A young woman with long brown hair, wearing a dark blue school jacket over a white shirt and a green and yellow striped tie, is working in a workshop. She is leaning over a workbench, holding a red pencil and looking towards the camera with a slight smile. In front of her is a piece of machinery with a circular dial gauge. To her right, a vertical measuring tool with a red scale is visible. The background is a blurred workshop environment.

# Candidate Pack

## Key Stage 4 Leader:

### Maths



# Welcome

Dear Candidate

Thank you for expressing an interest in working at Stanborough School.

We are keen to recruit high calibre staff with a passion for leading student learning and supporting the strong whole-school ethos of achievement and inclusion. If successful, you would be joining an exceptional team of staff, dedicated to challenging students to 'Go beyond their best' and follow the high expectations of the school.

Stanborough is a Good school, moving towards Outstanding and we value our students as individuals, each with a contribution to make, pushing their talents to the highest level and supporting the overall success of the school at the same time. Please view our website and read our weekly newsletter "The Stanborough Times" to see the breadth and quality of our work reflected back through our students' achievements.

From September 2017 we became a 7 form entry school, raising our intake numbers is a reflection of the success and popularity of Stanborough School in the local area.

If you are passionate about education and really feel you can make a positive difference to students' lives then we look forward to receiving your application to join us at Stanborough.

Peter Brown  
Headteacher



# Stanborough School

Stanborough School is an 11-18 co-educational Academy that sits on the southern fringe of Welwyn Garden City. The school currently has 1096 students and has recently increased its student numbers to become a seven form entry school, this is due to parental demand for places at the school.

In December 2014, the school was judged by Ofsted to be 'Good'. We are working hard to continue our journey to become an Outstanding school in all respects. We pride ourselves in being a fully inclusive school that serves our local community and on being a school that does its best for each individual student so they can achieve their potential during their time at Stanborough.

Stanborough is proud of its community involvement. We work closely with the four other local Secondary Schools as part of the Welwyn-Hatfield 16-19 Consortium. We also take a leading role in hosting and developing a number of other key community developments such as the Handside Schools Partnership with a local special school and primary school.

The school boasts excellent facilities including our first-rate IT resources, a legacy of our Specialist Computing Status. With a dedicated Technology block, Sports Hall, Sixth Form Centre and recently refurbished outdoor sports facilities, the students enjoy some outstanding resources. Our hair salon and garage also show our commitment to giving students a wide variety of curricular opportunities.

Our greatest asset at the school however is our staff. We want the best educators for our students and through exceptional retention we have a stable staff with very low turn-over. A number of staff who started at the school as NQTs now find themselves in senior positions at the school.

## Exam Results—2017

### GCSE

Maths 4+ 69%

English 4+ 78%

### A Level

48% of grades were at A\* - B level





# Stanborough School

## MATHEMATICS FACULTY



The mathematics faculty is a successful curriculum area, well respected by both staff and students. The faculty team comprises a Curriculum Leader, Key Stage 3 and 4 Leaders, a Gifted & Talented Leader and a team of six teachers. The school's status as a Mathematics and Computing Specialist School has really helped us to enhance the faculty's provision of mathematics for our students. Stanborough School mathematics faculty is exciting and dynamic and you would be part of a very welcoming and supportive team.

The faculty area is a suite of seven Classrooms and a faculty office. It has its own purpose built ICT facilities. In addition the school has ten computer rooms which can be booked when required. All mathematics classrooms are equipped with an interactive whiteboard.



The mathematics faculty is committed to developing good teaching and learning in mathematics, incorporating a wide range of approaches and strategies.

In Key Stage 3 the faculty follows schemes of work designed to meet the need of the functional elements of the GCSE and prepare the students for their GCSE work. A new scheme of work is in place for Year 7 to improve understanding of key concepts. A variety of resources are used, including Collins New Maths framework as well as a range of electronic resources including ten Quick Questions, Whiteboard Maths and interactive resources and My Maths. Students work in mixed ability groups when they first arrive in Year 7 but setting occurs early in the first term. In Year 8 onwards the classes are smaller as there are more sets than tutor groups.

In Key Stage 4 all students prepare for a Linear Maths GCSE and a new scheme of work is in place for the new GCSE. Again there is a wide variety of resources for teacher to use in order to fully support students' preparation for both Higher and Foundation tiers of entry.



Cambridge University Press GCSE textbooks and associated electronic resources have been introduced and students are encouraged to work independently outside of the classroom using a wide variety of revision materials, My Maths and resources on the Stanborough VLE. Students also sit an Edexcel Award at various levels within Year 10.

'A' level mathematics is a popular and very successful Post 16 option, and the number of students opting to take the subject has continued to rise in recent years.

Students follow the OCR syllabus and the modular courses are comprised of Core Mathematics, Probability and Statistics, Mechanics and Discrete Mathematics. Further Mathematics is also offered and is an increasingly popular choice.

GCSE Mathematics re-sit is run as part of the Post 16 transition programme.

The faculty is committed to supporting and extending students of all ability levels. We have incorporated a range of strategies for supporting our lower ability students and every opportunity is taken to extend the most able. Students attend the University of Hertfordshire Masterclasses and we enter many students for the individual and team Mathematics Challenge national competitions. We also run weekly after school support sessions and a weekly club offering our most able students the chance to explore and extend their wider understanding of mathematics.



# TEACHER OF MATHEMATICS

## JOB DESCRIPTION



Grade: TLR 2b

Responsible to Curriculum Leader of Mathematics

Responsible for Key Stage 4 in the Curriculum Area of Mathematics

### Main Responsibilities:

- To support the Curriculum Leader in ensuring that the team of staff in the faculty enables students to achieve at the highest possible level.
- To proactively plan, support and intervene to ensure the highest standards of teaching and learning in the Key Stage and well being of staff and students in Key Stage 4.
- To support the Curriculum Leader for the leadership, management, performance and development of the faculty.

### Job Context:

You will act as a middle leader in the school, based in a Faculty area which should be the focal point of your team. By leading the Key Stage 4 team effectively you will engender a positive team spirit and sense of collaborative responsibility for the students that you teach. You will be expected to contribute to the effective operation of the school as a whole, leading by example and supporting the school ethos. You will operate within the ethos of a larger faculty, taking a leadership responsibility throughout the key stages of the Faculty and under the overall leadership of a Curriculum Leader. Your work will be supported by non-teaching staff within the school by arrangement.

### How you do the job:

- Lead and promote high expectations in student achievement in Key Stage 4, ensuring that effective strategies are in place for each student to achieve their best.
- Monitor standards in teaching and learning across the Key Stage 4, reporting to the Curriculum Leader, ensuring the effective and innovative delivery of the National Curriculum, promoting high levels of student motivation and participation in lessons, marking and standards achieved by students plan appropriate moderation, in conjunction with the Curriculum Leader.
- Monitor the behaviour management within the faculty at Key Stage 4 and with the help of the Curriculum Leader put measures in place where any difficulties are arising.
- Ensure that appropriate and effective assessment information is available from your subject throughout Key Stage 4 for all stakeholders.
- Contribute to the Curriculum SEIP by working with your team to write objectives relevant to Key Stage 4 and the curriculum as a whole in conjunction with the Curriculum Leader.
- Support and develop your subject within the Welwyn-Hatfield Consortium, leading or contributing to meetings as appropriate.
- Review and report annually on the standards of attainment, leadership, teaching and learning in Key Stage 4 to the Curriculum Leader.
- Support your team of staff, inducting new staff as necessary; inspiring and motivating them to achieve their best on behalf of the students.
- Oversee the faculty area in conjunction with the Curriculum Leader, ensuring that the environment promotes effective learning for all and is a stimulating place to work.
- Conduct performance appraisal meetings and reviews within the faculty as arranged in the school structure and in discussion with your Curriculum Leader, supporting personal and professional development.
- Develop and promote links in the community, with other local schools and with outside agencies and local community groups and businesses as a way of developing learning for students in a broad and exciting context.
- Manage Key Stage 4 resources and budget in accordance with school policy and in consultation with your Curriculum Leader and the rest of the team.
- Ensure the smooth running of Key Stage 4 on a day to day basis, including the operation of school policies and appropriate health and safety requirements and practices.
- Proactively support and enhance all strategies to positively promote the school; through liaison with parents, outside agencies and the community; and through school events, Open Evenings and the Learning Review process.

**Knowledge, experience and training:**

You should have the relevant subject knowledge and experience to lead a team of teachers by example in promoting effective learning. Your professional development and training will be met within the context of your needs and those of the school, and supported by your Curriculum Leader.

As a successful Key Stage 4 Leader you will require excellent interpersonal skills, and the ability to lead your area as part of a larger team. Your 'passion for learning' and team-working skills are central to the success of the role as are your understanding of students needs and of pedagogical issues. Above all your ability to work in an 'emotionally intelligent' way with staff and students, and to model the four principles of the school, will contribute to the wider success of the school as well as your team.

**Additional information:**

All staff at Stanborough have a comprehensive package of support, training and performance management, giving scope for personal and professional development.

It is a requirement of all staff that they sign the ICT Acceptable User Policy and all staff will be expected to attend Safeguarding and Prevent Training.

March 2018

*Whilst every effort has been made to explain the main responsibilities and duties of the post, each individual task to be undertaken will not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. The job description is current to the date shown but, in consultation with you, it may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.*

**KEY STAGE 4 LEADER: MATHS**  
**PERSON SPECIFICATION**



	Essential	Desirable
Qualification	<p>Qualified Teacher Status</p> <p>First degree</p> <p>Understanding of child safeguarding issues and successful measures that promote and ensure the safeguarding of children</p> <p>Knowledge of current legislation, guidance and developments relating to the subject area</p>	<p>Evidence of:</p> <p>Continuous on-going Continuous Professional Development</p> <p>Willingness and desire to undertake further professional development and training</p> <p>Involvement in and organisation of wider school activities, including extra-curricular activities.</p>
Knowledge and skills	<p>Evidence of:</p> <p>The ability to demonstrate good subject and curriculum knowledge</p> <p>Successful experience in teaching maths</p> <p>The ability to manage behaviour effectively to ensure a good and safe learning environment.</p> <p>An understanding of the principles of good classroom management and planning.</p> <p>Ability to challenge and support all students to do their best.</p>	<p>Evidence of:</p> <p>Knowledge of recent initiatives and issues in education, especially with the maths curriculum.</p> <p>Using IT as a curriculum tool to improve standards</p> <p>Having an extensive knowledge and well informed understanding of a range of learning, teaching and behaviour management strategies.</p>
Professional Attributes	<p>Evidence of:</p> <p>Holding positive values and attitudes and adopt high standards of behaviour in a professional role</p> <p>An understanding of and commitment to equal opportunities for all students.</p> <p>Genuine commitment to high quality teaching</p>	<p>Evidence of:</p> <p>A willingness to participate actively in the life and work of the school to support its ethos and culture..</p>
Personal Skills	<p>Evidence of:</p> <p>Highly effective communication skills with both children and adults</p> <p>Effective time management skills and an ability to meet deadlines and work under sustained pressure</p> <p>Commitment to implementing whole school policies relating to the safeguarding of children</p>	<p>Evidence of:</p> <p>Proven track record of successful teamwork</p>
Notes:	<p>The above will be evidence by a variety of means including:</p> <p>Application Form</p> <p>Letter of application</p> <p>References</p> <p>Interviews</p>	



# Welwyn Garden City

Welwyn Garden City is a town in Hertfordshire with a population of just under 50,000 people. Welwyn Garden City was the second Garden City to be built, founded in 1920 and it exemplifies the physical, cultural, social and planning ideals of the time it was built.

## Location and Transport Links

Welwyn Garden City enjoys superb communication links. Stanborough School sits five minutes from the A1(M) and approximately 10 minutes from the M25. The M1 is only a 30 minute drive away. The train station in Welwyn Garden City is on the main East Coast Line linking Scotland to London and Kings Cross station is a 30 minutes train journey.

Luton Airport is less than 30 minutes away and both Heathrow and Stanstead Airports are less than an hour's drive away. The town is also a central hub for local bus services which link it to the rest of Hertfordshire.

## Facilities and Amenities

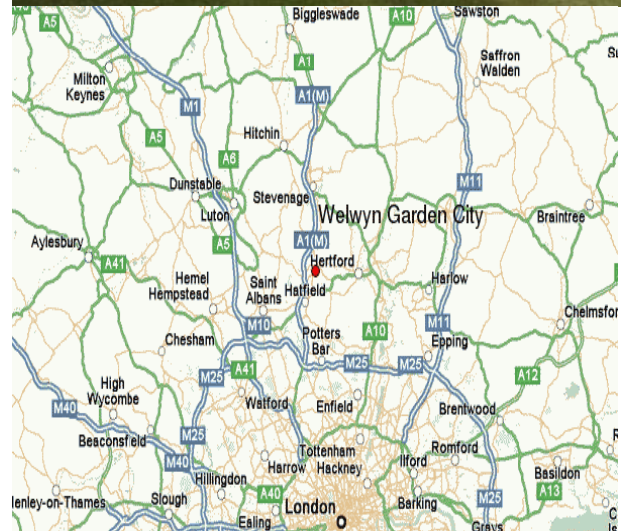
Stanborough School is a two minute walk from the Gosling Sports Park and is only a short car/bus journey to the University of Hertfordshire Sports Village in Hatfield. A range of shops, bars, restaurants and cafes can be found in the Town Centre as well as in the local Galleria shopping centre. St Albans, Hitchin and Hertford are all around 30 minutes away and all offer a range of retail and leisure experiences.

The town also has the QEII Hospital, a theatre, cinema and numerous other cultural and leisure facilities. Stanborough School lies at the southern edge of the town and the school grounds back onto the Stanborough Lakes Country Park.

## Housing and Accommodation

A range of accommodation options are available in the local area and there is a thriving rental market. The excellent transport links allow many staff at the school to live in other parts of Hertfordshire as well as North London.

Help and advice can be given by the school if accommodation is required.



# How to apply and the Selection Process

**Thursday 28th March to  
Wednesday 18th April 2018**

## **Application Window**

Potential applicants are encouraged to contact the school and arrange a visit if they wish to.

**Wednesday 18th April at  
10 a.m.**

## **Deadline for applications**

Applications should be sent to **[sdelaney@stanborough.herts.sch.uk](mailto:sdelaney@stanborough.herts.sch.uk)**

All candidates will be contacted by email, both those shortlisted and those not successful. Details about date and time of final interviews will be given to successful candidates. Candidates will also be given a topic to prepare for their lesson observation prior to interview.

**Friday 20th April 2018**

## **Formal interview at the school**

Candidates will be asked to teach a lesson as part of the interview process. Details of this will be sent out in advance.

All candidates will be contacted following the interviews.

