MULTI ACADEMY TRUST

Standing Together, Learning Together

Recruitment Pack

Standish Community High School

Teacher of Mathematics

Permanent Contract

Closing Date: Monday 20th May 2019 at 12 noon

Partner Schools in Mosaic

This is an exciting opportunity to join a thriving Multi Academy Trust that currently consists of two secondary schools across Lancashire, with a primary school becoming the third school due to join in early 2019.

The Mosaic Academy Trust, as an organisation seeks to value each and every member of the community, to become a family of schools that will welcome other schools and be a Trust, whose chief aim is to become stronger as a whole than by the sum of its parts.

Standish Community High School

Kenyon Road, Standish, Wigan, WN6 0NX

Standish Community High School is the lead school within Mosaic MAT, The school's motto 'Be Outstanding' captures our determination and belief that all of our students deserve the very best education and opportunities that enable them to flourish and grow in confidence and develop the skills and expertise, to become happy and well-rounded, successful individuals.

SOUTHLANDS HIGH SCHOOL
Endeavour for Excellence

Clover Road, Chorley, PR7 2NJ

At Southlands High School we believe that academic achievement and personal growth for every child goes hand in hand; therefore there is a high expectation and high ambition for each and every student in terms of their learning and progress and in the mutual respect we hold for each other in our learning community.

Standish Community High School

be Outstanding!

May 2019

Dear Applicant,

Teacher of Mathematics – Full time 1.0 FTE, Permanent Contract

Many thanks for your interest in the above position. Please find enclosed the following documents:

- Information about Standish Community High School
- Information about the Maths Department
- Exam Results
- Job Description
- Person Specification

Standish Community High School is advertising for a permanent full time Teacher of Mathematics to commence employment 1st September 2019. The successful candidate will be expected to teach Maths at KS3 and KS4. This full time role will be based at Standish Community High School, however as we are part of Mosaic Academy Trust, there may be occasions when you will be required to work at other schools within the trust.

Applications will be considered as soon as they are received and the closing date will be Monday 20th May 2019 at 12 noon.

Interviews are scheduled to take place on either Wednesday 22nd or Thursday 23rd May 2019.

Yours faithfully,

Mr A Pollard
Executive Headteacher

Standish Community High School

be Outstanding!

April 2019

Dear Applicant,

Welcome to Standish Community High School.

Thank you for considering an application to the permanent full time post of Teacher of Mathematics at Standish Community High School. I am happy to recommend Standish to you as a high performing and successful school with an intake of 1250 students. Our most recent Ofsted judgment, in November 2014, recorded an overall judgment of good in every category. However, we are working relentlessly to achieve "outstanding".

Our attainment figures for 2015 placed us in the top 100 non-selected state-funded schools in England. This accolade has contributed to our designation as a Leading Edge school by the Secondary Schools and Academies Trust (SSAT). For the second year running we were placed in the top 10% of non-selective schools nationally for attainment and in 2016, we were placed in the top 20% of schools nationally for progress. These awards, along with others we have received, show our aspirations and ambitions for our students and equally the commitment, dedication and professionalism of our staff. For the past two years our Progress 8 scores place the school in the top 20% of schools nationally. We were delighted that our successes continued in 2017 when we achieved our highest progress 8 score so far.

Although all schools are facing considerable change in education, we believe that our core values and positive ethos will guide us as we face the future. As a school, we remain entirely focussed on and determined to unleash the potential in all students irrespective of background or ability.

Standish Community High School has formed a Multi Academy Trust, as the lead school, with another local secondary school. This has provided the potential to open greater career opportunities in the near future. The Mosaic Academy Trust, as an organisation seeks to value each and every member of the community, to become a family of schools that will welcome other schools and be a Trust, whose chief aim is to become stronger as a whole than by the sum of its parts. The Trust has a Trade Union Recognition Agreement in place.

Hopefully, this has inspired you to take a serious look at Standish. I consider it a tremendous privilege to be the Head of School at Standish and lead such an incredibly well-motivated and inspiring team of teachers and support staff.

I look forward to receiving your application form.

Yours faithfully,

Mrs L Barker
Head of School

Maths Department

Thank you for considering Standish Community High School's Mathematics department. We are a professional and supportive department, with a consistent track record of success. We have a proven track record of excellent results. The Maths department achieved the following results in 2018:

Standish	2018
Grade 9's	15
9 – 7 in Maths	33%
9 – 5 in Maths	70%
9 – 4 in Maths	86%

We are looking for an outstanding classroom practitioner with high expectations and a passion for developing their student's potential. The Mathematics department is known for its focus on student progress and it has high aspirations for all students. This is reflected in its excellent GCSE results. Opportunities for CPD and developing classroom practice are inherent within the culture of the department.

We are a well-resourced department, with specialist teaching rooms within a dedicated Mathematics block. At present we have nine full time and one part time teaching staff, plus one member of the SLT.

The successful candidate will:

- Commit to high standards in the classroom
- Contribute to the team ethos in the department
- Strive to develop 'Mathematics' who will love the subject beyond the confines of the classroom
- Be in sympathy with our strong school ethos.

Candidates who are able to innovate, engage students with their passion for their subject and take part in the overall life of the school, are strongly encouraged to apply.

We will offer:

- A well established and comprehensive mentor programme
- Strong links with other local schools for partnership working and support
- A strong community spirit
- Staff who are very supportive towards each other with a great camaraderie existing throughout the department and the school.

I would be delighted to appoint a teacher who can engage and inspire pupils through innovative teaching and a love for their subject. I am extremely proud of my department and if you would like to get in touch to speak more about the post, please contact Miss M Johns, HR Officer.

Kind regards

Mr P Murphy
Head of Mathematics

Exam Results

Overall Progress 8	2016	2017	2018
Attainment 8	0.37	0.37	0.24
Overall	58.26	54.26	55.8

Standish	2016	2017	2018
5 x 9 – 5 (A*- C) including English and Maths	81	80	79
English and Maths Grade 4 and above	81	84	85
3 9 – 7 (A/A*)	43	37	40
5 9 – 7 (A/A*)	32	29	29

English Grade 9 – 4 (A* - C)	90	94	95
English Grade 9 – 5	-	80	86
English Grade 9 – 7 (A* - A)	43	43	47

Maths Grade 9 – 4 (A* - C)	84	85	86
Maths Grade 9 – 5	-	64	70
Maths Grade 9 – 7 (A* - A)	28	32	33

Standish Subjects	Grade 9s – 2017	Grade 9s – 2018
English Language	22	15
English Literature	35	19
Maths	16	15

JOB DESCRIPTION

1. INTRODUCTION

Post Title:	Teacher of Mathematics (Full time 1.0 FTE)
Status:	Permanent contract
Purpose:	Under the reasonable direction of the Headteacher, carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and conditions document (STPCD) Implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and support a designated curriculum area as appropriate Monitor and support the overall progress and development of students as a teacher / Form Tutor Facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential Contribute to raising standards of student potential Share and support the school's responsibility to provide and monitor opportunities for personal and academic growth
Line Management:	Reporting to – Head of Department / SLT Link Responsible for – No line manager responsibility
Liaising with:	Head of School, senior leadership team, teachers and support staff, LA representatives, external agencies and parents / carers
Working time:	Full time (1.0 FTE) as specified within the STPCD
Salary /Grade:	Classroom Teachers' Pay Scale
Disclosure Level	Enhanced
Conditions of Employment	No holidays are permitted during the 190 day teaching year.

2. TEACHING

2.1 To carry out duties in accordance with the Teachers Standards.

2.2 Work positively to the implementation of Teaching and Learning developments in line with the school SSDP and current Teaching & Learning foci.

2.3 Teach, students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere.

2.4 Assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.

2.5 Provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.

2.6 Ensure that Literacy and Numeracy are promoted and reflected in the teaching / learning experience of students.

2.7 Undertake a designated programme of teaching.

2.8 Ensure a high quality learning experience for students which meets internal and external quality standards and ensures all students make progress.

2.9 Prepare and update subject materials.

2.10 Use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus.

2.11 Maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.

2.12 Undertake assessment of students as requested by external examination bodies, departmental and school procedures.

2.13 Mark, grade and give written / verbal and diagnostic feedback in line with the school policy.

2.14 As part of your contractual obligations you may be required to teach identified classes in our partner primary and high schools as part of our outreach work. This may be done either here at Standish or in those schools.

3. STRATEGIC / OPERATIONAL PLANNING

3.1 Assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the curriculum area and department.

3.2 Contribute to the curriculum area and department's development plan and its implementation.

3.3 Plan and prepare courses and lessons.

3.4 Contribute to the whole school's planning activities.

4. CURRICULUM PROVISION

4.1 Assist the Head of Department, the Senior Leadership Team, to ensure that the curriculum area provides a range of teaching which complements the school's strategic objectives.

5. CURRICULUM DEVELOPMENT

5.1 Assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of students, examining and awarding bodies and the school's mission and strategic objectives.

6. STAFFING

6.1 Take part in the school's staff development programme by participating in arrangements for further training and professional development.

6.2 Continue own professional development in the relevant areas including subject knowledge and teaching methods.

6.3 Engage actively in the performance management review process.

6.4 Ensure the effective / efficient deployment of classroom support.

6.5 Work as a member of a designated team and to contribute positively to effective working relations within the school.

7. QUALITY ASSURANCE

7.1 Help to implement school quality procedures and to adhere to those.

7.2 Contribute to the process of monitoring and evaluation of the curriculum area / department in line with agreed school procedures, including evaluation against quality standards and performance criteria. To seek / implement modification and improvement where required.

7.3 Review from time to time methods of teaching and programmes of work.

7.4 Take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.

8. MANAGEMENT INFORMATION

8.1 Maintain appropriate records and to provide relevant accurate and up-to-date information for MIS, registers, etc.

8.2 Complete the relevant documentation to assist in the tracking of students.

8.3 Track student progress and use information to inform teaching and learning.

9. COMMUNICATIONS AND LIAISON

9.1 Communicate effectively with the parents / carers of students as appropriate.

9.2 Where appropriate, communicate and co-operate with persons or bodies outside the school.

9.3 Follow agreed policies for communications in the school.

9.4 Take part in liaison activities such as parent's evenings and liaison events with partner schools.

9.5 Contribute to the development of effective subject links with external agencies.

10. MANAGEMENT OF RESOURCES

10.1 Contribute to the process of the ordering and allocation of equipment and materials.

10.2 Assist the Head of Department to identify resource needs and to contribute to the efficient / effective use of physical resources.

10.3 Co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, department and the students.

11. PASTORAL SYSTEM

11.1 Be a Form Tutor to an assigned group of students.

11.2 Promote the general progress and well-being of individual students and of the Form Tutor Group as a whole.

11.3 Liaise with a Pastoral Leader to ensure the implementation of the school's pastoral system.

11.4 Register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.

11.5 Evaluate and monitor the progress of students and keep up-to-date student records as may be required.

11.6 Contribute to the preparation of action plans and progress files and other reports.

11.7 Alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.

11.8 Communicate as appropriate, with the parents / carers of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff.

11.9 Contribute to PSHCE and citizenship and enterprise according to school policy.

11.10 Apply the behaviour for learning policy so that effective learning can take place.

12. SCHOOL ETHOS

12.1 Play a full part in the life of the school community, supporting its distinctive mission and ethos and encouraging staff and students to follow this example.

12.2 Support the school in meeting its legal requirements for worship.

12.3 Promote actively the school's corporate policies.

12.4 Comply with the school's health and safety policy and undertake risk assessments as appropriate.

12.5 This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

13. SIGNATURES

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date below but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements, which are commensurate with the job title and grade.

Signed ..... (Teacher)

Dated ..... (Teacher)

Signed ..... (Headteacher)

Dated ..... (Headteacher)

Safeguarding of Children and Young People

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Whilst every effort has been made to explain the duties and responsibilities of the post each individual task undertaken may not be identified. Employees are expected to comply with any reasonable request from the Headteacher / SLT link to undertake work of a similar level that is not specified in this job description.

This job description is current at the date shown, but in consultation with you it is liable to variation by Management to reflect or anticipate change in, or to, the job commensurate with the grade and job title.

May 2019

Person Specification
Teacher of Mathematics

Requirements	Essential / Desirable
Experience	
Experience of successfully planning lessons and following schemes of work	E
Experience of supporting the Head of Department in delivering Development Plans to enhance performance	D
Experience of creating intervention strategies to improve student performance	D
Ability to deal successfully with students, parents and carers to resolve issues	D
Experience of using tracking systems to enhance student performance	E
Prior experience of successful teaching in the relevant curriculum area	D
Training & Qualifications	
Qualified Teacher Status	E
Graduate level qualification in appropriate discipline	E
Knowledge & Understanding **Applicants should be able to demonstrate knowledge and understanding of the following areas relevant to the post**	
Understanding of curriculum requirements and requirements for assessment, record and reporting of students attainment and progress	E
Be fully aware of the Ofsted standards for teaching and able to deliver lessons appropriately	E
Be accountable to the Teachers standards	E
An understanding of current educational issues in relation to the post	E
Ability to write reports providing quality information to students / parents	D
Secure knowledge of Safeguarding policies and procedures	E
Per Personal Skills, Abilities and Competencies **Applicants should be able to provide evidence that they have the necessary skills and abilities required**	
High levels of communication skills both oral and written	E
Be empathetic in dealing with students, parents and carers	E
High levels of inter-personal skills	E
Ability to work under pressure and to strict deadlines	E
Ability to use ICT to support teaching and learning	E
Able to work as part of a team	E
Ability to work unsupervised and under own initiative as required	E
Ability to manage own workload	E
Willingness to work flexibly across the day, week and year	E
Ability to find solutions to immediate, medium and long-term problems	D
Personal Qualities	
Integrity, professionalism and diplomacy	E
Tact and a sense of humour	E
A personal and friendly nature	E
Application	
Accurate completion of school application form	E

Letter which addresses person specification, evidence in letter and application	E
High standards in spelling and writing	E
Legal Issues	
Legally entitled to work in the UK	E
Enhanced DBS Clearance	E
Valid UK Driving Licence, access to a vehicle with business insurance	D