



Higham Lane School
Helping Learners Succeed

Job Specification

Permanent Teacher of Maths

Full-time or Part-time

MPR/UPR

Sept 2020



Thank you for taking the time to consider Higham Lane School as your next school. Higham Lane is a large, 11-18 comprehensive academy with Aspiring Teaching School status, set on an attractive site on the Warwickshire - Leicestershire border, easily accessible due to excellent road, train and bus connections.

Achievement in all its forms: artistic, academic, social, cultural, sporting and intellectual is equally valued in our diverse five year, knowledge-rich curriculum. We were extremely pleased to have been rated as Outstanding by Ofsted in May 2019, one of only a small number of schools in England to have achieved the highest rating this year. We are enormously proud to have performed in the top 20% (yes that's top 20%!) of schools in England for student progress at GCSE in 2019. We are also delighted to have achieved impressive A level results in our high-performing Sixth Form. Our progress figures indicate that our teaching and learning and student behaviour and engagement are excellent!

Our school has a strong ethos based on mutual respect between students and staff and very clear expectations regarding students' effort and behaviour. We enjoy an excellent reputation with parents/carers and are always over-subscribed. You will find a happy, caring and purposeful environment at Higham Lane. Students get on exceptionally well, both with each other and with our staff, who take pride in working here. Our students are encouraged to do their very best in every aspect of their lives and to reach the highest standards, irrespective of their ability. We encourage them to "Be the best you can be!"

At Higham Lane, our staff are our most precious resource. We are committed to offering you:

- excellent continuous professional development
- reduced workload
- behaviour for learning that empowers teachers to teach and students to learn
- a range of imaginative approaches to ensure staff wellbeing.

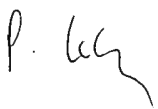
The closing date for applications is: **midday, Monday 27th January 2020**. (If you encounter a problem in meeting this deadline, please contact the School. If you are interested in applying for this post, please complete the application form that you will find on the School's website (www.highamlaneschool.co.uk) and email it to jobs@highamlaneschool.co.uk, indicating in the message title the post you are applying for.

If you would like to have a chat about this post or arrange an informal visit to see our school, please contact Natalie Charnell, Subject Leader for Maths, on 024 7638 8123.

Higham Lane School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All successful applicants will be subject to an enhanced DBS check and will also be taken through the School's vetting procedure.

We really look forward to reading your application and meeting you!

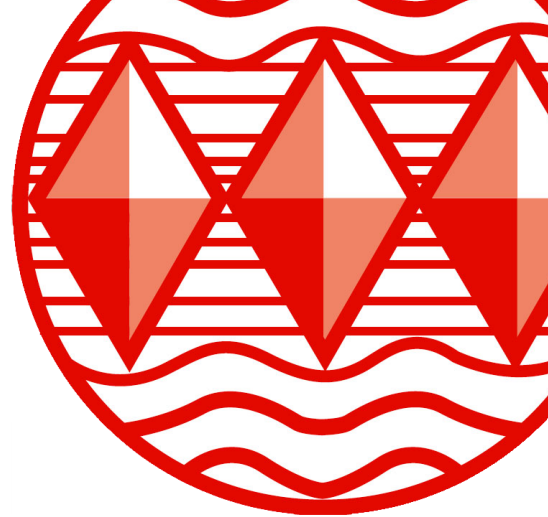
Yours sincerely



Phil Kelly
Headteacher



WHY WORK FOR HIGHAM LANE SCHOOL?



EXCELLENT CONTINUOUS PROFESSIONAL DEVELOPMENT (CPD)

- we are passionate about teaching and learning, always developing our practice and learning from each other!
- we will give you the opportunity to develop your skills to teach A Level in our successful Sixth Form
- our CPD is second to none and highly-regarded by our staff, many of whom often lead sessions themselves. Staff have led presentations for Pixl and Osiris.
- all staff receive regular training in the most effective teaching and learning techniques.
- we provide bespoke career stage training such as NPQSL, NPQML and NPQH as well as Olevi programmes for improving and outstanding teachers.
- we have expertise in teacher training and formed the Higham Lane School Partnership comprising 11 partner schools across both primary and secondary phases in collaboration with the University of Warwick.
- we are actively leading school-to-school support within our local area, sharing our strong practice and expertise and learning from other schools about their effective approaches.

REDUCING WORKLOAD

- we are committed to reducing teacher workload by always looking to streamline our ways of working, for example in our Feedback Policy, which makes greater use of whole-class feedback, rather than pointlessly marking excessively.
- we value our staff as experts in their subjects.
- staff work very effectively in their subject teams to produce schemes of learning and resources, so that teachers are not wasting time creating their own materials.
- students use Knowledge Organisers for revision during homework and peer-assess themselves in our Do Now knowledge tests, enhancing their subject knowledge and reducing teacher workload.

BEHAVIOUR FOR LEARNING THAT EMPOWERS TEACHERS

- we empower teachers to teach and students to learn!
- students' behaviour is excellent.
- our SLT and Progress Leaders move around our site during every lesson to visit lessons, support teachers and uphold our ethos.
- where students do not behave according to our expectations, we address this promptly.
- parents/carers fully support our Behaviour for Learning Policy.

SAFEGUARDING

- all the staff whom we employ are expected to demonstrate a responsibility for and a commitment to the safeguarding of students. We will offer you regular, high-quality training to enable you to do this effectively.

STAFF WELLBEING

- staff wellbeing is very important to us. We care about each other.
- we ensure a work-life balance in the way we organise our meetings and INSET days and release our calendar before the start of the academic year.
- we ensure emails are used sparingly and only at agreed times.
- we support staff to look after themselves, for example through our health awareness events.
- we get on well together and celebrate our many achievements in a range of social events.

SERVING OUR COMMUNITY

- students play an active part in the running of our school and student voice is important to us.
- we have excellent relationships with parents/carers and value their feedback.
- we actively support our local community through fundraising and supporting local charities such as the Nuneaton Food Bank and Edward Street Food Kitchen.



The Maths Department

STAFFING AND ACCOMMODATION

- The Maths Department has 8 full-time and 6 part-time members of staff.
- Three teachers act as Assistant Subject Leaders in Maths, supporting the Subject Leader in the leadership of the Department.
- Lessons are taught in nine specialist rooms equipped with digital projectors and whiteboards.
- The Department makes frequent use of its computer suite and each member of the Department has a laptop.

KEY STAGE 3

- Students receive 7 x 60 minute lessons of Maths per fortnight.
- Class sizes average around 23 students.

KEY STAGE 4

- Years 9, 10 and 11 follow a course leading to either GCSE Maths or GCSE Maths and GCSE Statistics.
- Our 30 most able students also complete GCSE Further Maths during Year 11 which is of equivalent difficulty to an AS Level Maths qualification and helps to bridge the gap for students taking A-Level Maths.
- Year 9, 10 and 11 pupils currently receive 9 x 60 minute lessons per fortnight.

KEY STAGE 5

- We offer A-Levels in Maths and Further Maths. These are delivered in our new, purpose-built Sixth Form Centre.

GENERAL MATHS DEPARTMENT INFORMATION

The Maths Department at Higham Lane School is a consistently high-performing team of teachers. Our aim is to further increase the high standards of our work and offer students a broad, balanced curriculum, to give them the skills and confidence needed to pursue their chosen further studies and careers. We continue to strive for high standards of attainment and achievement, whilst simultaneously addressing the needs of all students. We use a range of strategies to maximise student performance, ensuring teaching and learning is creative, challenging and engaging.

LOOKING AHEAD

The Maths Department is always looking to further develop the quality of teaching and learning in the Department. We are currently developing our differentiation strategies to ensure all pupils are engaged and challenged in all parts of lessons. We are ready to try new ideas and technologies with a view to building upon our reputation of being a high-performing department, both within the School and the County. We are constantly evaluating what we do and how we can improve it. This is an exciting time for the Department and the school!

2019 EXAMINATION RESULTS

GCSE MATHS

87% of students achieved grades 9 - 4
68% of students achieved grades 9 - 5
30% of students achieved grades 9 - 7

GCSE STATISTICS

100% of students achieved grades 9 - 4
98% of students achieved grades 9 - 5
59% of students achieved grades 9 - 7

A-LEVEL MATHS

40% of students achieved grades A* - A
80% of students achieved grades A* - C

A-LEVEL FURTHER MATHEMATICS

50% of students achieved grades A* - A
100% of students achieved grades A* - C

Job description

Job Title:

Permanent Teacher of Maths
(full-time or part-time)

Date of Commencement:

September 2020

Applications are invited from suitably-qualified, experienced and enthusiastic teachers to teach Maths at Key Stage 3 and Key Stage 4. The ability to teach Maths to Key Stage 5 level would also be desirable, but is not essential and would not prevent suitable candidates from being shortlisted, if they meet the person specification.

General Duties and Responsibilities

The expectations and duties of a Standard Scale Teacher at Higham Lane School are set out in the national Teachers' Standards, which can be found at: <https://www.gov.uk/government/publications/teachers-standards>

Pastoral responsibilities will include form tutor duties such as registration, monitoring progress and behaviour, checking uniform and student organisers and reporting and liaison with other staff as necessary.

Please note our clear expectations regarding **personal and professional conduct of staff and the safeguarding of students**:

- To have total regard for the need to safeguard students' well-being, in accordance with statutory provisions.
- To have proper and professional regard for the ethos, policies and practices of the School, and maintain high standards in their own attendance and punctuality.
- To have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

Person Specification for Permanent Teacher of Maths (part-time or full-time)

1= application form; 2= selection day activities; 3=documentary evidence.

Category	E/D	Criteria Indicated E (Essential) or D (Desirable)	How Identified
Qualifications	E	Degree level qualification. Qualified Teacher Status.	1,3
Experience	E	Experience of teaching Maths at KS3.	1
	E	Experience of teaching Maths at KS4.	1,2
	D	Experience of teaching Maths at KS5.	1,2
Knowledge and understanding	E	Of the National Curriculum for Maths.	1,2
	E	Of one or more KS4 specifications.	
	D	Of A-level specifications.	
	E	Of a range of effective, differentiated teaching and learning, assessment for learning and marking and feedback techniques.	
	E	Of how to make secure judgements relating to student progress and performance.	
	E	Of how to use ICT to enhance teaching and learning and raise standards.	
Professional Skills and Attributes	E	<p>The ability to motivate, influence and challenge all students to achieve their best performance.</p> <p>The ability to consistently deliver 'good' or 'outstanding' lessons.</p> <p>The ability to assess students' work and offer them feedback in line with the School's Marking and Feedback Policy.</p> <p>The ability to ensure excellent Behaviour for Learning of students.</p> <p>The ability to be well-organised, keep efficient records and meet deadlines.</p> <p>The ability to communicate effectively.</p> <p>The ability to work effectively as a member of a team.</p> <p>The ability to take responsibility for your own professional learning.</p> <p>Energy, enthusiasm, commitment and perseverance.</p>	1,2
Health and Attendance	E	A good health and attendance record.	3



Higham Lane School, Shanklin Drive, Nuneaton, Warwickshire, CV10 0BJ

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