



**Leader of Teaching & Learning:  
Mathematics**

**RECRUITMENT PACK**

Horizon Community College

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*We are very confident that the college will go from strength to strength.*

# Welcome



Mr Nick Bowen

Horizon Community College opened its doors in September 2012 with the challenging ambition of raising achievement to a level that would put the college among the top 10% of schools in the country. With an extremely positive Ofsted report describing the college as 'Good' in every category, achievement and attainment significantly above the national average and an enviable staff base, we are well on our way to achieving this.

We have a vision for redressing the imbalance, re-shuffling the pack and giving the young people of Barnsley a better hand – a better deal - breaking the 'vicious circles' of underachievement and low aspiration and transforming the lives of every young person.

Examination results have been consistently high since Horizon Community College opened. Success in the English Baccalaureate subjects: English, Maths, Science, Humanities and Languages means that the number of students achieving the English Baccalaureate is extremely high and significantly above the national average. Examination results in other subjects: the Performing Arts, Art, Photography, PE, RE, Computing, Textiles, Sociology, Business Studies are also exceptionally high. We are extremely proud of these achievements which place the school in the top 27% of schools in the country.



Mrs Claire Huddart

It is heartening to see so many students taking on leadership roles within the college and within the wider community. We want Horizon Community College to be at the heart of this community and the impact of community enterprise activities and the full car parks up to 9.30pm in the evening highlight just how far we have come in achieving this goal too.

New Year 7 students, who start in July rather than in September, benefit greatly from having their own 'school' within the college, where they spend most of their working week. In effect, Year 7 students attend the smallest secondary school in Barnsley, but have access to the best facilities in the country.



Mrs Margaret Gostelow

We want young people to leave Horizon Community College well qualified and with a unique skill set that will enable them to stand out from the crowd. We want young people to be in possession of a passport of leadership and employability skills that will enable them to pursue exciting careers, attend prestigious universities, complete dynamic apprenticeships and play leading roles in regenerating this area.

The following pages detail our Strategic Priorities and Learner Expectations and Attributes. To get a further insight into life at Horizon, [click here](#) for our latest College video.

We are proud of the professional development opportunities that exist for all staff. A full programme of CPD runs throughout the year. This is often tailored to the particular needs and stage of staff, from ITE, NQT, RQT through to leadership programmes. Where necessary we use external trainers with national profiles. For example, we are currently working closely with Gavin Clowes in our work on Kagan Co-operative Learning, and Mark Finnis around Restorative Practice.

We are extremely proud of what has been achieved within the first five years and hope you are as excited as we are about the next five. We trust this document provides you with the information you need.

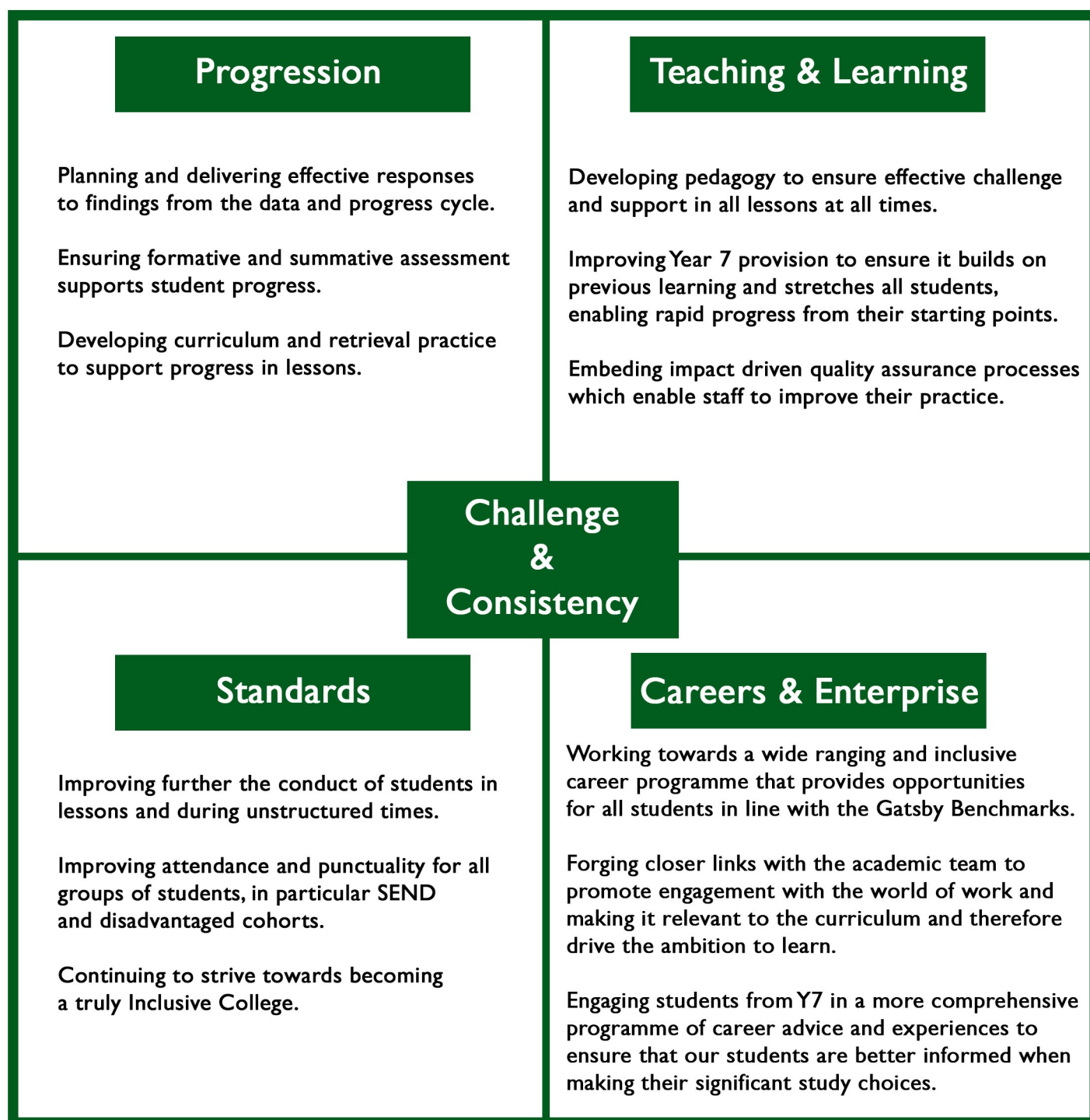
Nick Bowen  
Executive Principal

Claire Huddart  
Principal

Margaret Gostelow  
Chair of Governors



# Strategic Priorities 2018-2019



Our strategic priorities summarise our plans here at Horizon community college as we continue on the journey to achieve our ambition of being a school placed in the top 10% of all schools nationally and where students are positive role models.

**Claire Huddart (Principal)**



# Learner Expectations and Attributes



## Expectations

## Attributes

### Approach

### Relationships

### Ready to Learn

**Pride**

- Be smartly dressed, in correct uniform
- Take pride in all you do, especially with written tasks

**Organisation**

- Bring correct equipment to every lesson
- Organise your study time and complete homework to the best of your ability

**Effort**

- Be conscientious - go above and beyond with tasks set
- Actively look to improve your work

**Engagement**

- Be focussed and attentive in lessons
- Act on advice and feedback at all times

**Questioning**

- Contribute in every lesson
- Ask questions to deepen your knowledge and understanding

**Honesty**

- Take ownership of what you say and do
- If you make a poor decision, own up to it and learn from it

**Respect**

- Follows staff instructions straight away and without argument
- Be polite and courteous to others

**Kindness**

- Be considerate and supportive of others
- Treat others as you would expect to be treated

**Teamwork**

- Engage with Kagan cooperative learning
- Take on an active role within the team, readily sharing ideas and information

**Tolerance**

- Value others regardless of sexuality, race, faith, gender or disability
- Accept the quirks of others

**Independence**

- Demonstrate dedication & commitment
- Be self-disciplined and evidence self-direction

**Resilience**

- Persevere and recognise it is alright to make a mistake
- Respond well to constructive criticism

**Communication**

- Be able to explain your point of view
- Communicate clearly so others can understand

**Inquisitiveness**

- Demonstrate a love of learning
- Seek to discover new things and be prepared to take risks

**Confidence**

- Approach all challenges with a positive mindset
- Be willing to take on leadership roles

4

Rarely meets expectations and demonstrates few of the attributes.

3

Sometimes meets expectations but is inconsistent, and demonstrates some of the attributes

2

Meets expectations most of the time and demonstrates some of the attributes.

1

Consistently meets expectations and demonstrates most or all of the attributes.

# Child Safeguarding Policy

The College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. A Disclosure and Barring Service (DBS) check will be undertaken for the successful applicant.

The College pays full regard to DfES guidance 'Safeguarding Children and Safer Recruitment in Education' Jan 2007. We ensure that all appropriate measures are applied in relation to everyone who works for Horizon who is likely to be perceived by the children as a safe and trustworthy adult including e.g. volunteers and staff employed by contractors. Safer recruitment practice includes scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining professional and character references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking interviews and an Enhanced DBS check.

Please visit:

<http://www.horizoncc.co.uk/safeguarding/>

# Leader of Teaching & Learning: Mathematics

**Location: Horizon Community College, Barnsley**

**Salary: L5—L9**

**Type: Permanent**

**Closing Date: Wednesday 20 March 2019**

**To Start: September 2019 (or sooner)**

We are delighted to offer this exciting opportunity for an inspirational and talented teacher to join our supportive team from September 2019 (or sooner). Working with the Subject Leaders, you will monitor, support and drive the improvement of teaching and learning standards across the department so that teaching is at least consistently good, and student outcomes continue to improve. You will take responsibility of the progress, attainment and standards of a year group in mathematics.

This position is a unique role as you will report directly into the Subject Leaders for Mathematics and therefore will concentrate on the curriculum and assessment for one year group, the teaching and learning and the coaching and development of staff in the team. This role would suit an ambitious and consistently good or outstanding teacher looking to develop their career as they move into middle leadership. You will get exposure to all aspects of curriculum leadership within the one year group you are responsible for. You will benefit from a balanced timetable and the support of a very able and knowledgeable leadership team. An ability to develop and inspire young people and contribute to school improvement is essential. The ideal candidate will be a mathematics specialist with experience of successfully driving standards within mathematics, particularly at KS3 and KS4.

We welcome applications from colleagues who are passionate, willing to contribute to positive change and want to be part of a successful team in this exciting time for the school.

**To be successful, you will:**

- engage and enthuse our learners through a commitment to outstanding teaching and learning;
- have high expectations of students and help to drive student aspirations;
- contribute to the development of a strong and forward-looking team;
- be innovative in your techniques to motivate and inspire young people;
- build positive relationships with staff, students and parents alike.

*Horizon Community College reserve the right to close this advert prior to the closing date above.*

*This College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. A disclosure and barring services check will be undertaken for the successful applicant.*

# Job Description

## *Job Description*

**BARNSLEY**

Metropolitan Borough Council

<b>DIRECTORATE/DEPARTMENT: Children, Young People and Families Directorate</b>	
<b>SERVICE AREA: Horizon Community College</b>	<b>SECTION:</b>

<b>JOB TITLE: Leader of Teaching and Learning - Mathematics</b>	
<b>JOB REFERENCE NO:</b>	<b>GRADE: Leadership (L5 – L9)</b>

<b>RESPONSIBLE TO:</b>	<b>Subject Leaders - Mathematics</b>
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<b>RESPONSIBLE FOR:</b>	<b>Teaching and learning of staff within Mathematics. The progress of one-year group in mathematics.</b>
<b>DATE AGREED:</b>	<b>BY WHOM:</b>

### **Purpose of Post:**

- Support the Subject Leaders in improving the quality of teaching and learning in Mathematics.
- Be responsible for the curriculum, assessment and data analysis of one-year group within Mathematics.
- Ensure a consistent approach to teaching and learning by implementing the whole College Teaching and Learning Strategy and Planning Cycle.

### **Key Areas:**

#### **The key areas of responsibility are:**

- To work with the Subject Leaders – Mathematics and the Assistant Principal –Director of Learning and School Improvement to implement the department action plan to drive forward the Mathematics Department.
- Develop and maintain high quality teaching and learning throughout the Mathematics Department.

### **Duties and Responsibilities:**

**Duties to be performed in accordance with the provisions set out in the School Teachers' Pay and Conditions Document and the relevant standards for teaching staff.**

1. Outstanding teaching and learning practices are modelled within Mathematics
2. The introduction of a consistent approach to teaching and learning with the implementation of a Teaching and Learning Strategy and Planning Cycle within Mathematics
3. That the quality of teaching and learning across Mathematics improves



# Job Description

4. Effective Collaborative planning between teachers within Mathematics
5. That good and outstanding teaching and learning increases, that unsatisfactory teaching and learning is eradicated, and that satisfactory teaching and learning does not go unchallenged
6. Assessment for Learning strategies are established and embedded within Mathematics
7. All creative spaces within Mathematics are being used appropriately and effectively and that the best practice is shared
8. Staff are provided with up-to-date reading material and research on developments in teaching and learning
9. Appropriate CPD on the Teaching and Learning Strategy is delivered to all staff within Mathematics
10. The provision of CPD that will appropriately develop NQTs, NQT+1, middle leaders, newly appointed staff etc.
11. Appropriate use of ICT to support and enhance teaching and learning
12. Staff within Mathematics are coached to improve pedagogy.

## School Leadership

13. To play a full part in the life of the School and College to promote and sustain the ethos and modeling the values and the vision
14. Attend department meetings and other Leadership meetings across the whole College as required.

## Professional Responsibilities

15. Regularly review own practice and take responsibility for own personal and professional development
16. To comply with policies and procedures relating to the Code of Conduct, safeguarding, health and safety, security, confidentiality and data protection etc.

**The above duties are not exhaustive and the postholder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Principal.**

***The College is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment***

**Date Job Description Revised: 08/03/19**

**By whom: A. Wood**

# Person Specification

## EMPLOYEE SPECIFICATION

The Council is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

When filling in the application form, please demonstrate with clear, concise examples how you meet the requirements of the post. You will be assessed in relation to the *Essential and Minor* criteria. Please bear in mind that you must possess the Essential Criteria on day 1 to be able to do the job. If there are large numbers of applicants for the post then all of the criteria will be used for shortlisting. Under the Disability Discrimination Act (DDA), we recognise and welcome our responsibility to remove any barriers in our recruitment and selection process. We have tried to assess this in our Job Description and Employee Specification, however if you feel that there are barriers, please tell us in the application form. As part of the DDA, we are committed to making reasonable adjustments, wherever possible and it would help us to know your needs in order to do this.

<b>Post Title Leader of Teaching and Learning - Maths</b>	<b>School: Horizon Community College</b>	<b>Grade: L5 – 9</b>
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Criteria No	Attributes	Criteria	How Identified (either Application Form or Interview)	Rank (Essential/Minor or)
	<b>Relevant Experience</b>	Proven experience of delivering high quality teaching and learning  Experience of leading INSET at whole school level and in a variety of other contexts  Experience of turning Inadequate and Satisfactory Teaching and Learning into Good and Good into Outstanding  Track record of outstanding teaching in own specialist area  Experience of analysing data and then positively impacting on it moving forward.	Application/Interview  Application  Application/interview  Application  Application / Interview	Essential  Minor  Essential  Essential
	<b>Education and Training Attainments</b>	Qualified teacher  Honours degree in a relevant subject area	Application form/certificates  Application form/certificates	Essential  Essential

	<b>General and Special Knowledge</b>	Knowledge of latest developments in Teaching and Learning  Knowledge of Accelerated Learning Cycle, Collaborative/ Co-operative Learning and Assessment for Learning.	Application form/Interview  Interview	Essential  Essential
	<b>Skills and Abilities</b>	Ability to model Outstanding Teaching and Learning  Ability to work on own initiative and prioritise work to given deadlines.  Ability to develop and motivate teachers to become outstanding practitioners  Ability to accurately assess quality of Teaching and Learning  Ability to respect and maintain confidentiality  Ability to work individually and as part of a team	Application/interview  Application/interview  Application/interview  Application/interview  Application/interview  Application/interview	Essential  Essential  Essential  Essential  Essential
	<b>Additional Factors</b>	A willingness to take part in training and development opportunities as required.	Application form	Essential

In compiling this, please refer to the Section 'Review Job Description and Employee Specification' in the Recruitment and Selection Code of Practice.

# Further Information

Should you wish to discuss the role further please contact us on 01226 704230.

Please read the [Guidance Notes for Applicants](#) before completing an application form.

This is an exciting and rewarding role and we look forward to receiving your application.

## **The Application Process**

The candidates selected for interview will be informed after shortlisting and full details of the interview process will be provided.