



*Working towards a World Class Catholic Education*

## Teacher of Maths Application Pack

Closing Date:  
Monday 20 November 2017, 12.00 noon



# Vision+Values

## Our Vision



is to be a world class school, giving the best care, support and outcomes to our students. Working closely with parents, we work towards developing the successful citizens of our future.

## Our Values

### Faithfulness

*"Blessed are the poor in spirit, for theirs is the kingdom of heaven"*



### Humility

*"Blessed are the meek, for they shall inherit the earth"*



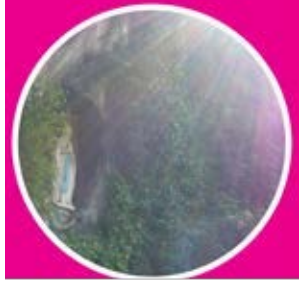
### Truth

*"Blessed are those who hunger and thirst for righteousness, for they shall be satisfied"*



### Forgiveness

*"Blessed are the merciful, for they shall obtain mercy"*



### Tolerance

*"Blessed are the peacemakers, for they shall be called children of God"*



### Dignity

*"Blessed are those who mourn, for they shall be comforted"*



### Service

*"Blessed are those who are persecuted for righteousness' sake, for theirs is the kingdom of heaven"*



### Respect

*"Blessed are the pure in heart, for they shall see God"*



# Welcome to St. Mary's



I am delighted to introduce you to our school. It is an honour and privilege for me to serve St Mary's as Headteacher and I would like to thank you for expressing an interest in this vacancy.

St. Mary's has a successful past and continues to grow in excellence. Our aim is to develop even further to offer a 'World Class Catholic Education' by providing the best care, support and outcomes for each individual student. As a Catholic school we make Christ known to all members of our extended community through the way we work and the way we act.

The values of faithfulness, humility, truth, forgiveness, tolerance, dignity, service and respect are at the centre of our teaching and guidance. Our staff and Governors work together as a team, constantly seeking to improve, bring enthusiasm, commitment and enjoyment to every task. We share the common purpose of sending our students out into the world as happy, healthy and successful citizens of the future.

The school is committed to a leadership approach at all levels. We are all empowered to make a difference to the school's ability to address its core purpose. We encourage risk taking and creative planning to challenge and inspire both students and staff alike.

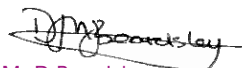
The school was graded as Outstanding in our most recent Ofsted inspection. The inspection team noted that students make 'outstanding progress' and that the 'school prepares young people well for their future careers regardless of individual background or personal aspiration'. For the majority of our students this is a seven year journey, progressing into our Sixth Form and then to higher education. For others, it is a vocational route, including apprenticeships, again achieving significant success.

We believe that this judgement should be the platform for further success. The appointment of a new Teacher of Maths will be a significant contributor to the school continuing to develop in order to address the challenges and opportunities provided by the ever changing educational landscape, enabling us to provide a 'World Class Catholic Education' for every single student.

The school was designated a National Teaching School in 2015 and a National Support School in 2017 and as a result is in a strong position to lead the development of the teaching profession, both locally and nationally. We have always taken great pride in the professional development opportunities that we provide staff and this is strengthened by our work as a Teaching School.

We are proud of what we have achieved so far as a school and excited by the opportunities available for further development. I look forward to welcoming you to our community.



  
Mr D Beardsley  
Headteacher





# Our Purpose (Mission Statement)



*The work of the school is the spiritual, moral, intellectual, aesthetic and physical development of each pupil. It seeks to put Christ at the centre of every activity, worship, learning and service to others.*







*Working  
towards a*  
**World Class  
Catholic  
Education**



# Job Description



**Job Title:** Teacher of Maths  
**Required:** For September 2018  
**Salary:** MPS/UPS  
**Terms:** Permanent and full time

## Purpose of the Role:

To facilitate and encourage learning which enables students to achieve high standards; to share and support the corporate responsibility for the well-being, education and discipline of all students.

The Job Description should be read alongside the range of professional duties of Teachers as stated in the latest Teachers' Pay and Conditions Document, under the National Conditions of Service for School Teachers and the CES Contract of Employment. The postholder will be expected to undertake duties in line with the professional standards for qualified teachers and uphold the professional code of the General Teaching Council for England.

## Main Duties – Teaching and Managing Pupil Learning

- Ensure effective teaching of whole classes, groups and individuals so that teaching objectives are met, momentum and challenge are maintained, and best use is made of teaching time.
- Use teaching methods which keep pupils engaged, including stimulating pupils' intellectual curiosity, effective questioning and response, clear presentation and good use of resources.
- Set high expectations for pupils' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships.

## Main Duties – Planning and Setting Expectations/Pupil Achievement

- Identify clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and the pupils being taught.
- Set appropriate and demanding expectations for pupils' learning and motivation. Set clear targets for pupils' learning, building on prior attainment.
- Identify pupils who have special educational needs, and know where to get help in order to give positive and targeted support. Implement and keep records on Individual Education Plans (IEPs).

## Main Duties – Assessment and Evaluation

- Assess how well learning objectives have been achieved and use this assessment for future teaching.
- Mark (using the school's Feed Forward approach) and monitor pupils' class and homework providing constructive oral and written feedback, setting targets for pupils' progress.
- When applicable, understand the demands expected of pupils in relation to the National Curriculum, KS4 and post-16 courses

# Job Description



## Main Duties – Relationship with Parents and the Wider community

- Prepare and present informative reports to parents.
- Provide opportunities to develop pupils' understanding by relating their learning to real and work-related examples, recognising that learning takes place outside the school context.
- Liaise with agencies responsible for pupils' welfare.

## Main Duties – Manage Own Performance and Development

- Take responsibility for their own professional development and to keep up to date with research and developments in pedagogy and in the subjects they teach.
- Share corporate responsibility the implementation of school policies and practices.
- Set a good example to the pupils they teach in their presentation and their personal conduct.
- Evaluate their own teaching critically and use this to improve their effectiveness.

## Main Duties – Managing and Developing Staff and Other Adults

- Establish effective working relationships with professional colleagues including, where applicable, associate staff.



# Job Description



## Main Duties – Managing Resources

- Select and make good use of textbooks, ICT and other learning resources which enable teaching objectives to be met.

**Accountable to:** Faculty/Subject Leader

**Accountable for:** Allocated Classes

## Further Conditions of Service

- To undertake the responsibility of a form tutor as and when required as specified in the generic job description.
- To undertake any other responsibilities as may reasonably be directed by the Headteacher.
- To support and maintain the Catholic ethos of the school as stated in the School Mission Statement.
- Adhere to school policies.





# Person Specification



	Essential	Desirable/Helpful
Education	<ul style="list-style-type: none"> <li>Well qualified graduate in relevant subject Teaching qualification</li> </ul>	<ul style="list-style-type: none"> <li>Additional relevant qualifications</li> </ul>
Experience	<ul style="list-style-type: none"> <li>Experience of using a variety of teaching styles Work with pupils of secondary age range of all abilities up to Key Stage 5</li> <li>Ability to teach English and/or English Literature at Advance Level</li> </ul>	
Specific Aptitude	<ul style="list-style-type: none"> <li>Ability to communicate effectively with pupils and staff</li> <li>Good classroom presence and management</li> <li>Work effectively as an individual and as part of a team</li> <li>Well organised with high level of commitment to teaching</li> <li>Computer literate</li> </ul>	

# Person Specification



	Essential	Desirable/Helpful
Motivation and Social Skills	<ul style="list-style-type: none"> <li>Show initiative</li> <li>Ability to deal with pupils in a firm and sensitive manner</li> <li>Place importance on self and pupils achieving high standards</li> <li>Supportive of the school ethos</li> <li>Smart and professional appearance</li> <li>Has vision, energy and enthusiasm</li> <li>Commitment to CPD and school procedures in relation to pay progression</li> </ul>	<ul style="list-style-type: none"> <li>Practising Catholic.</li> <li>Ability to contribute to other aspects of school life.</li> </ul>

In your covering letter please relate your strengths to the person specification and job outlined.



# Mathematics at St. Mary's



## General

The Maths department consists of eleven full time and part time teachers. The department is well resourced and occupies a suite of classrooms within the newest building.

## Key Stage 3

In Years 7 and 8 the year group is split into two cohorts. There are four vertical sets within each cohort.

Every effort is made to incorporate the recommendations of the new programme of study, and to reflect the new emphasis on fluency at KS3. Formal testing takes place at regular intervals and movement between sets is frequent.

By the end of KS3 last year (Year 8) at least 90% of pupils were working at one level higher than at KS2. By Year 9, 80% of pupils were working at two levels higher.

## Key Stage 4

In Years 9, 10, and 11 the teaching groups are arranged into eight vertical sets, with sets six and seven being of similar ability, these being our C/D borderline pupils.

All students follow an AQA GCSE course at one of the two tiers and performance is very strong at this level. The percentage of students attaining Grade 9 was well above the national average and all the new measures, whilst currently unvalidated, classify us as a top performing school.

## Key Stage 5

Maths is extremely popular at A-level with around 50 students each year choosing to continue with our subject. Three groups per year group is the norm. Further Maths is provided over two years for a small number of very able candidates.

Normally, well above 70% of candidates pass A-level Maths at Grade C or above. In Further Maths the students often attain A/A\*.

## Other Activities

Pupils are entered for all the competitions organised by the UK Mathematical Association, gaining excellent results.

All maths classrooms have a smartboard and all teachers have embraced the opportunity to enhance their teaching with the use of ICT.







“The task of a teacher is not simply to impart information or to provide training in skills intended to deliver some economic benefit to society; education is not and must never be considered as purely utilitarian. It is about forming the human person, equipping him or her to live life to the full – in short it is about imparting wisdom.”

Pope Benedict XVI

“Let us protect with love all that God has given us!”

Pope Francis



Academic excellence is at the heart of what we do. St. Mary's outstanding results at GCSE and A-level prove that our balanced curriculum works. Inspirational teaching and learning develops the knowledge, skills, values, confidence and motivation each student needs to succeed.

The all-encompassing wellbeing of our 1,200 students is paramount. St. Mary's staff support our students' academic, social and spiritual development, reinforced by rigorous school policies to ensure our students are safe, secure and happy.

Students' achievement and progress, within St. Mary's and the wider community, is rewarded through regular celebrations.

A rich variety of opportunities to participate in activities beyond the formal curriculum is open to all. Our charity and fundraising activities benefit a wide range of local, national and international causes.











St. Mary's aims to:

- Teach the beliefs, doctrines and practices of the Roman Catholic Church
- Instil respect for moral values and tolerance of other religions, races and cultures
- Give the satisfaction of achievement to all pupils and develop a sense of vocation
- Encourage good habits of work, appearance and healthy living
- Support each pupil to ensure their academic, social and spiritual development
- Promote community cohesion within and beyond the school

"Pupils are happy and proud of their school: they are supportive of the school values in being caring, forgiving and respectful of one another. One pupil commented that, 'There is a community spirit of support for staff and families. Children are transformed here'."

Section 48:

The Catholic Life of the School and Religious Education Inspection





# Our GCSE Results

**“All groups of students in Key Stages 3 and 4 make outstanding progress.”**

Ofsted

Number of students in year group: 187 (80 Females and 107 Males)

## School Headlines 2017

% Basics 9–4 in EM (standard pass)	77
% Basics 9–5 in EM (strong pass)	59
% EBacc Entry	57.1
% EBacc Achievement (strong pass)	37
% EBacc Achievement (standard pass)	41
% 9–4 in English	89.3
% 9–4 in Maths	80
Attainment 8 score	55.24
Progress 8 score	<b>+0.41</b>
% Staying in education or employment	99.5
% A*–A	33



	School 2017	England 2016	Leeds LA 2016
% Basics 9–4 /A*–C in EM (standard pass)	77	59.3	59.9
% Basics 9–5 in EM (strong pass)	59	NA	NA
% EBacc Entry	57.1	36.8	40.8
% EBacc Achievement (strong pass)	37	NA	NA
% EBacc Achievement (standard pass)	41	23.1	22.9
Attainment 8 score	55.24	48.5	48.4
Progress 8 score	<b>+0.41</b>	0	-0.06

- 2017 EBacc achievement (strong pass) is a more challenging measure, requiring a grade 5 in English and in Maths.
- The Attainment 8 score is calculated using new 2017 points which are not comparable to previous years.
- The Progress 8 Score is the provisional 2017 score released by the DfE.
- Link to Performance Tables:  
<https://www.compare-school-performance.service.gov.uk/school/139351>

# Destinations of Year 13 Students

Destination of Year 13 Students (Actual Numbers)

“Students aspire to do well due to the support of their teachers and aspirations they have.

Many recent students have become famous in their chosen area of work, such as acting in Hollywood films, joining renowned British pop groups, and excelling in national sports or performance in national ballet groups. This exemplifies the nurture given to students over recent years to become whatever it is they want to become.”

Ofsted

In the name of the Father and of the Son and of the Holy Spirit.  
Today Lord, I will be the person you intended me to be. I will be the best I can possibly be.  
Amen  
Our School Prayer

2016

2016

Number of students	144	115
Number of students applying to HE (all forms)	113	98
University first choice including deferred entry	89	56
University second choice	15	19
University through clearing	6	9
Gap Year	15	14
Art Colleges	1	1
Repeating Year 13	-	-
Employment	15	12
FE Colleges	3	4









# Our Curriculum

The aim of our balanced curriculum is to develop, in a context of Christian understanding, the knowledge, skills, values, confidence and motivation each pupil needs to become a competent and useful member of society. To support this we provide a stimulating learning environment in which enthusiasm, commitment and enjoyment are paramount.

The Curriculum specifically aims to:

- Teach the beliefs, doctrines and practices of the Roman Catholic Church
- Encourage respect for moral values and tolerance of other religions, races and cultures
- Give the satisfaction of achievement to all pupils and develop a sense of vocation
- Encourage high standards of work, smart appearance and awareness of a healthy lifestyle
- Develop an effective and imaginative use of language
- Provide mathematical, scientific and technical knowledge and skills
- Teach how present-day society evolved, how the nation achieves its standard of living and the ways in which nations depend upon each other, including British values.
- Teach about human achievement and encourage aesthetic and environmental awareness
- Encourage open-mindedness and rational discussion
- Provide opportunities in the Creative Arts
- Develop independent learning and study skills



Table showing the number of 1 hour lessons for each subject within a 10 day cycle:

We have four option blocks in Years 9 to 11

	Year 7	Year 8	Year 9	Year 10	Year 11
Religious Education	4	4	5	5	5
English	7	6	8	8	9
Mathematics	6	7	7	7	8
Science	6	6	9	9	9
Physical Education	3	3	3	3	3
Tutorial	1	1	(Included in RE)	(Included in RE)	(Included in RE)
Art	2	2	Option (4)	Option (5)	Option (4)
Design & Technology	4	4	Option (5)	Option (4)	Option (4)
Drama	2	2	Option (4)	Option (5)	Option (4)
French	5	5	Option (5)	Option (4)	Option (4)
Geography	3	3	Option (4)	Option (5)	Option (4)
History	3	3	Option (4)	Option (5)	Option (4)
Computer Science	2	2	Option (4)	Option (5)	Option (4)
Music	2	2	Option (4)	Option (5)	Option (4)
German		introduced	Option (5)	Option (4)	Option (4)
Health and Social Care			Option (4)	Option (5)	Option (4)
Media Studies			Option (4)	Option (5)	Option (4)
Performing Arts			Option (4)	Option (5)	Option (4)
Physical Education (GCSE)			Option (4)	Option (5)	Option (4)
Spanish		introduced	Option (5)	Option (4)	Option (4)
Sports Studies			Option (4)	Option (5)	Option (4)



### Key Stage 3 (Years 7 and 8)

The curriculum is planned to interest and motivate pupils in a broad range of subjects while preparing for continued study in GCSE and vocational courses at the end of Year 8.

On entering St. Mary's, pupils are taught in mixed ability groups, except for English and Maths. In Year 8, setting is introduced in Modern Foreign Languages.

### Key Stage 4 (Years 9, 10 and 11)

In addition to compulsory subjects we offer a choice of pathways to reflect an individual's aptitude or aspiration. The breadth of curriculum provision is maintained while specialisation enables pupils to excel in subjects beyond the range of the National Curriculum. A separate document giving full details of our pathways is published annually.

### Aiming High

Pupils are encouraged to realise their full potential through assessment and the setting of academic objectives. Progress towards targets is reviewed and reported to parents three times each year. Great emphasis is placed on promoting good study habits to which regular homework makes a significant contribution.

### Reporting Achievement

Parents receive an annual written report of the progress made by pupils in all subjects studied and a general comment provided by the form tutor. In addition, a summary report containing target grades and an assessment of progress towards those targets is provided at strategic points to ensure parents are aware that pupils are on course to fulfil their potential. Further opportunity is provided to monitor and discuss academic and social development at the parents' consultation meeting



### Support and Enrichment

Learning support is well resourced and, in addition to specialist teaching staff, a number of classroom assistants and learning mentors work alongside pupils to ensure full access to the curriculum. A broad range of opportunities and activities are provided to help pupils of all abilities make the best progress possible.

### Key Stage 5 (Years 12 and 13)

We offer a curriculum that is based on A-levels and technical qualifications. Our range of pathways is designed to allow Sixth Form students to gain the qualifications required to secure a place at university, a higher apprenticeship or to embark on a career. Further details can be found in our Sixth Form Prospectus.



# Pastoral Care

“Students benefit from outstanding levels of care, guidance and support”

Ofsted

“Students are exemplary in their conduct and extremely respectful of others, both their peers and staff.”

Ofsted

Every pupil is assigned a form group in the care of a Form Tutor. The tutor holds a key position in the life of St. Mary's and is the first point of contact between home and school. Their primary responsibility is to monitor the welfare of each pupil to ensure their academic, social and spiritual development.

The tutor sees members of the form daily to establish and articulate clear expectations to each pupil in order to cultivate appropriate standards and attitudes for participation and success in all areas of school life. Each year group has assigned to it a Student Progress Leader who meets regularly with the Form Tutors to discuss individual pupil progress. Student Progress Leaders are supported by the work of the school's Learning Mentors, Lay Chaplain, Catholic Care, Attendance Officer and non-teaching Pastoral Managers. A spirit of unity and co-operation is secured through whole year activities such as assemblies, residential visits and Liturgies.

## Keeping Parents and Carers Informed

The school places a high value on the triangular relationship between parent or carer, pupil and staff. Effective communication between parent and school is essential to ensure the safety, well-being, motivation and all round development of each child.

- The school maintains close links with the parishes and primary schools
- The weekly General Letter, termly newsletters, stmarysmenston.org school website and the @StMarysMenston Twitter account ensure that families are kept up to date with events and developments
- There is a Home/School Agreement to ensure that both parents and staff work together to encourage the best possible development of each pupil
- Every pupil is issued with a Planner to help them organise their work and to provide a readily accessible point of reference between staff and parents
- Annual Awards Assemblies are held for each Year Group focussing on the achievements of pupils. The assemblies celebrate the progress made by students in their subjects, as well as recognising the leadership skills that they have developed throughout the school
- A Key Stage 3 Celebration of Achievement Evening is held for Year 8 in the Summer Term to recognise the achievements of pupils at the end of Key Stage 3.
- Our Year 11 Achievement Evening and Sixth Form Celebration of Achievement Evening celebrate the achievements at the end of Key Stages 4 and 5.
- Pupils work is also recognised termly through postcards. Improved and 100% attendance are also celebrated.
- We are currently working to further develop our rewards system
- Consultation meetings with staff are held annually to give parents and staff the opportunity to discuss pupil progress
- Parents wishing to discuss any matter concerning their child can contact the school by telephone or email
- Open Evenings and Open Days provide invaluable opportunities for parents to view St. Mary's, meet staff and see the work of the school
- The work and achievements of St. Mary's are regularly featured in the local and national media
- Parents are encouraged to support the school through involvement in school activities and events
- The Show my Homework website allows parents to see all homework set



### Special Educational Needs and Disabilities

At St. Mary's we firmly believe that each child has a right to take part in and enjoy, every aspect of school life, regardless of any educational or physical difficulties.

The Learning Support Department (The Hub) ensures that appropriate provision supports students with additional needs or disabilities in order to access a broad and balanced curriculum.

### Exceptionally Able

The Exceptionally Able programme supports the needs of our more able students providing opportunities to maximise their potential through challenging targets.



### Sex and Relationships Education

The school's programme of SRE and Personal, Social, Health and Economic education are firmly rooted in the Catholic ethos of the school and linked to the school's programme for Religious Education. Our programme was judged as outstanding by Ofsted and is built on our values as a Catholic school.

The programmes are in full accordance with the teachings of the Catholic Church and emphasise the sacred nature of the Christian marriage and its centrality to family life.

### Homework

Homework is seen as an essential part of learning and growing independence. It develops self-discipline and the school's policy is that appropriate homework is set for all year groups. The homework policy outlines six different types of study skills which are:

- Investigation
- Consolidation
- Vocabulary
- Reading
- Preparation
- Feed Forward

The school uses an online service called 'Show My Homework' to enable parents and carers to have a complete overview of homework set.





# Extended Curriculum: Opportunities for Leadership

St. Mary's has a varied and rich programme of events and activities beyond the formal curriculum. All pupils are offered the opportunity to participate and achieve in creative, sporting and academic areas outside the classroom and to share personal interests and enthusiasms with fellow pupils and staff thereby enriching their skills and personal and social development.

An emphasis on the development of global citizens is promoted through foreign learning and cultural exchanges, World Challenge expeditions and the Bambisanani Partnership with Mnyakanya High School in

South Africa.

**"Students make excellent contributions to the community"**

Ofsted

**"The pupils at St. Mary's are happy, confident and secure in developing their spiritual and emotional growth. They take full advantage of the rich and varied academic, spiritual and social development opportunities available to them."**

Section 48:

The Catholic Life of the School and Religious Education Inspection



Art and Design



School Productions



Public Speaking



Dance



Fundraising



Iceland Geography Visit



Ski Trip USA



The Duke of Edinburgh's Award



Retreats and Pilgrimages





Amalfi Coast Geography Visit



Community Events



St Vincent de Paul Group



Competitions



Sports Leaders



Exchanges to France and



Sports Teams, coaching and leadership



Subject Visits



Key Stage 3 Productions



World Challenge  
Expedition to Central  
America



Global Warriors and Fairtrade



Newman Group



Music



Ullswater Residential



Bambisanani South Africa Visit



# The Bishop Wheeler Catholic Academy Trust

St. Mary's Menston is part of The Bishop Wheeler Catholic Academy Trust, a charity and a company limited by guarantee, registered in England and Wales

Company Number: 8399801

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Chair of the Trust Board: **Miss C Hyde**



## St. Mary's Menston, a Catholic Voluntary Academy

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Chair of the Academy Council:

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**Mr Darren Beardsley**

**Mrs Diane Gaskin**



The parishes served by our school:

**SS Peter & Paul Yeadon**  
**St. Joseph's Pudsey**  
**English Martyrs Addingham**  
**Our Lady & All Saints Otley**  
**SS John Fisher & Thomas More**  
**Burley-in-Wharfedale**  
**St. Mary's Horsforth**  
**Sacred Heart of Jesus Ilkley**