

### Lead Practitioner Maths

<b>Salary range:</b>	<b>Leadership Scale (according to experience)</b>
<b>Number of Hours:</b>	<b>FULL TIME</b>
<b>Temporary or Permanent:</b>	<b>PERMANENT</b>
<b>Responsible for:</b>	<b>Developing T&amp;L in maths (sharing expertise/coaching/support widely)</b>
<b>Closing Date: 12<sup>th</sup> December 2019 9.00am</b>	<b>Interview Date: TBC</b>

When staff, students and families walk through our gates and onto our site, they belong to the Whitley Academy Community. In this community, we build meaningful relationships based on trust and mutual respect. Our classrooms, corridors and the school environment are safe spaces where nobody is judged and everyone is valued. Our ethos, driven by our commitment to Whitley's values, is built on inclusion and our dedication to care for each member of our community as an individual. We put learning and learners first in every decision we make. We are proud of our school and committed to supporting all staff and students to "be the best you can be".

For an **Easter 2020 start (or earlier)**, we are seeking a well-qualified, suitably experienced and enthusiastic Lead Practitioner to join our Maths department and support early career stage teachers and non-specialist Opening Minds teachers delivering excellent T&L opportunities and achieving excellent outcomes for students in Maths KS3-KS5. You will have strong subject knowledge and a proven track-record of exemplary classroom practice together with the ability to be pro-active and responsible for the development of T&L practice in Maths delivered by a large team of teachers. The well-resourced department has a relentless focus on developing an effective academic curriculum and raising attainment at all Key Stages. The Maths department is a passionate team at an exciting stage of development, drawing upon the expertise of a number of strong practitioners. You will be supporting the Curriculum Leader, in further developing the strengths of the team. Maths at KS5 is popular and we successfully recruit a significant number of Y11 students to the A level course. This is an exciting opportunity for someone to begin or further advance their leadership expertise. Our Academy is on a rapid improvement journey. You will be joining a forward-thinking school that values the professional development and well-being of its staff.

The successful candidate must be:

- Able to teach Maths to KS5 confidently,
- Values driven,
- Ambitious for every child and highly inclusive,
- Passionate about Maths and its impact on learning, with the ability to motivate pupils and achieve excellent results,
- Resilient with a strong personal drive,
- Someone who has high expectations of both students and their colleagues,
- Able to lead and support the development of T&L in the Maths Department,
- Someone who can forge positive relationships with students to encourage great learning, and
- Someone who has a passion for Maths in the real world and the ability to share this with young people.

We will offer you;

- A positive and innovative learning culture, where wellbeing and workload are effectively managed,
- A dedicated, highly skilled and committed staff, upholding high expectations of and aspirations for all of our students,
- A strong sense of community and a warm, welcoming workplace,
- Access to the RSA Academies' Teaching School Alliance, which offers high quality training and leadership experiences for all staff, to ensure that everyone is enabled to develop, grow and collaborate,
- PiXL network access, developing new ideas and strategies to impact on student learning and
- A number of additional benefits including a fantastic internal CPD programme built into directed time - fostering excellence in teaching and learning, free parking, and a vibrant modern building and facilities in a beautiful location within easy reach of the M40/M6 corridor.

This post would be suitable for a more experienced practitioner with an interest in developing the practice of others, their wider subject knowledge and their leadership skills. Informal visits are welcomed. Completed applications should be returned to: [vacancies@whitleyacademy.com](mailto:vacancies@whitleyacademy.com) To find out more about our school please visit our website at [www.whitleyacademy.com](http://www.whitleyacademy.com)

We hope that after considering all the information provided, you will decide to make an application. A reminder that the closing date is 12<sup>th</sup> December 2019 at 9:00am. Shortlisted candidates will be contacted within a few days of the closing date. Whatever the outcome of your application we thank you for the interest you have shown in this post and wish you well for your future career.

## Lead Practitioner Maths Job Description

**Job Title:** Lead Practitioner of Maths

**Pay scale:** Leadership Scale depending on experience

**Line Manager:** Curriculum Leader of Maths/SLG

**Location:** Whitley Academy

### Job Purpose

To lead the annual review and development, of T&L across the Maths Department to ensure that each student thrives T&L practice is consistent, attainment is raised at all Key Stages, and that student potential is met

### Duties and Responsibilities:

- Ensure all the elements of the school statement of philosophy are addressed in the Maths action plan frameworks, and schemes of work, to include Opening Minds at KS3 and relevant courses at KS4, KS5.
- Ensure up-to-date assessment information (both formative and summative) is held on individual pupils taught, including achievements, rewards, parental contacts, exclusions and support the CL as required with the management implications of such information to improve pupil learning and attainment.
- Lead the professional development of members of the Maths team in a way which improves expertise and outcomes for pupils.
- Support the CL in developing and setting appropriate performance management targets so that professional learning and development needs are identified and addressed through the school's professional review framework.
- Provide information as required to the Senior Leadership Group and other appropriate staff with respect to department personnel and student progress.
- Ensure the department's CPD resourcing needs are identified and that coaching or facilitation for improvement is planned in a manner that limits impact on learning and respects department/school budget constraints.
- Work collaboratively with the Deputy CL to develop STEM projects across the school raising the profile of potential career pathways in these subjects.
- Support the recruitment/retention of students in maths at KS5, increasing demand and numbers.
- Any other duties and responsibilities within the range of the salary grade as requested by the Principal.

All duties and responsibilities must be carried out with due regard to the Whitley Academy Health and Safety Policy.

This post is exempted under the Rehabilitation of Offenders Act 1974 and as such, appointment will be conditional upon the receipt of a satisfactory response to a check of police records via the Disclosure and Barring Service (DBS). Post holders will be accountable for carrying out all duties and responsibilities with due regard to Whitley Academy's Equal Opportunities Policy and are committed to safeguarding and promoting the welfare of children. Duties which include the processing of any personal data must be undertaken within the General Data Protection Regulation (Data Protection Act 2018).

**Responsible to:** Curriculum Leader of Maths/SLG

**Date Reviewed:** November 2019

## Lead Practitioner Maths Personal Specification

Essential	Desirable	Evidence
<b>Qualifications &amp; Experience</b> <ul style="list-style-type: none"> <li>Qualified Teacher.</li> <li>Good first degree with Maths as the main strand.</li> <li>Recent substantial teaching experience with Secondary aged pupils in Maths.</li> <li>Evidence of successful and varied experience in secondary schools.</li> <li>Recent experience of a leadership responsibility within a department or pastoral team.</li> <li>Proven track record of raising educational standards and improving teaching at departmental level.</li> <li>Evidence of involvement in the development of the Maths curriculum in Secondary School.</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of further professional development.</li> <li>Evidence of involvement in CPD activities both as participant <i>and</i> facilitator.</li> </ul>	Application form, Original Qualification Documents & references
<b>Knowledge &amp; Understanding</b> <ul style="list-style-type: none"> <li>Up to date knowledge of Maths and an understanding of the importance of Maths teaching and learning with respect to students.</li> <li>Assessment recording and reporting of students' achievements in Maths.</li> <li>Progression issues for students into KS3, from KS3 to KS4 and to post 16.</li> <li>Strategies, including IT applications to ensure effective learning in Maths.</li> <li>Up to date knowledge of the Teachers' Standards. Understanding of how to support and coach colleagues to develop their classroom practice in Maths (particularly related to non-specialists in Y7).</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of equal opportunities and anti-discriminatory practice in the context of the school community</li> </ul>	Application, references & selection process
<b>Skills &amp; Abilities</b> <ul style="list-style-type: none"> <li>Effective communicator, with the vision and ability to inspire others.</li> <li>Emotional intelligence, tact and a sense of humour.</li> <li>Use of range of data to track individual students, set targets and monitor them.</li> <li>The capacity to establish and maintain good professional relationships and to deal with difficult situations sensitively.</li> <li>Able to lead and be a team player and the ability to teach Maths effectively in a comprehensive ethos.</li> <li>High expectations of personal performance and of students' success.</li> <li>Commitment to one's own learning.</li> <li>A belief that schools can make a difference.</li> <li>Able to think strategically, action plan and contribute to whole school priorities.</li> <li>Commitment to safeguarding and promoting the welfare of children and young people.</li> </ul>	<ul style="list-style-type: none"> <li>Ability to ask for help if required</li> <li>Concern for the welfare of the school community</li> </ul>	Application, references & selection process

<b>Whitley Characteristics</b> <ul style="list-style-type: none"> <li>• Resilience and Independence – ability to use initiative</li> <li>• Passion for all young people’s learning</li> <li>• Enthusiastic about teaching and learning in your subject</li> <li>• Positive outlook</li> <li>• Team Player</li> <li>• Advocacy for Whitley Academy students and their community</li> </ul>		Application, references & selection process
<b>Special Requirements</b> We are an equal opportunities employer and are committed to safeguarding and promoting the welfare of children. This post is exempted under the Rehabilitation of Offenders Act 1974 and as such, appointment will be conditional upon the receipt of a satisfactory response to a check of police records via the Disclosure and Barring Service (DBS).		

**Updated: November 2019**

## Recruitment Guidelines

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

### PRIVACY NOTICE FOR JOB APPLICANTS

Please refer to our Privacy Notices published on our website which explains how we collect, store and use personal data about job applicants. <http://www.whitleyacademy.com/about-us/join-us/as-a-member-of-staff/>

### APPLICATION FORM

Your application form plays an important part in your selection - it is the only basis for considering your initial suitability for the post. Read the instructions on the application form carefully before completing it. You must complete all parts of the form.

Look carefully at the post specification. This outlines the duties of the post and the minimum knowledge, skills and experience we require. You should show clearly in your application how your knowledge, skills and experience are relevant to the requirements of the post.

### REQUIREMENTS FOR REFERENCES

At least one of the references should be your current employer. If you are not currently working with children, but have previously done so, then you must include a referee from the last post where you worked with children. If you have not been in recent paid employment, referees should be appropriately qualified to provide confirmation of your suitability for employment. Referees will normally be contacted before interview where possible. You should be aware that your referees will be asked if, in relation to you, they are aware of any Child Protection allegations or issues of a similar nature.

### SHORT-LISTING & INTERVIEWS

Applicants who meet the requirements will normally be short-listed for interview, however, places for interview will need to be limited to a manageable number. In addition, the School may conduct tests and/or written exercises in appropriate circumstances and you may be asked to undertake such exercises as part of the selection process.

At the interview, the panel will ask questions which are intended to allow you to expand on your application and to demonstrate how you meet the requirements of the post. This is also your opportunity to ask questions relating to the job. You will also be asked for your views on the importance of safeguarding children.

### PRE-APPOINTMENT CHECKS - Permission to Work in the UK

Please note that we can only consider applications from citizens who have the right to work in the UK.

### Qualifications

At Interview - Evidence of qualifications relevant to the post and proof of Qualified Teacher Status (if applicable) will also be required. We can only accept original certificates. If you cannot produce original documents or certified copies, written confirmation of your relevant qualifications must be obtained from the awarding body.

### Proof of Identity

At Interview - In accordance with Safeguarding Children and Safer Recruitment in Education Guidelines, we must see proof of your identity and evidence your name, date of birth, address and see some form of photographic identity.

At Appointment - In accordance with Safer Recruitment guidelines designed to protect young people, we will check your suitability to work with children. You will need to undertake an Enhanced Disclosure via the Disclosing and Barring Service (DBS), involving completing an electronic application for this purpose and provide original supporting documents.

### Medical Clearance

At Appointment - Verification of your medical fitness is required and again you will be asked to complete a form. You will not be able to start work, for insurance purposes, until medical clearance has been received.

**It is not our practice to inform applicants that they have been unsuccessful in being called for interview. If you do not receive an invitation to interview, we thank you for your interest in the post.**