pass or fail numerical targets. |
| **Health and Wellbeing Strategies** | Having happy and healthy staff is key to a successful organisation. The Trust is committed to:   * providing employees with a safe, healthy and supportive environment in which to work * recognising that the health and wellbeing of our employees is important * providing a supportive workplace culture where individuals healthy lifestyle choices are valued and encouraged   We are committed to supporting colleagues to overcome the stigma and discrimination of mental health issues within the work place. To show our commitment to this we have publicly signed up to ‘Mindful Employer’ and the ‘Charter for Employers who are Positive about Mental Health’.  We believe it is important that we are role models to our students of how to be a healthy adult.  We actively promote the importance of a work life balance, offering support to staff on managing stress and workload, as well as a physical activity programme. Access to coaching, counselling and supervision is also available to all staff. |
| **Equality and Equal Opportunities** | Our Trust and its schools are committed to ensuring equality of opportunity in line with the Equality Act 2010. The Trust seeks to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of its students, workforce and our wider communities we serve. |

Our Offer to staff in the LiFE Multi Academy Trust and our schools continued..

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| **Presumed Professionalism** | We have a ‘Presumed Professionalism’ ethos across the Trust.  Our staff are professional educators and we recognise the need to support staff to enable a healthy work life balance to allow maximum impact whilst working with our young people and each other.  We achieve this by allowing staff to sign out during their free periods, as long as professional duties are not affected. See our policy for further details. |
| **Development of Professional Capital and Excellence** | As a Trust we always look to invest in our staff and pride ourselves on our ‘home grown talent’.  We are proud of this and believe this has the biggest impact on how our staff understand their communities and make a difference to the lives of our young people.  Quite simply, our aim is to employ people who match our ethos and values and enable them to truly collaborate with colleagues across the Trust so that they are satisfied professionally. We provide outstanding training pathways which draw on excellence both within and outside of our Trust to enable you to build your professional capital.  Examples of the many opportunities we encourage staff to take up externally include:   * NPQ in Leading Teacher Development * NPQ in Leding Behaviour and Culture * NPQ in Leading Teaching * NPQ in Senior Leadership * NPQ in Headship * ITT Training   Pathways are available at apprenticeship level, NQT, aspiring middle leader, Lead Practitioner and aspiring senior leader level.  Some of these courses are led by staff within the Trust and others are externally accredited. In addition, the Trust provides the opportunity of becoming an associate SLT member, enabling middle leaders to gain insight and experience of leadership at the highest level within a school.  Support staff have their own Personal Improvement Plan that they use as a tool to create a bespoke professional development plan. All support staff also receive Coaching and training opportunities, in order to help them feel empowered and in charge of their own development.  Across the Trust we pride ourselves on equal opportunities for all staff, irrespective of background, gender, disability, religion, sexual orientation or age. |
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Our Offer to staff in the LiFE Multi Academy Trust and our schools continued..

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| **Collaboration across all schools** | We are continually developing relationships across our Trust to enable collaboration to support learning and teaching outcomes.  In addition, we are able to offer a joint CPD programme to draw upon expertise across the Trust. Staff work and meet regularly in teams across schools in the Trust and we hold an annual Strategic Planning Day, where each member of the Trust work together. |
| **Sabbatical and flexible working policies** | We have developed a unique sabbatical policy to support staff to develop their interests.  For some, this has been to develop professionally, whilst others have taken this time to experience travel with their family.  See our policy for further details.  Flexible working arrangements are also promoted across the Trust where possible, to enable our staff to manage their work life and family commitments. |
| **Strong Induction Process** | It is important to us that every member of staff has the right start to working in our Trust.  The importance of a good induction is invaluable for new starters irrespective of previous experience.  To support this, we have a New Staff Induction Day before the start of term, which enables colleagues to get a real understanding of what the school is about and what it means to be part of the Trust.  This day also prepares new staff for our training (conference) days at the beginning of the Autumn term. In addition to this ALL staff are invited to visit a series of lessons across the school year. |
| **NQT Programme** | We offer newly qualified teachers a robust, supportive and bespoke training programme which will enable you to develop into an outstanding teacher. |
| **Continued NQT and RQT support** | Where possible we try to ensure that NQTs and second year teachers have reduced teaching loads to allow them more opportunities for CPD throughout the school week.  This also allows for peer to peer observations and additional coaching to take place to develop their practice. |
| **Attendance of staff** | Our staff are committed to their roles and ensure that students are supported to maximise their outcomes.  Levels of attendance are exceptionally high across all staff and well above national averages in the education sector and beyond. |

**We are always looking for highly quality teachers and support staff who buy into our values across the LiFE Multi Academy Trust and our schools**

We can offer you:

* A chance to join a dynamic Multi Academy Trust
* A committed and dedicated team of qualified teachers
* A passion for learning by all members of our community
* 100% focus on improving outcomes for the students in our schools and across the Trust
* Strong support for your further professional development, including visiting other schools

We require you to:

* Be passionate about student’s learning and development
* Be a great team player with a positive outlook
* Have high expectations of students learning and behaviour
* Be an excellent classroom practitioner with a strong record of achievement and success

In addition, we offer:

* Training & development opportunities
* On-site parking
* On-site catering facilities
* Staff wellbeing and flexible working
* Childcare and cycle to school vouchers
* Located in Leicestershire our schools have excellent transport links and road networks

The Application Process

Complete application should be returned to [hr@clcc.college](mailto:hr@clcc.college)

or by post to

F.A.O. Mrs T Tassell,

PA

**Countesthorpe Academy**

**Winchester Road**

**Countesthorpe**

**Leicestershire**

**LE8 5PR**

An email will be sent to shortlisted candidates with details of the interview process and outline of the day.

**Queries**

If you have any queries on any aspect of the application or need additional information please contact Mrs T Tassell, PA 0116 2771555 who will be happy to help you. For questions regarding the role or a visit to our school please contact Mr D Thurston, Deputy Headteacher via email [hr@clcc.college](mailto:hr@clcc.college)

Thank you, and we are really looking forward to hearing from you.

The Advert

**Temporary Maths Tutor**

**Hours negotiable/flexible**

Paid on the UQ Scale 1-6 (£18,169 to £28,735pa)

Required to start as soon as possible

Countesthorpe Academy is a popular and expanding 11-19 school, within the LiFE Multi-Academy Trust. We are seeking to appoint a committed and enthusiastic Math Tutor.

This role offers candidates an exciting opportunity to provide small group or one-to-one personal development of key skills and promote the love of the learning in order to make accelerated progress towards their set curriculum targets.

You will possess a real passion for teaching and learning; and be able to promote the vision, and to live the values of the LiFE Multi-Academy Trust and their schools.

Our Trust believes in working together to achieve better outcomes for our students, and serving our local communities.

We have high expectations of all our staff, which makes our school an exciting and progressive environment in which to work. The team is forward thinking and extremely supportive of each other, working collaboratively to secure high standards of teaching and learning. We are passionate in our goal of ensuring that our students get every opportunity to be the best they can possibly be.

**The closing date for completed applications is 3pm Monday 25th October with interviews taking place soon after.**

“The LiFE Multi-Academy Trust and schools are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment”

Countesthorpe Academy, Winchester Road, Countesthorpe, Leicestershire LE8 5PR

Tel 0116 2771555, email [hr@clcc.college](mailto:hr@clcc.college)

Countesthorpe Academy Executive Head Teacher: Mr Gareth Williams

Countesthorpe Academy Headteacher: Mrs Catherine Aitcheson

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**Maths Tutor (Temporary)**

Hours negotiable/flexible

Paid on the UQ Scale 1-6 (£18,169 to £28,735pa)

Required as soon as possible until July 2022

Dear Applicant

**Temporary Maths Tutor**

Thank you for your interest in the above post.

We are seeking a graduate tutor to work at Countesthorpe Academy who has energy and enthusiasm and enjoys working supportively with young people as a Maths Tutor to start as soon as possible. Tutoring is a challenging job and the person appointed will need to be committed, creative, dynamic and willing to work hard to raise aspirations. We will need you to have stamina and a sense of humour. We wish to appoint a tutor who can successfully employ a range of strategies to maximise the potential of our students at Key stage 3 and 4.

The successful applicant will join the Student Support Team at Countesthorpe. There will be a range of developmental opportunities to enhance professional skills. The Academy is a welcoming and friendly place to work. The post would suit an experienced teacher or a person considering teaching as a career who would receive a full induction and support programme or an existing practitioner seeking new challenges and development opportunities.

The following information is included in this pack:

* Job Profile and Personnel Specification
* An application form can be downloaded from our website

If you are interested in applying for our post, please complete the following:-

* Application form
* Letter (of no more than two sides of A4), outlining what makes an outstanding lesson, how you support young people with their numeracy skills.

The Personnel Specification indicates the specific skills and qualities we are interested in and where we expect to make judgements of these in the selection process.

Your application should be sent to Mrs T Tassell, PA at the school, by 3pm on Monday 25th October 2021. With interviews taking place soon after.

We look forward to receiving your application.

Yours sincerely



Mrs Aitcheson

Headteacher

Job Profile

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| *Title:* | Maths Tutor – Part time temporary until July 2022 |
| *Job Purpose:* | To provide small group or one to one tuition for identified students. To assist or guide students in a skilled manner so they make accelerated progress towards the curricular targets set.  Students needing this additional tutoring will be identified by the Assistant Headteachers (Key Stages 3 & 4). |
| *Responsible to:* | Assistant Headteachers |
| *Responsible for:* | * Planning and teaching effective small groups or one to one tuition sessions to develop students’ knowledge, understanding and skills in identified subjects with a focus on study skills. * Developing resources which are personalised to student’s needs. * Use methods that engage and stimulate students’ curiosity through effective questioning and feedback. * Supporting students to achieve at least their target grade. * Monitoring the progress of students tutored through retrieval practice and low stakes quizzing. * Building positive relationship with students to increase their confidence in school. |
| *Functional Relationships* | Membership of the Student Support Team  Liaison with Heads of Year |
| *Grade and Salary* | Paid at Unqualified Teachers / Instructor Rate  (Salary range dependent on experience and expertise £18,169 to £28,735 pa) |
| *Conditions of Service* | Teachers Pay and Conditions |

Personnel Specification

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|  | Essential | Desirable |
| **Qualifications**  Degree |  | X |
| **Experience**  Experience of working with students/young people in a formal setting without immediate supervision. |  | X |
| **Knowledge**  Knowledge of child protection and health and safety procedures |  | X |
| **Skills/Attributes**  Ability and willingness to undertake professional development.  Good interpersonal skills.  Empathy with children and young people.  Have high expectations of students.  Ability to effectively manage student behaviour in accordance with school policy and procedure.  Ability to use own initiative to work flexibly and respond positively to a range of situations.  Sensitive to the needs of vulnerable students.  Ability to work effectively as part of a team.  Self-motivated and resilient. | X  X  X  X  X  X  X  X  X |  |
| **General Circumstances**  Attendance – evidence of regular attendance at work.  An understanding of, and commitment to, Equal Opportunities, and the ability to plan this to strategic work and day-to-day situations. | X  X |  |
| **Factors not already covered**  Must be able to perform the duties and tasks with reasonable adjustment, where appropriate in accordance with the Disability Discrimination Act 1995. | X |  |