



# Director of Mathematics

## Application Pack

Pool Hayes Academy,  
Willenhall, West Midlands

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Willenhall, West Midlands



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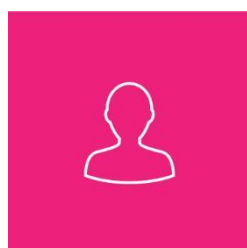
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Improving Education **Together.**



# 01. About Academy Transformation Trust

## We're on a mission

Our mission is to provide the very best education for all pupils and the highest level of support for our staff to ensure every pupil leaves our academies with everything they need to reach their full potential.

## These are the things we hold dear

### Transparency

As a charity founded on strong ethical practices, Academy Transformation Trust takes pride in being open, honest and crystal clear in everything we do.

### Innovation

We are constantly striving to do all we can to make education the best it possibly can be. We are brave in our actions and do everything we can to have a positive impact on whole child development.

### Collaboration

We believe the future of education relies upon effective collaboration between academies, and better collaboration between academies and their local communities.

### Ambition

We are determined to improve education nationwide by encouraging collaboration and giving academies everything they need to realise their full potential.

We believe every child matters and deserves a first class education.

Our team knows first-hand how to make education better for schools, pupils and their teachers.

For us, the future of UK education relies upon schools working closely together to share best practices, giving every child the best chance in life. We set up ATT to make this vision a reality.

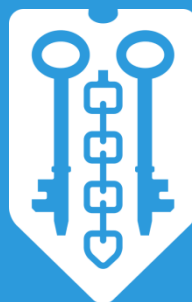
As a not for profit trust, we work with our growing family of primary and secondary academies, and further education providers in the Midlands, East of England and South East.



## 02. Pool Hayes Academy Information

Pool Hayes Academy is part of the Academy Transformation Trust family of academies.

At Pool Hayes we believe in working together to achieve our best in a supportive and safe environment.



Pool Hayes  
Academy

Based in Willenhall, in the West Midlands, Pool Hayes Academy is a fantastic academy for 11-18 year old pupils and retains strong links within the local community making itself a genuine hub for the locale.

The academy draws its pupils largely from Willenhall but we have experienced substantial growth over the last two years the range of intake has grown significantly and is currently over-subscribed.

### Academy Ethos

Our academy ethos is displayed all around the school and is known as the RAPS. It stands for Responsibility – Aspiration – Perseverance – Success and these are the qualities that we seek to instil in your child throughout their time at our school and when they go out into the wider world.

### The Pool Hayes Key to Learning

The Pool Hayes Key to Learning provides a consistent framework and common language to support students in securing effective learning and teachers in delivering effective teaching.

### Ofsted

The academy is making positive strides forward and prior to becoming an academy, recently secured its first ever 'good' grades for Leadership & Management, Personal Development, Behaviour & Welfare and 16 to 19 Study programmes. Nonetheless, having begun its recent journey from a low base, the current excellent momentum needs to be continued as the academy moves onwards towards outstanding.

To find out more, please visit [www.poolhayes.attrust.org.uk](http://www.poolhayes.attrust.org.uk)



## 03. Job Description

### Aspiring Academy Leader - Director of Mathematics, Secondary Academy

The post holder will be expected to undertake duties in line with the professional teacher standards for qualified teachers and work towards meeting these standards.

#### Key responsibilities are:

- > to embrace our vision
- > to champion a culture that promotes excellence, equality, high expectations and aspirations of all pupils in our care
- > to champion a culture and systems which ensure that safeguarding and child protection are of the highest priority
- > to ensure that pupils are offered world class 21st century learning opportunities
- > to continue to develop effective relationships with local schools, further and higher education establishments
- > to promote and maintain links with business, the community, families and the local environment
- > to be responsible for the overall production and analysis of data across the academy
- > to lead the Maths department, ensuring continuous improvement of results
- > to deliver outstanding Maths lessons that improve pupil progress
- > to support the production and forensic scrutiny of whole school data
- > to support the development of our family of academies.

# Specific Responsibilities

## Overview

The successful candidate will:

- > work collaboratively with us and other Trust academies to enhance the whole network
- > champion a culture of high expectations and aspirations so that all pupils are able to achieve their potential and the academy secures high attainment for all
- > support the continued transformation the quality of teaching and learning so that all pupils consistently make progress which is better than pupils nationally, specifically by ensuring the provision of timely and accurate data
- > ensure that all staff are respectful towards all pupils, with an unshakable belief in their entitlement to a high quality education, whatever their circumstances and ability
- > take a leading role in the development of new and emerging technologies to enrich and extend the learning experiences of all pupils
- > maintain and enhance best practice as an academy which works with and for its community.
- > take a leading role in production and monitoring of whole school information, providing forensic analysis to support the strategic actions of the academy
- > take a strategic lead in improving school outcomes
- > participate in whole academy monitoring and evaluation as a part of the wider leadership team

## Pupils

The successful candidate will ensure that:

- > pupils are always engaged in safe and healthy educational activities in an environment that is rich and colourful and designed to promote enjoyment and excitement in learning
- > the progress of the academy's pupils is monitored and recorded in such a way that, at each stage of development, sufficient information is available to make the most accurate and appropriate decisions concerning individual pupils and thus provide them with personalised support
- > pupils receive efficient, effective and appropriate education according to their individual needs and abilities
- > the academy's Behaviour Policy is implemented effectively.

## Curriculum

The successful candidate will ensure that:

- > there is a core curriculum within their subject that is broad and balanced
- > the academy takes account of local and national initiatives and policies relevant to teaching and learning
- > there is a commitment to promoting learning at every level and exploring the development of new strategies and techniques, including technologies
- > there is the use of the latest environmentally sound technology in all aspects of the work of the academy
- > there is an enquiry and active learning orientated curriculum to develop pupil self-worth, confidence and self-esteem
- > there is a subject curriculum model which is appropriate for all pupils.

## 03. Job Description

### Ethos

The successful candidate will maintain:

- > our vision to aspire to create a learning community built and sustained by a culture of citizenship, respect, trust, honesty, well-being and financial independence
- > an environment where all members of the academy and its community actively demonstrate their care and concern for everyone and fulfil the requirements of our shared vision
- > high morale, setting an example in terms of professional standards and leadership.

### Staff

The successful candidate will:

- > support all members of staff, particularly in their own department, in the performance of their work by providing clear expectations and guidance, encouraging responsibility in their own management and valuing each individual's contribution and responsibility
- > implement our policies, providing guidance, support and training to ensure all members of the academy's staff are held to account, thus ensuring a positive framework for staff development and achievement
- > ensure that staff are responsible for promoting and safeguarding the welfare of children for whom they are responsible or with whom they come into contact
- > support staff development to enable all staff to achieve their professional potential.

### Parents/Carers

The successful candidate will:

- > encourage family involvement in, and support, for the academy, including access to any extended services, extra-curricular opportunities, homework and other educational visits
- > maintain a high profile within the local community, supporting the development of the academy as an integral part of the locality.

### Other

The successful candidate will:

- > undertake adhoc duties as required
- > liaise as necessary with other recognised bodies or agencies in the furtherance of the academy's needs or those of any child, employee or parent/carer.

We anticipate this role being suitable for someone wishing to gain relevant whole school experience in preparation for further promotion to the Senior Leadership Team. We will as a result provide appropriate support and training in order for the successful candidate to achieve this in the future.



## 04. Person Specification

### Director of Mathematics, Secondary Academy

#### Key responsibilities

At the academy, we strive to achieve excellence and to be judged an outstanding academy. In order to maintain the high standards and build on success of the academy, you will need to:

- > champion a culture of high expectations and aspiration so that all pupils are able to achieve their potential and the academy secures high attainment for all
- > support the continued transformation the quality of teaching and learning so that all pupils consistently make progress which is better than pupils nationally, particularly through the use of data
- > ensure that all staff are respectful towards all pupils, with an unshakable belief in their entitlement to a high quality education, whatever their circumstances and ability
- > take a leading role in the development of new and emerging technologies to enrich and extend the learning experiences of all pupils
- > maintain and enhance best practice as an academy which works with and for its community.

	Essential	Desirable
Professional qualifications and learning	<ul style="list-style-type: none"><li>• has qualified teacher status</li><li>• held variety of roles and responsibilities</li></ul>	<ul style="list-style-type: none"><li>• undergone safer recruitment training</li><li>• evidence of recent and relevant continuing professional development, including in leadership and management</li></ul>
Experience of	<ul style="list-style-type: none"><li>• experience of successful subject leadership in a UK secondary school or academy</li><li>• substantial, successful and varied teaching</li><li>• working with children with a variety of needs, including EAL and SEN</li><li>• successfully dealing with a wide range of student behaviours</li><li>• linking with statutory agencies</li><li>• delivering consistently “Good” lessons</li><li>• delivering good/outstanding whole subject results</li></ul>	<ul style="list-style-type: none"><li>• experience of a similar role in a UK secondary school or academy</li><li>• experience of delivering consistently “Outstanding” lessons</li></ul>



## 04. Person Specification

	Essential	Desirable
Safeguarding	<ul style="list-style-type: none"> <li>• displays commitment to the protection and safeguarding of children and young people</li> <li>• has up to date knowledge and understanding of relevant legislation and guidance in relation to working with, and the protection of, children and young people</li> <li>• will co-operate and work with relevant agencies to protect children</li> </ul>	<ul style="list-style-type: none"> <li>• holds training and qualification for 'designated child protection'</li> </ul>
Shaping the future	<ul style="list-style-type: none"> <li>• can think strategically and build on a coherent vision for an inclusive academy</li> <li>• can ensure creativity, innovation and use of appropriate technologies to ensure the academy 'achieves excellence'</li> <li>• can ensure our shared vision is clearly articulated, shared and implemented in a range of compelling ways</li> <li>• can motivate and enthuse all staff in the development of the academy</li> <li>• can lead and respond effectively to change and challenge</li> </ul>	<ul style="list-style-type: none"> <li>• has had significant experience, within an academy of leading and bringing about effective school improvement</li> </ul>
Leading, Learning and Teaching	<ul style="list-style-type: none"> <li>• demonstrates excellent understanding of the principles of effective teaching and learning in all phases</li> <li>• has excellent and current knowledge of all curriculum requirements and can implement, monitor and support these effectively</li> <li>• can articulate characteristics of outstanding teaching and learning for pupils of all abilities</li> <li>• can take a strategic role in the development of new and emerging technologies to enhance and extend the learning of all students</li> <li>• has an excellent understanding of assessment and how it can be used to improve pupil progress</li> <li>• is committed to continuous learning for all members of the academy community including professional development</li> </ul>	<ul style="list-style-type: none"> <li>• has a track record of securing high standards and at least good progress for all pupils</li> <li>• is an outstanding classroom practitioner within secondary education</li> <li>• has a track record that demonstrates the very best quality of teaching and learning for all pupil groups including SEN and vulnerable</li> <li>• has a proven track record in setting challenging targets, monitoring and evaluating effectively to challenge poor performance and celebrate success</li> <li>• has a successful, proven track record of monitoring, evaluating and improving the quality of teaching and learning</li> </ul>

## 04. Person Specification

	Essential	Desirable
Developing self and working with others	<ul style="list-style-type: none"> <li>• can ensure effective planning, allocation, support and evaluation of work undertaken by teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities</li> <li>• can develop and maintain a culture of high expectations for self and for others</li> <li>• can review own practice, set personal targets and take responsibility for personal development</li> <li>• can manage own workload and that of others to allow appropriate work/life balance</li> <li>• can maintain confidentiality</li> <li>• can articulate and understand current educational issues</li> </ul>	<ul style="list-style-type: none"> <li>• can demonstrate a proven track record of developing self within an educational context</li> <li>• can show resilience in the face of challenge</li> <li>• has excellent interpersonal skills, with the ability to listen and communicate effectively in all contexts and to command respect</li> </ul>
Managing the organisation	<ul style="list-style-type: none"> <li>• has the ability to articulate and communicate the vision and values that make the academy unique</li> <li>• has the ability to secure high levels of engagement from staff which enable excellent pupil achievement</li> <li>• has the enthusiasm to take the academy</li> </ul>	<ul style="list-style-type: none"> <li>• has a proven track record in demonstrating best value</li> </ul>
Securing accountability	<ul style="list-style-type: none"> <li>• is committed to regular, rigorous self-evaluation and can address under performance promptly to bring about improvement and progress relating to all pupils</li> <li>• has experience of using evidence including external performance data to maintain and improve academy performance</li> <li>• can ensure that all individual staff accountabilities are clearly defined, understood and reviewed with all staff held to account for their performance</li> </ul>	<ul style="list-style-type: none"> <li>• has a proven track record of presenting all aspects of academy performance to a range of audiences including Governors, parents and wider community</li> <li>• can ensure statutory responsibilities in health and safety and safeguarding are fulfilled</li> </ul>



## 05. How to apply

Pool Hayes Academy,  
Willenhall, West Midlands

### Salary:

L9 to L17

### Closing date:

Tuesday 12<sup>th</sup> December 2017

### Interviews:

TBC

### Start Date:

April 2018

### Visits to the school:

For further information about the role and the academy, or if applicants wish to visit prior to completing their application, please the academy on 01902 368147.

### Applying

Please apply by visiting  
[www.academytransformationtrust.co.uk/vacancies](http://www.academytransformationtrust.co.uk/vacancies)

# Forward as one. Improving Education Together.

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