

“Leaders are ambitious for the school and its pupils. They have created a positive and warm environment for learning. Higher expectations have helped pupils to make faster progress...”

Ofsted, September 2017

Head of Maths

Candidate *Pack*



WE BELIEVE IN EXCELLENCE FOR ALL
BECAUSE THERE IS EXCELLENCE IN ALL

Ormiston Six Villages Academy



*“Outcomes for pupils across the school
are now good and improving.”*

Ofsted, September 2017

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www.ormistonsixvillagesacademy.co.uk

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[OAT]
Ormiston Academies Trust
AN OAT ACADEMY

WE BELIEVE IN EXCELLENCE FOR ALL
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Ormiston Six Villages Academy



We believe in the limitless potential of every young person we serve...

I would like to extend a very warm welcome to you. This is a fantastic time to join our small, vibrant and caring learning community at Six Villages. We provide students with a safe, positive environment to explore, learn, investigate and develop into confident young adults who are ready to enter an ever changing and competitive world. In September 2017, Ofsted granted Six Villages a rating of 'Good' in all categories, noting that we are 'a rapidly improving school'.

This outcome is a testament to the hard work and belief of our staff body, the commitment and partnership of our families, the unfailing support from our sponsor, Ormiston Academies Trust, the challenge and constant encouragement of the Governing Body and, most importantly, our wonderful student body who are the epitome of excellence and endeavour. The strong alignment amongst stakeholders makes this academy a great place to work and take your career on to the next level.

I have enormous pride in being the Principal of such a wonderful academy. The popularity of our academy has increased year on year and we are now the school of choice for our local families. We know that academic achievement of the highest order is within our reach and we strive to become a truly outstanding academy. With this in mind we are looking for exceptional professionals to extend our staff body who demonstrate the ability to achieve outstanding student outcomes, and make a significant difference to the lives of the young people at Six Villages.

The position of Head of Maths at Six Villages is a key appointment. The successful candidate will have experience of leading and managing a curriculum area, will have taught Maths and consistently achieved very strong outcomes and will possess the skills and determination to make a significant difference to the lives of the community we serve. This post would suit an experienced Head of Department looking for a further leadership challenge (a place on the Extended Leadership Team) or equally a 2nd in Department looking to progress their career.

We actively promote continuing professional development (see page 9) and encourage staff to pursue all enhancement programmes.

To further your insight into our academy, please take a tour of our website at www.ormistonsixvillagesacademy.co.uk and read the September 2017 Ofsted report via the link which can be found on the website under Key Information/Ofsted. If you have any further queries or wish to arrange a tour of the academy, then please do not hesitate to contact Mrs Canadas, Administration Manager, on 01243 546802 or by email ccs@ormistonsixvillages.org.uk.

I look forward to receiving your application.

Paul Slaughter
Principal



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**Ormiston
Six Villages Academy**



Head of Maths

The Governors, Principal, students and staff at Ormiston Six Villages Academy are seeking to appoint an inspirational Head of Maths to lead a dedicated and collaborative team with a strong focus on securing progress for every student. Applicants will be able to demonstrate a strong track record of raising achievement and the ability to coach and develop staff. The successful candidate will share our belief in the highest standards of academic attainment in a comprehensive setting. You will be responsible for leading and managing, planning and delivering high quality lessons and achieving excellent results for your students, instilling in them a love for the subjects and a desire to learn. The successful candidate will also share our aspirations and beliefs in the limitless potential of every young person we serve. If you share this moral imperative, we would welcome an application from you.

Ormiston Six Villages Academy is a small, vibrant and dynamic learning community. We are part of Ormiston Academies Trust and the successful candidate will join the OAT family and receive comprehensive CPD through the academy and associated networks. The academy achieved its Good Ofsted rating in September 2017. A new Principal joined the academy in September 2018 and this is an exciting time to join our team and be part of building Six Villages as a beacon of educational excellence.

The Principal welcomes an opportunity to meet with prospective candidates. Visits to our academy can be booked through Mrs Canadas 01243 546802 or ccs@ormistonsixvillages.org.uk.

To apply for the post, please submit a supporting statement of no more than one side of A4 that

- outlines why you are attracted to the role of Head of Maths at our academy
- evidences your teaching and leadership with impact so far
- demonstrates your strong track record of raising achievement
- evidences your ability to coach and develop staff
- highlights how you meet the wider person specification
- evidences your wider whole school experience and consequential readiness for extended leadership role (if applicable)

Location: Westergate, Chichester
Reporting to: SLT
Start date: April 2020 or earlier
Deadline: 18th November 2019

All supporting statements to be emailed to ccs@ormistonsixvillages.org.uk

Interview date: 22nd November 2019
Salary: Mainscale/UPS plus TLR 1B

We reserve the right to interview before the advertised interview date.

The Academy 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. The successful candidate will be subject to an enhanced DBS check.



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Job Description

Reports to: Head of Department
Start date: January 2020

The Role

- To ensure high standards of Teaching and Learning within the Department
- To lead the development of the curriculum and assessment framework
- To be held accountable for the progress of all students in learning across the school
- Constantly improve the quality of teaching and learning, where necessary holding teachers to account
- Lead the design and implementation of the curriculum and assessment including controlled assessment and examinations
- Be a role model of outstanding teaching in the department, to ensure effective student learning in the subject and to achieve excellent results for the students.
- To be a role-model and impact positively on the academy more widely.
- Coach teachers in the department using frequent observations and drop ins to drive development.

Key Responsibilities

- Teach and model for others engaging and effective subject teaching that motivates, inspire and improves pupil attainment.
- Secure academic outcomes in line with the targets set through the academy's target setting policy.
- Plan and implement a subject curriculum that ensures coherence and progression in the teaching of key subject knowledge, skills, understanding and concepts.
- Monitor, evaluate and continually improve the quality of planning, teaching and assessment of all members of the subject team.
- Lead the assessment process in the subject team ensuring accurate measurement of subject standards in all year groups at all summative assessment points.
- Analyse student performance data and respond to the outcomes of assessment to ensure appropriate planning, teaching and interventions are in place to keep all students on track to achieve their targets.
- Lead the professional development of others in the subject teams to be highly effective practitioners.
- Monitor the practice of all members of the subject teams to ensure they are following all areas of subject and academy policy accurately and appropriately.
- Review and refine the curriculum, planning, teaching and assessment in the subject teams on a regular cycle to continually improve the subject outcomes.
- Regularly monitor the quality of teaching in line with academy expectations and provide effective feedback and coaching to individuals to ensure subject teaching continually improves.
- Line and performance manage all members of the subject teams as per the academy policy and take necessary corrective action where there is any ineffective practice.
- Manage allocated budgets effectively and stay within set budget allocation.
- Create an orderly subject environment in which the academy's culture and ethos is upheld.
- Respond to and resolve parent queries in a timely manner.

Leadership of the subjects

- Develop innovative schemes of work which are inspiring for learners and teachers alike and feed into standards based assessments.
- Produce half termly assessments with mark schemes.
- Ensure assessments are moderated internally and externally.
- Ensure end of year assessments reflect each student's overall level which is both externally valid and provides an accurate baseline for the next academic year.
- Analyse progress and attainment data to make data-driven changes to curriculum design, and pupil interventions.
- Work in collaboration with classroom teachers and Inclusion Coordinator to ensure students receive high quality interventions.
- Through regular observation and feedback, mentor subject teachers to ensure excellent teaching

and learning in all lessons.

- Ensure that classroom teachers are utilising best pedagogical practice for their subject.
- Conduct half termly evaluations of the quality of teaching and learning of individual classes and as a department, agreeing implementing and holding teachers to account to change to teaching and learning.
- Create and sustain a positive department culture, where teammates feel collectively supported and developed.

Teaching and Learning

- To plan and prepare effective teaching schemes of work and lessons.
- To teach engaging and effective lessons that motivate, inspire and involve students and improve student attainment.
- To use regular assessments to monitor progress and set targets.
- To respond accordingly to the results of such monitoring to differentiate intervention.
- To utilise a full range of assessment strategies.
- To maintain regular and productive communication with parents, to report on progress, sanctions and achievements.
- To promote reading, teach literacy and numeracy skills.

Academy culture

- To help create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships by maintaining a presence around the academy.
- To help develop an academy culture and ethos that is utterly committed to achievement.
- To demonstrate a commitment to equality of opportunity for all members of the academy's community.
- To actively promote the academy at all times.
- To contribute to discussions at meetings.
- To contribute to the writing and implementation of the Academy Improvement Plan.
- To be active in issues of student welfare and support.
- Development and implementation of policy across the school.
- Leadership and training at whole school level.

Other

- Make a significant contribution to the academy's Self Evaluation process
- Make a significant contribution to the development, evaluation and review of all policies that relate to learning and teaching across the academy
- To be a form tutor and deliver tutorial sessions to the form group
- To undertake other various responsibilities as directed by the SLT line manager or Principal
- To undertake the main professional duties of a teacher as set out in the OAT pay and conditions of service document
- To meet the expectations of all staff as laid out in the Staff Expectations Policy
- To uphold all academy policies with consistency and diligence



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Person Specification

Qualifications criteria	Essential/ Desirable	Assessed through
Qualified to degree level and above	E	Application form/certificates
Qualified to teach and work in the UK	E	Application form/certificates
Knowledge & Skills		
Up to date knowledge in the subject areas	E	Application/interview
Understanding of outstanding teaching and learning strategies	E	Application/interview
Understanding of how to raise attainment	E	Application/interview
Up to date knowledge of safeguarding best practice and procedures	E	Application/interview
Demonstration of strong track record of raising achievement	E	Application/interview
Ability to coach and develop staff	E	Application/interview
Experience		
Experience of raising attainment across all sub-groups	E	Application/interview
Experience of leading, coaching and managing staff	E	Application/interview
Experience of delivering consistently outstanding lessons to students of all ages and abilities	E	Application/interview
Experience of implementing behaviour management strategies consistently and effectively	E	Application/interview
Experience of leading a whole school project/initiative to benefit students	E	Application/interview
Experience of supporting students of all ages and abilities to make excellent progress and achieve impressive examination outcomes	E	Application/interview
Experience of having designed, implemented and evaluated effective, imaginative and stimulating Schemes of Work	E	Application/interview
Experience of leading successful enrichment and extra-curricular activities which inspire and motivate learners.	E	Application/interview
Behaviours		
Effective and motivational management style that encourages participation, innovation and confidence	E	Interview
Ability to lead, coach and motivate staff within a performance management framework, including professional development and effective management of underperformance	E	Interview
Effective team worker and leader	E	Application/interview
Ability to establish curriculum development, assessment, coordination and coaching	E	Application/interview
Demonstrates resilience, motivation and commitment to driving up standards of achievement	E	Interview
Motivation to continually improve standards and achieve excellence	E	Application/interview
Passion for the subject	E	Interview

Leadership Behaviours	Essential/ Desirable	Assessed through
High expectations and the ability to enthuse and inspire others	E	Interview
A firm and constant belief in the unlimited potential of every student and a commitment to inclusive educational provision	E	Application/interview
Acts as a role model to staff and students	E	Interview
Excellent communication, planning and organisational skills	E	Application/interview
Demonstrates resilience, motivation and commitment to driving up standards of achievement	E	Application/interview
Leading External Relationships		
Can skilfully manage and maintain effective working relationships with parents and other stakeholders	E	Application/interview
Safeguarding and welfare		
Experience of overseeing robust safeguarding procedures	E	Application/interview
Commitment to the safeguarding and welfare of all students and providing equality of opportunity	E	Application/interview



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“If we can create a culture where every teacher needs to improve, not because they are not good enough, but because they can be even better, there is no limit to what we can achieve..”

Dylan William

Your CPD

High quality Continuing Professional Development is at the heart of Ormiston Six Villages Academy where staff feel nurtured, developed and can contribute to the development journey at the Academy.

We aim to develop our staff professionally and personally and our CPD is highly tailored to developing or enhancing the skills, knowledge and professional practice of each individual member of staff. A dedicated senior leader tracks the CPD and evaluates its impact to ensure that the needs of colleagues are met.

We believe that staff should have access to supportive and nurturing CPD at every stage of their professional career that adds value to the individual and their contribution to the academy. We actively promote and encourage all staff to pursue:

- research engaged learning and development opportunities
- peer to peer networking with local teaching alliances
- studying for a qualification or accreditation - we are committed to life long learning as adults and support staff with further enhanced study, for example, diplomas, Masters' programmes, NPQML, NPQSL, NPQH. We also believe in contributing to CPD that leads to qualifications such as these, subject to mutually agreed criteria.
- online courses, for example webinars and podcasts
- observations - we highly encourage an open door culture where best practice is shared through a collaborative team approach
- Attending conferences and representing the Principal/Academy: OAT CPD meetings; ASCL briefings; local, national and international opportunities
- Regular teaching and learning training sessions and workshops which are highly engaging and tailored to the needs of the teaching body; staff are also encouraged to lead sessions.
- Supportive and thorough induction for NQTs and all new staff ensuring a smooth transition into Six Villages



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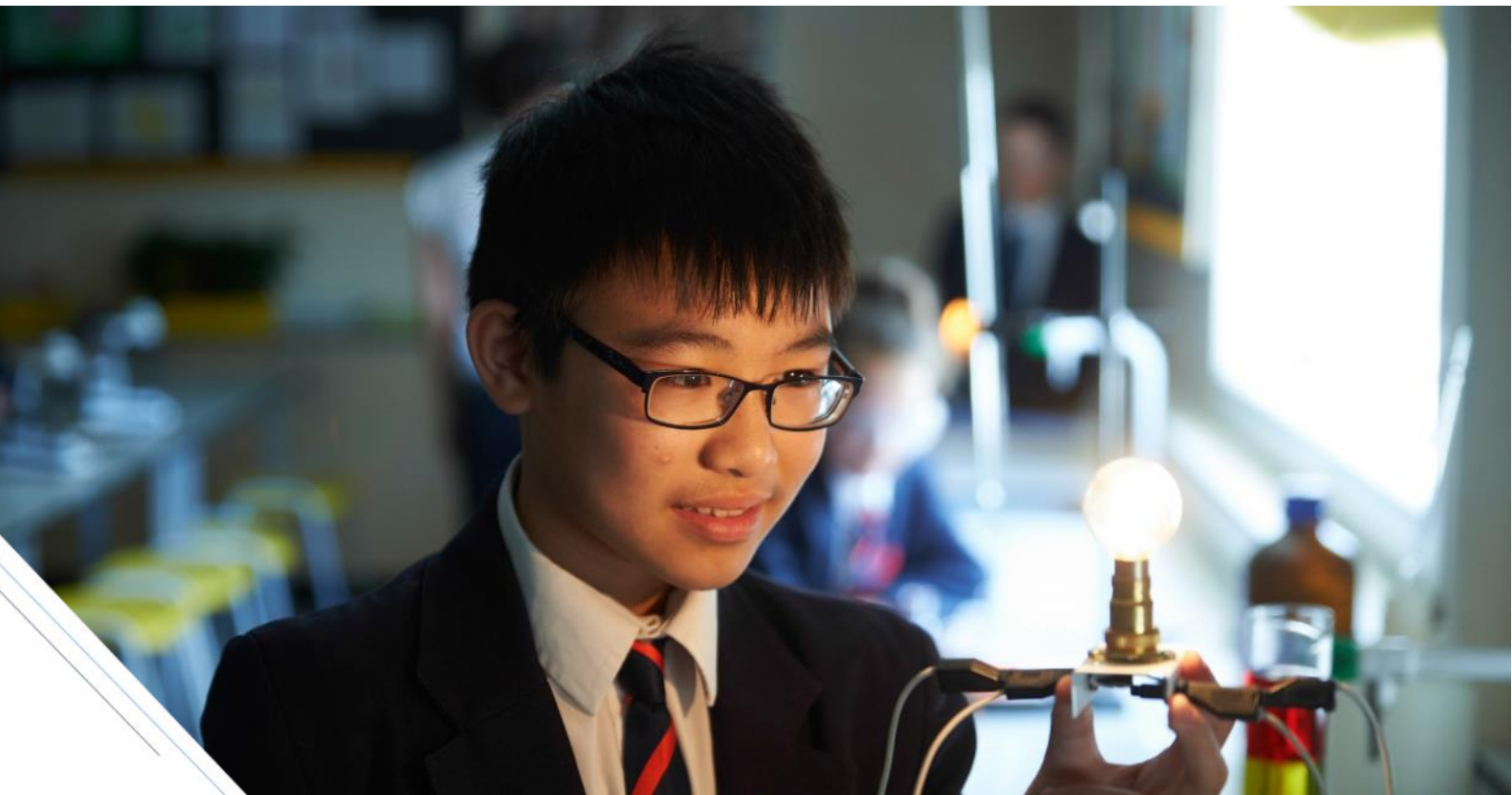
Ormiston Six Villages Academy



“The school works closely and harmoniously with members of the Ormiston Academies Trust. This collaborative relationship is having a marked impact on raising standards.”

Ofsted, September 2017

Our Sponsor



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“[Achieving ‘Ofsted Good’] is a brilliant outcome for Ormiston Six Villages Academy. The staff and students have put in an incredible amount of hard work and I am delighted to see Ofsted recognising how far the Academy has come, as a result of the hard work and dedication. We look forward to continuing to work closely with the academy as it continues on its upward trajectory.”

**Nick Hudson, Interim Chief Executive
at Ormiston Academies Trust (OAT)**

Ormiston Academies Trust (OAT) is a not-for-profit academy trust, sponsoring primary and secondary academies since 2008.

Our vision is for all young people to have the highest academic, social and practical skills to allow them to lead a fulfilling life. We are determined to become the Trust that makes the biggest difference. OAT academies share the Ormiston Academies Trust ethos of ensuring every child reaches their full potential; being aspirational and committed to academic excellence and being supportive yet courageous in our approach. The principles that lead to our academies’ success are not complicated:

- **Courage** – addressing the challenge where it’s not being addressed.
- **Aspiration** – no ‘can’t’ or ‘won’t’. There’s no place for excuses when a child’s future is at stake.
- **Culture** – insistence on the highest standards of performance and behaviour, without exception. That goes for teachers and students.
- Great leadership and finding the best teachers.

OAT is part of **Ormiston Trust**, which was set up by the Murray family in the name of Fiona Ormiston Murray—a young woman with her whole life ahead of her. She and her new husband were tragically killed in a car crash on their honeymoon in 1969.

Ormiston’s programmes now support thousands of children, young people and their families all over the UK, helping to improve their life-chances so they can fulfil their potential and lead happy and productive adult lives.

Ormiston’s programme of opening new academies continues with further expansion planned in the south of England, making future career opportunities with the Trust in this area within reach.

For more information on all Ormiston Academies please visit www.ormistonacademiestrust.co.uk



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Six Villages Academy**



“Pupils’ wider skills are very well developed through an exciting range of extra-curricular activities...”

Ofsted, September 2017

Our Community



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Ormiston Six Villages Academy



There is no impossible dream or limit on ambition...

Ormiston Six Villages Academy is located in Westergate, between Chichester and Arundel, at the foot of the South Downs National Park.

On entering the Academy, students become a member of one of three communities, Wiston, Petworth or Goodwood—named after 3 prominent Sussex estates, reflecting our local heritage and our setting at the foot of the South Downs.

The Academy serves the predominantly rural communities between Chichester to the west, Arundel to the east and Bognor Regis to the south. Many of our students come from the surrounding area known as the 'Six Villages' - Aldingbourne, Westergate, Eastergate, Barnham, Walberton and Yapton - in the district of Arun.

Together, the villages provide a range of shops and services, and good road links together with Barnham's mainline railway station ensure good connections to London and the major South Coast hubs of Worthing, Brighton, Portsmouth and Southampton. There are enviable leisure facilities within easy reach—such as the internationally-renowned Chichester Festival Theatre, the spectacular draw of the Goodwood Estate and its world-class motoring events such as the Festival of Speed and the Revival meeting, as well as its racecourse. The surrounding countryside of the South Downs National Park and plentiful beaches, harbours and marinas provide ample opportunity for outdoor pursuits.

There is good availability of quality housing both in Arun and its neighbouring district, Chichester.

More information about Arun and Chichester districts, their amenities, leisure facilities and housing can be found at:

www.arun.gov.uk

www.chichester.gov.uk

www.sussexbythesea.com

www.visitchichester.org

www.zoopla.co.uk



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