

Multi-Academy Trust

learn
integrity

succeed
stronger
honesty
transparency

beliefs

sharing
together
experience

vision

best
practice

We care
passionately
about our children

opportunity

challenge
flourish
every
child

values

matters

Recruitment PACK

Executive Director
Mathematics



WESTCOUNTRY
SCHOOLS TRUST

Dear Applicant



Rob Haring

Chief Executive Officer
Westcountry Schools Trust

Thank you for the interest you have shown in Westcountry Schools Trust (WeST) and specifically the role of Executive Director of Mathematics.

This is an extremely exciting time at WeST. Should you wish to join us you do so at a time when we are making considerable investment in our school improvement capacity to ensure that our work brings additional value in a sustainable fashion.

We are seeking to appoint a passionate, well qualified colleague who has proven experience of making a difference in their existing roles. We hope that the opportunity to shape the work of nearly 70 well qualified Mathematics teachers and harness their professional expertise, with the goal of securing excellent student outcomes, is one you would relish. We believe that the prospect this role provides is rare and as such our expectation of the successful candidate is extremely high.

WeST is an outward looking, multifaceted trust that operates in partnership with the RSC Office, Teaching School Council, numerous schools, Higher Education Institutions and employers across the South West and beyond. Indeed, we are proud that within WeST there is a cohort 1 Teaching School that has been effectively supporting children beyond our own boundaries for nearly a decade.

Whilst the educational landscape has changed significantly in recent years we have always kept abreast of developments and responded in a manner that ensures our children always receive a first-class education.

This does not mean that we jump to the tune of the latest 'fad' or initiative, but filter through what we believe will improve and enrich the experience our students enjoy.

WeST is a cross-phase family of local schools that share a commitment to improving the lives of young people in our community. Collaborative working with other schools in our trust offers many benefits for students and staff; sharing best practice in teaching and learning, curriculum collaboration, extra-curricular opportunities, staff development, finance and human resources, legal services, school improvement structures and governance arrangements. We also believe that by working together we can make our money go further and keep school funding focussed on teaching and learning.

For the right individual, this is a rare and exceptional opportunity. The right candidate will have no better chance of working with wonderful students, super staff and sharing the love of their subject.

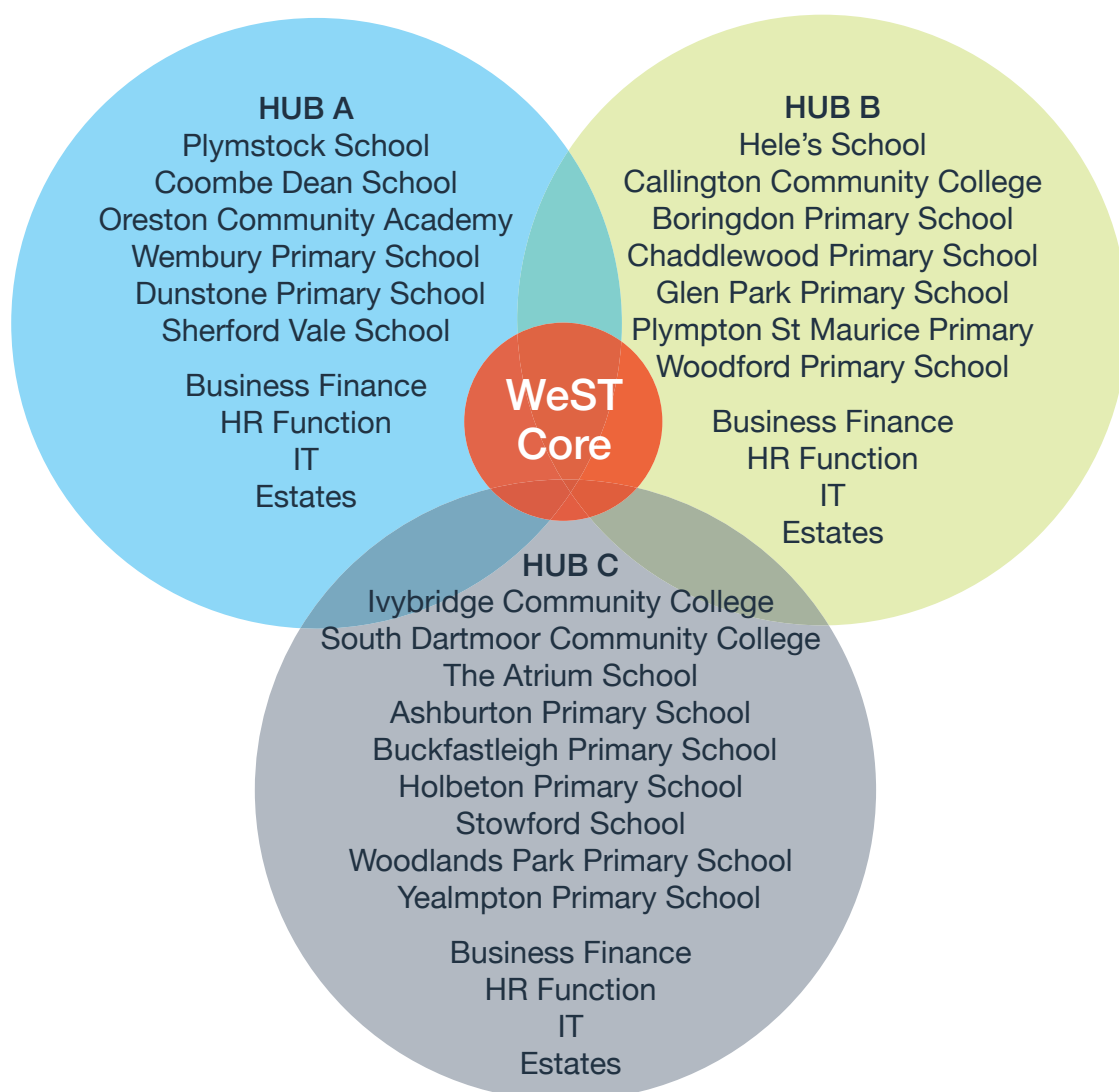
We welcome your application.

**Stronger together
... every child in
a great school**

About the Trust

Welcome to Westcountry Schools Trust (WeST)

a tight-knit family of schools based around natural geographical proximity in the South West.



Vision

We believe that by working together our collective children will be afforded improved life chances through academic success and positive relationships. Every school in the Trust will be considered great and our performance will be ranked in the top 20% nationally.



Key principles

- WeST is a schools trust that consists of two major parts: people and culture. We believe that for every school to be great we need great people and a great culture.
- We know that to be great and deliver the blend of education in which we believe, we need to be resolute and uncompromising in our approach. We will work with honesty and transparency.
- When we make decisions they will always be based on the best evidence possible and focused on making sure the 'main thing is the main thing'.
- WeST is determined to recruit, develop and retain the best staff possible. We want our staff to hold a passion and enjoyment for what they do and the difference they make.

Values

Our vision is supported through our deeply-held values:

- We care passionately about our children and want them all to succeed regardless of background or starting point.
- Relationships are the life-blood of our schools and trust is a key value of our Trust. We will work collaboratively with honesty and transparency.
- Teaching and learning is our core purpose.
- We believe in high quality continuous professional development (drawn from evidenced based research) to constantly develop staff.
- We aim to be an employer of choice - acting with integrity and providing rewarding career pathways that are carefully scaffolded.



Why Work for THE TRUST



WeST is a close-knit family of schools with a common mission of giving children the best start to life. . . with a vibrant staff community who care passionately about each other and what they do.

Stronger together
... every child in
a great school



WeST Staff are curious and always seek to learn. WeST values high quality professional development and ensures that all staff have access to a carefully supported programme. . . offering career opportunities.





Advertisement

Executive Director of Mathematics (L16-20)

required from September 2020

The **Westcountry Schools Trust** (WeST) is seeking to appoint an exceptional individual with vision, energy and inspirational leadership to the position of Executive Director of Mathematics.

Westcountry Schools Trust is a tight knit family of schools based around natural geographical proximity in the South West. Formed in 2017, the WeST family currently consists of 22 schools, of which 7 are secondary and 15 primary. In February 2020, a further two secondary and two primary schools will likely join the Trust.

WeST holds a firm belief in giving each child every opportunity to learn and succeed in all that they do. Whilst we are a family of schools who share common values and beliefs, all our schools are unique and hold their own identity. We believe that by working collectively, sharing what works well and jointly developing best practice, we are stronger together and can provide the very best education for our children in our geographical area.

The Executive Director of Mathematics is a new role that will promote and implement strategies for raising attainment and progress in Mathematics across all WeST secondary schools. Working in partnership with the School Improvement Team, Headteachers and Mathematics Subject Leaders, the role involves both strategic leadership of subject development across the trust, alongside day to day support of Mathematics departments. This will include activities such as coaching, planning, leadership development, modelling strong practice, data analysis, curriculum development and support with student intervention.

The successful applicant must have a proven track record of success in improving standards and raising pupil outcomes in Mathematics at a whole-school level. The ideal candidate is someone who has experience of leading improvements in Mathematics across multiple schools. If having read the job description and person specification, you believe you have the skills and attributes to successfully take on this exciting new role and make a real difference to the outcomes for our young people, then we warmly welcome your application.

The closing date is 12:00pm on Monday 24th February 2020

Interviews will take place the week beginning Monday 2nd March 2020



Job DESCRIPTION



Job Title: **Executive Director of Mathematics**
Location: **The role will involve working across our network of school**
Grade: **Leadership Scale 16-20**
Responsible to: **Director of Secondary School Improvement**

Job Purpose

The Executive Director of Mathematics will promote and implement strategies for raising attainment and progress in Mathematics across all WeST schools. Working in partnership with the School Improvement Team, Headteachers and Mathematics Subject Leaders, the role involves both strategic leadership of subject development across the trust, alongside day to day support of Mathematics departments. This will include activities such as coaching, planning, leadership development, modelling strong practice, data analysis, curriculum development and support with student intervention.

1. Duties and Responsibilities

- 1.1 Support the aims and ethos of the Westcountry Schools Trust.
- 1.2 Provide strong strategic leadership to ensure that the curriculum, delivery model and assessments being used in Mathematics in all schools are of the highest quality
- 1.3 Support schools to rapidly raise the attainment and progress for all pupils in Mathematics, especially the most vulnerable (inc. SEND and Disadvantaged)
- 1.4 To take accountability for Trust-wide standards of progress and achievement in Mathematics
- 1.5 Support Mathematics subject leaders in each school as needed, ensuring agreed best practice is being followed, providing extra support and capacity where it is needed
- 1.6 Support the development of teaching capacity within schools, working in partnership with the school improvement team
- 1.7 Provide outstanding teaching to key cohorts of pupils when required
- 1.8 Provide support to school leadership teams and subject leaders to address any underperformance in Mathematics departments
- 1.9 Identify best practice locally, nationally and internationally in order to refine or bespoke the practice to the needs of WeST schools
- 1.10 Ensure that subject knowledge, curriculum understanding and pedagogy around GCSE and A Level specifications are facilitated in schools
- 1.11 Participate in monitoring and review work across the Trust as requested by the School Improvement Team

- 1.12 Research and evaluate innovative curricular practices and draw on research outcomes and other sources of external evidence to inform own practice and that of colleagues across the Trust
- 1.13 Support with Mathematics recruitment across the Trust
- 1.14 Designing and delivering professional development activities, as well as participating in the planning and delivery of focused WeST training days
- 1.15 Leading and developing workshops and targeted support for key pupil groups (Boys, SEND, Disadvantaged and the Most Able)

2. Other Responsibilities

- 2.1 To undertake any other duties in connection with the role of Executive Director as might reasonably be requested by the School Improvement Team
- 2.2 To play a full part in the life of WeST, to support its vision, ethos and policies and to encourage and ensure students follow this example
- 2.3 To continue personal professional development

Person Specification

Method of Assessment

The table indicates the possible method/s by which the skills/knowledge/level of competence in each area will be assessed.

Qualifications

Degree, teaching qualification in the specified curriculum area

Recent record of appropriate in-service training

Higher level degree, further educational qualifications

Experience

Successful leadership experience across 11-18 range in Mathematics, with supporting data demonstrating good student progress against targets at all levels

Knowledge of current educational issues, inc. awareness of recent developments in the National Curriculum and changes in the Key Stage 4 and 5 curriculum

Understand changes to examination and whole-school accountability measures

Ability to use data effectively to support improvements to attainment and progress

Have a clear understanding of what highly effective evidence-based pedagogy and practice looks like

Experience of being a team player, with good people skills and evidence of the impact of these on raising pupil performance

Successful experience of working across multiple schools

Skills and Abilities

An obvious and infectious passion for your subject

Ability to develop and support other staff to develop a variety of teaching strategies

Understanding more complex performance data and application of a range of effective intervention strategies

Self-critical, awareness of own strengths and development targets, and professional development requirements

Ability to enthuse and direct students and staff towards raising expectations and levels of achievement

Essential or Desirable
Application Form
Interview (or other
selection activity)

E

E

D

E

E

E

E

E

E

D

E

E

E

E

E

	Essential or Desirable	Application Form	Interview (or other selection activity)
Strong organisational skills and the ability to consistently meet deadlines	E		
Ability to work independently and be a team player	E		
Ability to relate effectively to students, colleagues and parents	E		
An excellent classroom practitioner that can model best practice	E		
Confident and competent in the use of ICT, literacy and numeracy to enhance learning, monitor progress and communicate	E		
Good ICT skills	E		
Be a role model, promoting the Trust's values	E		
Personal Qualities:	E		
Professional, enterprising, personal impact	E		
Outgoing, warm personality, approachable, inclusive	E		
Positive, adaptable	E		
Energetic and enthusiastic	E		
Self-motivated, self-confident, reliable	E		
Calm under pressure, emotionally intelligent	E		
Sensitivity, fairness, tact and discretion	E		
Commitment, generosity of spirit	E		

E = Essential, D = Desirable



Multi-Academy Trust

beliefs

succeed stronger together honesty

learn integrity

opportunity

challenge flourish

vision

best practice

We care passionately about our children

every child matters

values

Application Process

If you would like further information, a confidential conversation or to arrange a visit to WeST please contact Beth Alford, PA to the WeST Executive Team on:

Telephone: 01752 891754 extn 1442

Email: balford@westst.org.uk

All applications are to be sent to balford@westst.org.uk no later than 12:00 pm on Monday 24th February 2020

Westcountry Schools Trust is committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expects all staff and volunteers to share this commitment. This position is subject to a criminal records check from the Disclosure and Barring Service (formerly CRB) which will require you to disclose details of all unspent and unfiltered spent reprimands, formal warnings, cautions and convictions in your application form. Relevant pre-employment checks may also include considering information shared within the public domain.