The Bishop of Llandaff
Church-in-Wales High School

FAITH IN EDUCATION



Candidate Pack

Teacher of Mathematics

MPS/UPS

(Recruitment Allowance for exceptional candidate*)

December 2016



About the school

The Bishop of Llandaff is an 11-18 Church in Wales High School with over 1300 students on roll including 280 in the sixth form. The school is located in picturesque Llandaff and provides a faith-based education to families across the city of Cardiff, as well as neighbouring areas, including The Vale of Glamorgan, Bridgend and Pontypridd.

Built in the 1960s, the school site reflects its age. However, while we recognise there are some areas of the site which require modernisation, the members of our community which make up the school, we feel, make it a great place to learn and achieve. We believe this is far more important than having 'shiny new buildings'. Furthermore, we have invested heavily in technology and made best use of the site's restrictions. The school is heavily over-subscribed in all year groups and the excellent relationships between students and staff help to create a positive and productive working environment for all.

We believe in the power and value of a faith education to change lives and impact positively on the world in which we live. Everything we do is based on our mission to "serve and love" each student. We are an inclusive school and appoint members of staff who, whatever their own beliefs and backgrounds, will actively support our ethos and "put the children first" so that all who work and learn at The Bishop of Llandaff achieve their full potential.

The Bishop of Llandaff
Church-in-Wales High School

Mission and Core Purpose

Our mission is to be a Christian school which welcomes students of all faiths and those with no faith background. We fully celebrate all forms of diversity as we firmly believe this enriches our school and strengthens the bonds between us. We believe that each member of our community is on a path of self-discovery, growing to know themselves "as they are fully known" in the image and likeness of God. We provide a forgiving and loving environment for all our students, where everyone is respected and treated equally.

Our core purpose is to enable all of our students to know themselves and to do good in our world by living out our gospel values of love, acceptance, responsibility and forgiveness. This environment encourages each student to reach their full potential and nurture God-given talents.



Welcome

Thank you for your interest in the teacher of mathematics post currently being advertised at our school. I thought it might be useful if I gave you a personal perspective of the school to help you to decide whether or not The Bishop of Llandaff is a place where you may be happy, thrive and make a valuable contribution to the students in our community.

We have one clear aim… to make The Bishop of Llandaff the best school in Wales! There is a strong tradition of academic achievement at the school. However, we are definitely not complacent and we want to be even better.

Having joined the school in September 2014, I genuinely believe the school has infinite potential. In a short space of time, a great deal has been achieved and, collectively, there is a commitment to improve further. In 2016, the school achieved record-breaking examination results at both GCSE and A Level. 99% of our Year 11 students gained 5 or more A*-C grades at GCSE, with 89% including English and mathematics; 35% of students achieved at least 5 or more A*-A; and nearly 40% of all grades were at A*-A. At A level, students enjoyed similar success with 100% of students achieving the level 3 threshold and 86% gaining A*-C and 64% of all grades at A*-B.

The students, as you will see for yourself should you visit us, are happy, hard-working and very positive about the school. They genuinely are an asset to our community and are incredibly friendly. They want to receive a high quality education and to become successful learners. In addition, we have a talented and committed team of staff who are both enthusiastic and passionate about providing the students in our care with an exceptional education. We have fantastic parents and governors who are unstinting in their support in helping us ensure each student receives the very best start in life.

The school is a designated hub school within the regional consortia focusing on developing leadership across schools, as well as curriculum leadership of English. This fully reflects the strong reputation of the school, in terms of its provision, outcomes and quality of staff. I believe this post represents an exciting opportunity for someone to join a forward thinking group of staff and help support the school to go from strength to strength.

We are only looking for the finest staff to work with our students. This is what they deserve and, ultimately, it is my role to ensure we find, recruit and develop our staff fully. We do not accept poor performance in any area of our work and we do not aspire for anything short of "excellence". As a consequence of the great relationships between staff and students, incidents of poor behaviour are rare; as a community, we laugh a lot and we really enjoy coming to work/school.

If you are excited by the prospect of playing a significant role in helping us achieve our ambitions; have a core belief that all students, no matter what their background or ability, can achieve; and have a passion for and clear understanding of providing an outstanding education, then, we would love to hear from you! In return, we will guarantee you the very best level of support, focusing on providing you with the right environment to be the "best you can possibly be".

Feel free to make an appointment with my PA, Joanne Hudson to come and see us in action. We are open to visitors every day!



Marc Belli
Headteacher



About the mathematics department

Mathematics is a core subject at The Bishop of Llandaff, with all students, regardless of ability following the subject up to and including GCSE level. At key stage 3 students receive 9 periods per fortnight (50 minutes), with the same allocation at key stage 4. At GCSE all students follow WJEC Mathematics: Numeracy and GCSE Mathematics. Interest in mathematics at post-16 is very strong, with a significant number of students following the subject at AS/A2. There is also further mathematics taught in both Year 12 and 13.

The quality of provision in mathematics is very strong, with each teacher delivering consistently high quality lessons leading to high outcomes at all key stages. Performance at GCSE level in six out of the last seven years places the school in the top 25% of similar schools and recent additions to the team have strengthened quality further.

In 2016, 46% of Year 11 students achieved an A*-A in GCSE mathematics with 91% of grades at C or above. Performance at AS/A2 level were similarly high, with outcomes at A*-A; A*-C and A*-E well above modelled expectations.

The mathematics team are situated in A block and all classrooms have the highest quality interactive technology to support 'great' learning. This includes interactive whiteboards in every classroom, high quality PCs as well as classroom visualizers for all staff. The appointed person would be joining a high performing team, fully able to support a new member to continue our strong tradition of excellence.

The mathematics team is made up of
Sally Ganner – Assistant Head (Strategic Lead);
Helen Griffiths – Head of Mathematics;
Charli Cowley – Co-2nd in Mathematics;
Dave Ashton – Lead Practitioner Mathematics;
Cathy Bastion – Mathematics;
Claire Turner – Mathematics;
Pauline Maisey – Mathematics;
Rachael Thomas – Mathematics (p/t);
Rhiannon Bill – i/c KS5 Mathematics (p/t); and
Vacancy - Mathematics

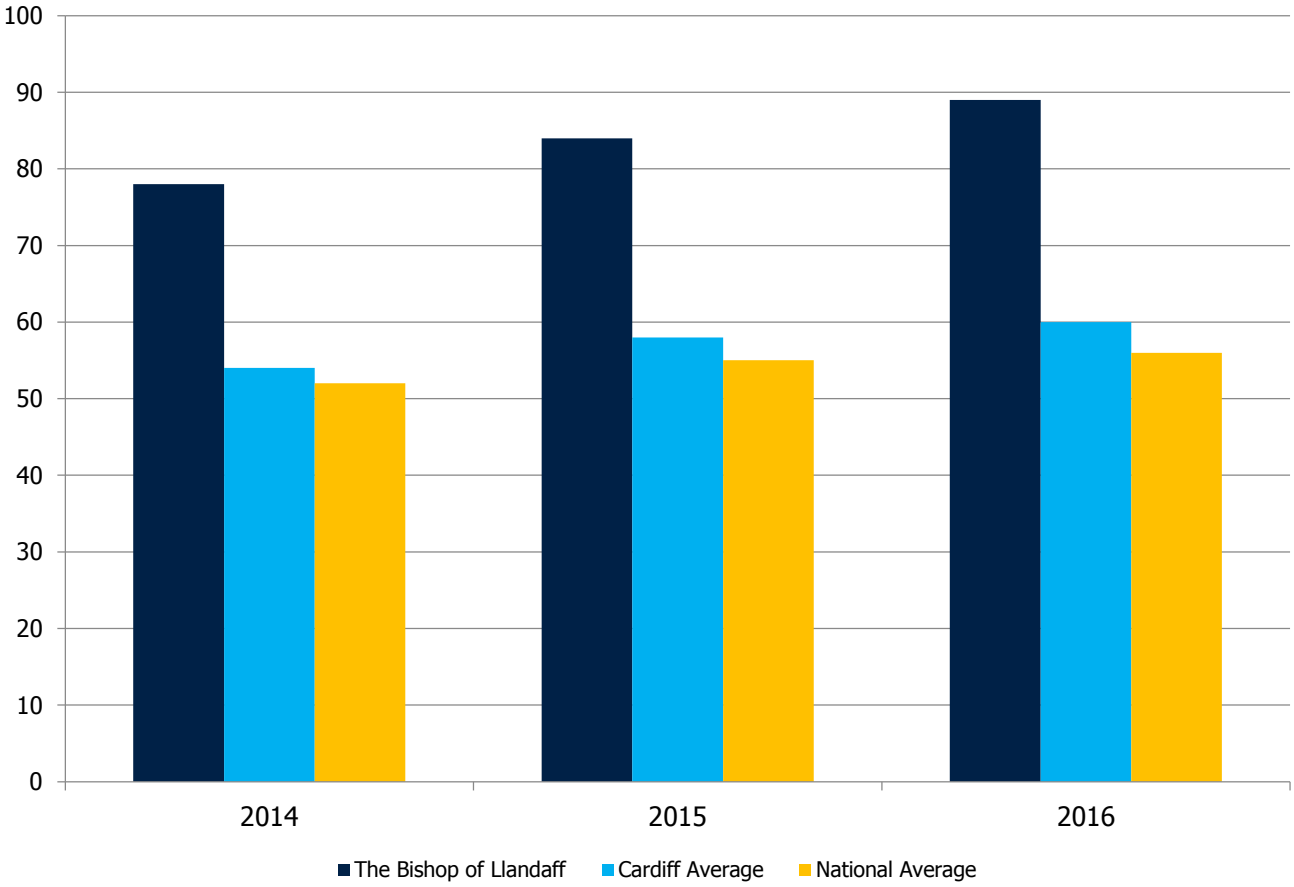


Examination Performance

The Bishop of Llandaff consistently performs above local and national averages at all key stages. We are very proud of the efforts of our students and staff. However, we are not complacent and are constantly seeking ways to improve in the very few areas which are less effective. We work tirelessly to build on our successes and raise performance where needed to help make the school the best in Wales. Performance against most indicators places the school in the top 25% of similar schools (based on free school meals entitlement).

GCSE Results

In 2016, 99% of students achieved 5 or more A*-C grades at GCSE, with 89% including English and mathematics. These results, which include our autistic resource base, place the school well above the average performance within the city of Cardiff and nationally. We are very proud that our performance at GCSE places the school as the 2nd highest performing comprehensive school in Wales and the top performing faith school in Wales.



% 5 or more A*-C including English and mathematics

At AS/A Level

In the sixth form, examination results are very strong. The school consistently performs better than the national average and when compared to similar schools for the indicators against level 3 threshold and average wider points score. Each year, a high proportion of our students gain places at Russell Group universities as well as Oxbridge. We have a strong track-record of students gaining places to read medicine and veterinary science. Our high quality support helps ensure all students are prepared to progress to university or work.

School Curriculum

Our aim is to offer a broad and balanced curriculum accessible to all students that develops the knowledge, understanding, skills and attitudes which are necessary for each student to achieve their full potential. The curriculum prepares students for further study, employment and adult life.

We take every opportunity to ensure that all students, regardless of ability, make the best progress possible and achieve the highest possible standards in subjects and qualifications. We strive to narrow the gaps in achievement and enable those not achieving age-related expectations to catch up with their peers. Our Head of Inclusion/SENCo works closely with all departments, in order to support students so that they all have access to the curriculum. The school challenges more able and talented students so they achieve their full potential and their progress is sustained and enhanced. Teaching groups vary in nature but generally there are mixed ability classes on admission in Year 7. A process of setting, determined by the mathematics department, takes place in Year 7 with further extensions to setting in Years 8 - 11.

Curriculum Organisation
We deliver the National Curriculum to all students at 11-16 to develop a broad and balanced diet of learning. At key stage 3 (Years 7 - 9) the school curriculum consists of core subjects: English, Welsh, mathematics, science and religious education; and non-core subjects: modern foreign languages, design technology, ICT, history, geography, art, music and physical education; PSE (including sex education) & careers and the world of work. At key stage 4 (Years 10 – 11) the school curriculum consists of compulsory subjects: English language and English literature, Welsh second language, mathematics: numeracy and mathematics, science, religious education and physical education, PSE (including sex education) and careers and the world of work; and a broad range of academic and vocational courses leading to external qualifications. At key stage 5 (Sixth Form) the school curriculum consists of a broad range of courses leading to external qualifications; and all students follow the Welsh Baccalaureate Qualification (WBQ).

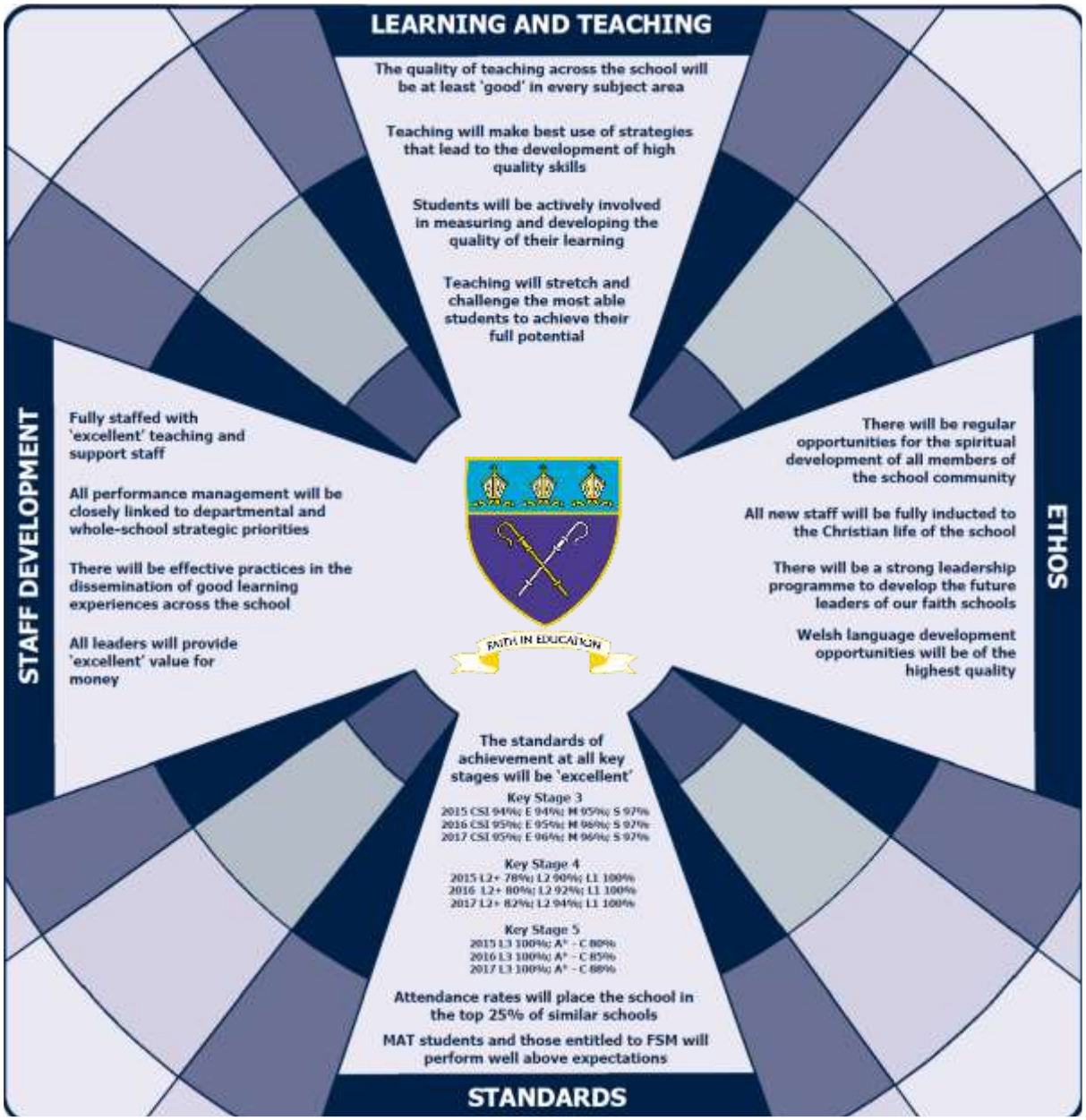


School Improvement Priorities

The school improvement plan is our strategic approach to help to raise standards and improve quality at The Bishop of Llandaff. It is a three year plan of improvement, which will be modified periodically and reviewed to measure the impact of our actions. The main priorities and how we will measure the success of these can be summarised by the graphic. Our aim is to focus on **LESS** so that, together, we can achieve more.

1. **LEARNING AND TEACHING;**
2. **ETHOS;**
3. **STANDARDS; AND**
4. **STAFF DEVELOPMENT**

At the heart of school improvement is the full commitment to delivering high quality learning experiences. This, coupled with our Christian ethos, will remain a constant priority. Our focus on supporting staff development will ensure that this priority is met and that we can help make The Bishop of Llandaff the best school in Wales.



Living in Cardiff

Cardiff is a unique capital which offers the infrastructure expected of any modern capital whilst at the same time boasting an enviable quality of life. Cardiff's residents believe the city is one of Europe's best as a place to live and work.

Cardiff itself is a 'city of parks' with more green space per person than any other Core UK city and has been described as the 'epitome of cool' by the renowned Lonely Planet travel guide. Visitors and residents alike enjoy a varied social life including the hustle and bustle of the city centre and the relaxed contemporary dining and bars in Cardiff Bay. Cardiff offers all of the features and benefits of a capital city, at a low cost, compared not only to other capital cities, but to other Core Cities in the UK.

For a capital city, Cardiff is compact and manageable. It has excellent employment opportunities, has experienced significant growth in employment and offers a range of large national and multi-national employers, based in and around the city-region. As the capital of Wales, Cardiff benefits from large employers such as the Assembly Government, Cardiff Council and NHS Wales as well as many UK and Welsh headquarters for organisations such as the BBC and charities such as Barnardos.

Travel
Getting around is quick and easy making the daily commute less of a chore, and you can access all the facilities expected of any modern capital without the stresses and strains of life in an over-populated concrete jungle.

The world has woken up to Cardiff as a superb convention destination. It's a young capital city that is compact, vibrant, cosmopolitan - and great value for money. Over the past decade Cardiff has been completely rejuvenated, building on its history to become the dynamic capital of Wales. Delegates are charmed by the combination of old and new that unite to create an exciting modern city. As well as this, Cardiff is the closest capital to London being just 2 hours away and is easily accessible by rail, road and air.

Events
Cardiff is a designated Centre of Culture with world-class performance venues that attract thousands of visitors each year. The Wales Millennium Centre, St David's Hall and the New Theatre look after the big set pieces in the performing arts. Chapter Arts Centre and the Sherman Theatre offer an alternative buzz. The capital boasts international sporting, music and cultural events. With venues such as the Millennium Stadium and the Wales Millennium Centre as well as the Motorpoint Arena Cardiff and St David's Hall, Cardiff can lay claim to some of the best events the UK has to offer.

Cardiff hosts a range of international and regional events, attracting people of all ages and tastes. From world famous artists, international sporting events, to local food & drink festivals, there will always be something to keep you busy.



Job Description

Job Title Teacher of Mathematics

CONTRACT DETAILS
Salary Scale MPS/UPS

LINE MANAGER
Assistant Head

JOB PURPOSE
To provide high quality teaching to raise student achievement within designated classes; and to provide pastoral care and spiritual growth opportunities to all students.

RESPONSIBILITIES
As a classroom teacher
- To undertake any and all duties as laid out in the School Teachers Pay and Conditions Document and meet the professional Standards for Practising Teachers (Wales);
- To plan and prepare lessons, schemes of work and assessment materials;
- To teach, according to their educational needs, students assigned to allocated classes, utilising key skills as appropriate;
- To control and oversee the storage of books and other resources required for class usage;
- To ensure positive behaviour management in accordance with agreed school policies, including the administration of rewards;
- To set homework in accordance with agreed whole school and departmental policies;
- To monitor and assess student performance so that targets can be set for individual student improvement, including IEPs;
- To report to parents in accordance with the whole school policy;
- To take registers for each lesson;
- To contribute to departmental meetings, discussions and management systems necessary to co-ordinate the work of the department and integrate this into the work of the whole school;
- To participate in the Performance Management Review cycle as per the school policy.

As a form tutor
- To take the register each morning session and lead the daily act of worship;
- To provide general support and guidance to students and monitor performance in accordance with the school's policies;
- To monitor students' attendance and conduct and liaise with Heads of Year, Heads of School, Attendance Officer and Pastoral Liaison Officer;
- To liaise with parents regarding issues as they arise;
- To complete student reports in accordance with the schools policy on Assessment and Reporting;
- To deliver and contribute to the planning of PSE lessons as part of published scheme of work.

Other
- To undertake any other duties, commensurate with the grade, as reasonably requested by the Headteacher.

Voluntary for Professional Development
- To add where appropriate.

Personal Specification

The successful candidate must

- have a good honours degree (subject specific);
- have Qualified Teacher Status (secondary);
- have the potential to be an 'outstanding' classroom practitioner;
- have knowledge and understanding of recent developments in high quality teaching;
- have the ability to lead others with confidence, while developing/maintaining a strong team ethos;
- have strong ICT skills;
- be fully committed to supporting the core purpose of the school as outlined in our Christian Mission Statement;
- be a team player;
- be proactive;
- enjoy working with young people;
- have the capacity to work hard and under pressure;
- be a motivator;
- be a good communicator;
- have personal integrity and the drive to do what is best for the students;
- be able to 'get the job done';
- be committed to providing students with a first-class education; and
- have a sense of humour!

** A recruitment allowance is available for an exceptional candidate who has demonstrated high performance in examinations in an existing role*

Employment is subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS). The Bishop of Llandaff is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

We welcome applications from all sections of the community irrespective of race, gender, sexual orientation, disability, religion or age.

What we offer as an employer

We want to ensure that we attract the very best candidates to work at The Bishop of Llandaff so that we support our ambitious vision for the school and, most importantly, for all of our students. However, we also do all that we can to be an exemplar employer and we are pleased to offer a number of benefits to our staff team.

In supporting staff to become "the best they themselves can possibly be", the school actively seeks to invest in the highest quality of training for all teaching and support staff. A significant number of our teachers are involved in classroom based action research, identifying the most effective strategies to impact positively on the outcomes and provision for students. This work is shared systematically across the school.

We have an extremely supportive Governing Body that works closely with the Headteacher, leadership team and other school staff to promote high standards of educational achievement and to drive the strategic direction of the school. We have a committed team of talented staff, and a vibrant community of aspirational and hard-working students.

We have strong relationships with the Local Authority, regional consortia and Welsh Government. The Bishop of Llandaff is a forward thinking community and constantly working with other schools to identify and implement the most effective strategies to raise standards.

Employees of The Bishop of Llandaff have access to a number of other benefits. These include dry cleaning services, MOT repair support and full access to the school's health and fitness room. We work tirelessly to be an employer that invests in staff. As a result, staff are happy, motivated and successful.

Method of Appointment

Please apply by **completing the appropriate application form** and, in no more than two sides of A4, write a **supporting statement** which meets the personal specification and outlines

- your reasons for applying for this position and a vision of what you will bring to the role;
- your experiences to date which you feel make you a suitable candidate; and
- an indication of your strengths, both personally and professionally.

All applications should be completed electronically and sent to Joanne Hudson, PA to Headteacher at Joanne.Hudson@cardiff.gov.uk FAO Marc Belli, Headteacher.

You are asked to give the names of two referees, one of which should be your current Headteacher/employer. We will contact the referees of short-listed candidates prior to interview.

Closing Date	6th January 2017 at 12.00 noon
Short-listing	6th January 2017
Interview Date	Week Beginning 9th January 2017
Starting Date	1st September 2017

Useful Information

Age Range	11-18
NOR	1,275
% eFSM	7.3%
% SEN	6.1%
% EAL	2.4%
Student Teacher Ratio	16.5

GCSE Results

5A*-C inc. En/Ma	89%
5A*-C	99%
5A*-A	35%
Capped Points Score	383

A Level Results

A*-B	64%
A*-C	86%
A*-E	99%

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