



# Lead Practitioner (Maths) Information for Applicants



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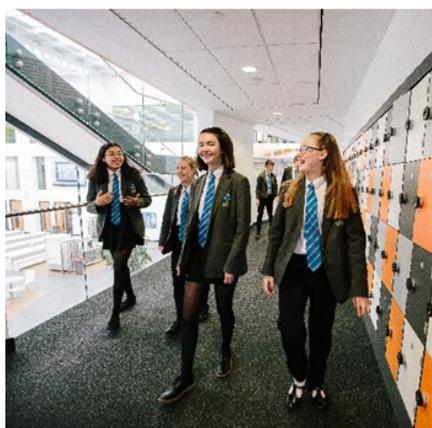
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# Welcome



Thank you for expressing an interest in the post of Lead Practitioner (Maths) at Consett Academy.

First and foremost, this is a rare opportunity to make a tangible impact on the future life chances of our students, irrespective of background or starting point.

As the Headteacher of Consett Academy it fills me with immense pride to be able to work with the children of the area but also the parents/carers. I have been in post at Consett for over 18 months now and it is a brilliant place to work each day because of our fantastic team of staff and our amazing students. I'd love for you to join us and be part of something you'll never forget.

At Consett we:

- have very high expectations;
- challenge students to achieve their best;
- ensure progress for all and our students leave the academy with fantastic results;
- have a dedicated and positive staff team;
- believe in inclusivity and that every student, no matter their background, deserves the best possible education.

Consett Academy is a 'Good' school following our recent OFSTED inspection and I am determined to improve standards even further. I would love you to be part of our journey towards becoming 'Outstanding'. I would encourage positive, hardworking, and committed candidates who have a real passion for improving the lives of young people to apply. If you believe you have what it takes to help Consett Academy reach its enormous potential, please get in touch.

I would encourage you to visit our fantastic campus to see for yourself the superb learning and working environment that we have. If you would like to arrange a visit, please email our HR Team at [recruitment@ncdat.org.uk](mailto:recruitment@ncdat.org.uk) whereupon a mutually convenient date and time will be arranged.

Yours faithfully

A handwritten signature in black ink, appearing to be 'T Urwin', written in a cursive style.

**Mr T Urwin**  
**Headteacher**



# About us

New College Durham Academies Trust (NCDAT) is an ambitious Multi Academy Trust based in North Durham. We have ambitions to grow but wish to remain a Durham MAT for local schools. The trust currently has 3 large secondary schools; Consett Academy and North Durham Academy and Wellfield School.

Our schools are at the heart of their local communities and strive to deliver on our founding principles of Inclusion, Progression and Excellence which supports a central vision of 'Students First'.

The principle of inclusion provides opportunities for students of all abilities, aspirations and backgrounds and involving staff, governors, students and the wider community in determining the direction of our Trust. Our curriculums are broad and challenging, with the academic success of students at the heart of what we do.

To encourage progression, our schools provides effective advice and guidance. This enables learners to make informed and appropriate decisions for future study and employment, encouraging them to take on new challenges and reach higher levels of achievement.

The focus on excellence underpins all we do whether in learning areas, working in the community or governing and leading our schools.

The Trust recognises that safeguarding our children and young people is core to all our activities, and we expect all staff, volunteers and wider stakeholders to share this commitment.

Our Aims are:

- To ensure our schools are centres of excellence with a focus on the nurture and achievement of all their members;
- To promote mutual support, encouragement and benefit between our academies;
- To develop, as the core foundation of academic achievement, a strong culture of professional development amongst our staff;
- To celebrate and maintain the unique identity of communities we serve with each school at the heart of its community;
- To recognise and enable all those who often remain invisible, through ethnic or cultural disadvantage, or through disability or poverty to achieve their full potential.

# Advert

## **Lead Practitioner (Maths)** **Grade: Up to £54,816** **(assumes implementation of pay award)** **based on experience** **Consett Academy**

As an established, and successful teacher with a high level of subject expertise, we understand you want to help every student, irrespective of their background or abilities, to succeed. You want to make a positive difference to your students' lives. At NCDAT, we also want you to extend this ambition to support other members of our team to achieve this. So, if you are driven by sharing your skills and enthusiasm with the team to deliver the best for our students, this is the role for you.

We are particularly keen to develop creative approaches to teaching and learning and to extend the variety of activities and tasks our students experience to further enhance their love of learning. You will work alongside our Maths leaders across the Trust to develop our curriculum and you will support your Head of Department and other colleagues at Consett to operationalise it in the academy.

We also understand that to achieve your aims, you need outstanding support and development that's shaped to meet your needs and aspirations so you can, in turn, do the same for others. In terms of your personal development, we can offer opportunities to teach A level and to shadow leadership positions as well as mentoring from an Assistant Director plus the chance to work directly with wider senior leaders as we work together to achieve the best for all in our academy, its students, and staff.

To find out more about this exciting opportunity, or to arrange a discussion/visit, please email Ann Cane (Director of Specialism Maths) on [A.cane@ncdat.org.uk](mailto:A.cane@ncdat.org.uk)



# Job Description

## Job Description: Lead Practitioner (Maths)

Assist in raising the quality of teaching skills through modelling high-quality teaching, and providing coaching and training. Contribute to Trust-wide subject development.

**Base:** Consett Academy

**Responsible to:** Head of Department

**Mentoring from:** Assistant Director (Maths)

**Level:** Up to £54,816 (assumes implementation of pay award) based on experience

### Strategy and improvement

Provide leadership and direction to students, staff, parents/carers and the wider community, promoting excellent, equality and high aspirations.

Regularly attend the Trust-wide Math leadership network, contributing to cross-Trust curriculum development and design.

Work with the Head of Department to deliver the vision for the subject and implement strategies to improve student attainment.

Develop and sustain high quality teaching and learning across the department.

Prepare and deliver training courses across the school to improve teachers' practice.

Support with teachers' professional development and appraisal through carrying out lesson observations, providing feedback and implementing strategies to improve practice.

Provide mentoring/coaching to individual teachers in need of 1-to-1 support to improve their practice.

### Teaching and curriculum excellence

Model consistently high-quality teaching and be able to demonstrate excellent practice to others.

Ensure that students are set challenging targets and they are subject to regular monitoring, review and evaluation.

Use data to identify individuals or groups that need further teaching support and develop and implement strategies to raise the quality of teaching.

Use data to identify individuals or groups of pupils that need targeted support, and develop and implement strategies to raise achievement.

Measure and assess the impact of interventions to raise achievement for pupils and the quality of teaching.

Produce high-quality teaching materials that support excellent practice

Support with self-evaluation and school improvement planning across the department

# Job Description

## **Leading with impact**

Lead by example in displaying those qualities expected of outstanding leaders/teachers with regard to subject knowledge, teaching skills, assessment, behaviour management and tutoring.

Line manage staff as required, ensuring individual staff accountabilities are clearly defined, understood and agreed. Implement successful performance management processes and continuing professional development programmes for all staff.

Take a lead role in the development of other teaching staff and will welcome and support students and early careers teachers into their learning environment.

Use systems to analyse data from monitoring and evaluation, and use insights to inform strategies and plans for teacher development.

Act as a positive role model for students, promoting appropriate behaviour for learning and encouraging good practice with regard to punctuality, attendance, dress, standards of work.

## **Managing resources and risks**

Be keenly aware of the responsibility for safeguarding children and alert pastoral and other staff to problems arising with individual students.

Operate at all times within the statutory framework for professional duties of teachers, and the policies and procedures of the Trust.

Take reasonable care of own health and safety and that of others and informing relevant staff of any concerns.

## **Increasing capability**

Consistently demonstrate the positive attitudes, values and behaviour which are expected within the academy community based on mutual respect between students and staff.

Take responsibility for improving your teaching through appropriate professional development, responding to advice and feedback from colleagues. Actively engage in the appraisal process.

Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support

*Notwithstanding the detail in this job description, the jobholder will undertake such work as may be determined by the Headteacher from time to time, up to or at a level consistent with the main responsibilities of the job*

# Person Specification

| Criteria                        | Essential   | Desirable  | Method of Assessment   |
|---------------------------------|---|--|--|
| Qualifications and training     | <p>Qualified Teacher Status</p> <p>Degree or equivalent in subject specialism</p> <p>Recent (in the last 2 years) relevant CPD</p>  | <p>Honours degree in subject specialism</p> <p>Further subject-based professional development</p>  | Application form   |
| Experience                      | <p>Recent extensive experience of teaching at secondary level across the ability range.</p> <p>Record of excellent results and success in improving progress across KS3 &amp; KS4</p> <p>Demonstrable track record of supporting other teachers to improve their professional practice</p> <p>Experience of delivering high-quality CPD</p>     | <p>Experience of teaching/leading at more than one school</p> <p>Recent experience of teaching at KS5</p> <p>Experience of coaching/mentoring teachers</p> | Application form,<br>References                              |
| Professional Skills & Knowledge | <p>Role-model classroom practitioner with a track record of delivering outstanding teaching and positive impact on student progress</p> <p>Demonstrable evidence of the effective use of data as a means both to measure and to extend learning and progress</p> <p>Maintains appropriate professional boundaries with students and parents</p> | <p>Good understanding of new and current exam specifications and curriculum developments across all relevant phases of education</p>                       | Application form,<br>Interview/<br>Assessment,<br>References |

# Person Specification

| Criteria                        | Essential   | Desirable | Method of Assessment   |
|---------------------------------|---|-----------|--|
| Professional Skills & Knowledge | <p>Ability to plan exciting and engaging lessons that apply real world skills to creative projects with clear objectives to ensure progress for all students</p> <p>Excellent written and communication skills</p> <p>Understands and acts on responsibility for the safeguarding and welfare of students</p>   |           | <p>Application form,</p> <p>Interview/ Assessment,</p> <p>References</p> |
| Personal attributes             | <p>Drive and determination to achieve outstanding results for students by maximising their progress &amp; attainment</p> <p>A positive role model of professional practice and conduct to others</p> <p>A high level of personal effectiveness including good organisational, planning and prioritisation skills and ability to meet deadlines</p> <p>Ability to work effectively as part of a team and collaboratively across the Trust</p> <p>Punctual and reliable and personal resilience including ability to work effectively under pressure and responding positively to change</p> <p>Suitability to work with children</p> <p>Ability to drive between Trust sites or access to mobility support</p> |           | <p>Application form,</p> <p>Interview/ Assessment,</p> <p>References</p> |

# Employee Benefits

At NDCAT we have a range of employee benefits





# How to apply

## Application form

To download an application form please visit our website: [Join our Team | \(consett-academy.org.uk\)](https://www.consett-academy.org.uk)

Alternatively, please contact the HR Team as below:

By phone - 01207 291188

By e-mail - [recruitment@ncdat.org.uk](mailto:recruitment@ncdat.org.uk)

Completed application forms should be emailed to [recruitment@ncdat.org.uk](mailto:recruitment@ncdat.org.uk)

Please **do not** attach copies of CV's/qualification certificates. Only the information detailed on the application form will be used as part of the short-listing process. Applications from recruitment agencies will not be accepted.

## Closing Date

Midday on Monday 16th October 2023

## Interview Date

To be confirmed

## Interview arrangements

If you are shortlisted for this vacancy we will contact you by email to inform you of interview arrangements. Please note, if you have a Hotmail email account our email may go into junk so please check this regularly. Shortlisted applicants will be required to complete a self-declaration form as part of our safer recruitment procedures which are aimed at deterring and preventing unsuitable people from working with children

## Location

This post is initially based at Consett Academy, however the successful candidate may be asked to work at other schools within the Trust.

## Pre-employment Checks

The successful candidate for this role will undergo a range of pre-employment vetting checks prior to appointment including enhanced Disclosure and Barring Service criminal records check for work with children including barred list check. We will also undertake checks on your identity, qualifications, medical fitness and take up employment references before interview, unless you have asked us not to.

*Applicants should assume they have been unsuccessful if we have not contacted them within 28 days of the post closing.*

# Safeguarding Information

## Trust Safeguarding Commitment

New College Durham Academies Trust is committed to safeguarding and promoting the welfare of our students and young people. We have a robust Safeguarding Policy and all staff will receive training relevant to their role at induction and throughout employment with the Trust. We expect all staff and volunteers to share this commitment. This post is subject to a satisfactory enhanced Disclosure and Barring Service criminal records check for work with children.

## Safeguarding Policy

You can find the academy safeguarding policy using the link below:

[Policies | \(consett-academy.org.uk\)](https://www.consett-academy.org.uk/Policies)

## Recruitment of Ex-offenders Policy Statement

The trust has a policy in the recruitment of ex offenders which can be found on the Academy website on the job vacancy page should you need to refer to it.

This post is included in the rehabilitation of Offenders Act 1974 (exceptions) order 1975 the successful applicant will be required to obtain a satisfactory enhanced Disclosure and Barring Service check with children's barred list check. It is a condition of employment that the employee should not have been convicted of a criminal offence against children, nor have been dismissed from or resigned from a previous employer for misconduct of a similar nature.

