WHITELANDS ACADEMY

SHARED AMBITION, SHARED SUCCESS

BE A PART OF OUR FUTURE

CANDIDATE PACK

Head of Mathematics

2021

Our School Mission and Purpose

Our mission is to be a school where student development and learning are at the centre of everything we do. Students are expected to strive for personal excellence and demonstrate a commitment to learning as they fulfil their potential.

Our community will be a nurturing and caring one where students are encouraged to show compassion, friendship and support towards one another.

We aim to provide an education which is fully inclusive, where every child is valued for who they are and who they can become.

At Whitelands Academy the education we provide is guided by values of Community, Respect, Courage, Integrity, Teamwork and Opportunity. These values are particularly important to us as we develop the students into lifelong learners and prepare them for a life beyond school.



Welcome to
WHITELANDS ACADEMY

Dear Candidate,

Thank you for your interest in Whitelands Academy. We are now seeking to appoint a dynamic, inspirational SENCO to develop our learning support department further. The following is a personal perspective of this wonderful and rare opportunity to shape the future of a new school.

The aim of our school is quite simple: to provide the students with an unrivalled education where individuality is celebrated and potential realised. We want our students to develop into well-rounded individuals, ready to be successful in the next stage of their lives. Our staff will need to have the drive, vision and skills to inspire students to achieve and deliver this aim.

The role of SENCO will be pivotal for the development of Whitelands. Shaping our learning support department, supporting transition and opening our resource base are the next crucial steps for our schools success.

Working in a new, state of the art school provides us with many exciting opportunities. Our staff body will have the potential to shape a curriculum and culture that will guide Whitelands Academy for decades. The role will give you the opportunity to develop professionally, gain a broader experience and lead from the front. Being part of the team will offer a unique opportunity to grow with the school, honing skills and develop as we expand.

I truly believe Whitelands Academy is going to be a beacon for excellence and ultimately a life-changing school for the students of the catchment it serves. If you are up for the challenge of undertaking an important role in order for us to achieve this aim; have a core belief that all students, no matter what their background or ability, can achieve; and have a passion for and a clear understanding of outstanding learning, you are definitely the right person for us.

If you have any questions regarding the role, please do not hesitate to contact me.

I wish you all the luck with your application.

Mr A Cush
Head Teacher

About our School

Whitelands Academy opened in September 2020 to a cohort of year 7 students. The school was commissioned to provide 600 places for children in the local Kingsmere estate as well as the wider Bicester area. We are now oversubscribed for 2021 and look forward to welcoming our next cohort.

Completed in October 2020 the 5210m^2 school features 26 state-of-the art classrooms, special educational needs provision, as well as a garden and a four-court sports hall with changing facilities.

External social spaces include allotments, quiet areas with a variety of trees to provide shade in the summer, and sports pitches for rugby, hockey, and football, as well as a multi-use games area.

Other features include a main hall linked to a drama studio, a dining area with access to a covered seating area, kitchens, offices, staff spaces, provision for basketball and netball, and parking for both cars and bicycles.

Whilst we recognise these are fantastic facilities, we believe that a great school should be great in any surroundings.

We believe in the power of holistic education. We want every child in our care to leave us and impact positively on the world in which we live. Therefore we focus on an education that builds knowledge, skills and values essential for success in later life. We do this through positive relationships, an exceptional working environment for all and an unrelenting drive to create the best school. We will always put children first in everything we do.



Our Curriculum

Our curriculum aims to:

1. Deliver an aspirational and engaging curriculum that challenges all students to develop the knowledge and skills that will prepare them for life beyond school

2. Create a curriculum that responds to the demands of the local area and significantly reduces the literacy and numeracy gap

3. Develop a broad curriculum that delivers the learning and experiences that will create young adults rich in cultural and social capital

4. Deepen students understanding of what it means to be a good citizen in modern Britain

5. Provide a world-class extra-curricular programme which provides opportunities to broaden experiences, develop competition and bring the curriculum to life

Students will leave Whitelands Academy as well-rounded, well-educated and ambitious young adults. Our students will exhibit the traits that are required to be successful and happy in modern Britain and will approach life with a positive attitude.

The breadth and depth of the curriculum at Whitelands Academy will engage students and prepare them for their future. Character and Culture are key and our curriculum is founded on our core values of teamwork, community, respect, courage, opportunity and integrity. These key values will ensure any young adult is equipped to thrive in society. The values will be developed in lessons, assemblies and PSHE as well as being a theme for each half term. Each half term will involve a drop-down day where students experience a whole day activity aimed at delivering a personal quality or an understanding of the way the world works.

Becoming an exceptional citizen is a goal of our curriculum. The British values of Democracy, Rule of Law, Liberty, Mutual Respect and Tolerance will be delivered in RE, PSHE, form time as well as being lived out in our everyday actions.



School Development Priorities

The school improvement plan is our strategic plan to embed high standards and set the highest quality of education at Whitelands Academy.

At the heart of our school is the full commitment to delivering high quality learning experiences. This, coupled with our ethos, will remain a constant priority. However, there is recognition that we 'can' and 'should' be achieving the highest standards of achievement. Our focus on supporting staff development will ensure that this priority is met and that we can help make Whitelands the best school in England.

A summary of the main priorities and how we will measure the success of these can be summarised by the following graphic. Our intention is that each of us LEADS so that, together, we can achieve MORE.

Specifically, the priorities are:

1. LEARNING THROUGH A WORLD CLASS CURRICULUM
2. ETHOS FOCUSED ON LEARNING, COLLABORATION AND CHALLENGE
3. ATTITUDES TO LEARNING ARE EXCEPTIONAL
4. DEVELOP AND MAXIMISE OPPORTUNITIES FOR STAFF
5. STUDENT OPPORTUNITIES ARE CENTRAL TO OUR CURRICULUM

LEARNING THROUGH A WORLD CLASS CURRICULUM

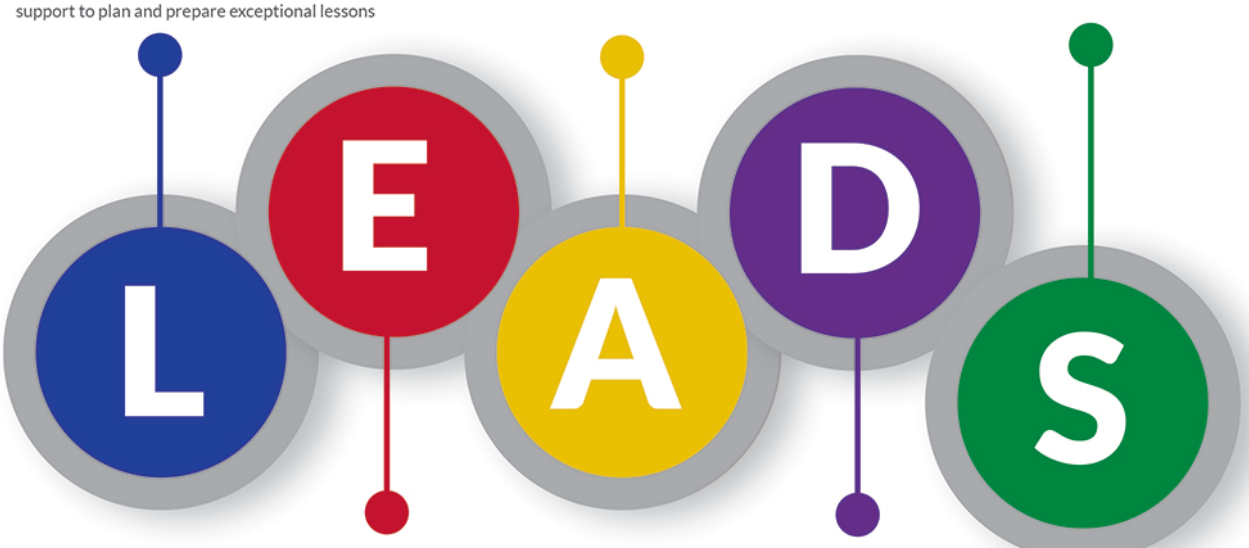
- All departments develop a challenging, modern and aspirational curriculum that provides opportunities to all students
- Our curriculum will focus on the development of knowledge and will be delivered synoptically and coherently
- Our curriculum will provide a 'Boot Camp' that will support students in returning to school after their prolonged absence
- Every department teach to a standardised scheme of work, assessments and lesson resources
- Non specialist teachers have the time and the support to plan and prepare exceptional lessons

ATTITUDES TO LEARNING ARE EXCEPTIONAL

- Student behaviour is exceptional at all points leading to disruption free learning
- Our students will display respect and gratitude, and this will be mirrored back to them
- Our behaviour policy will be founded on a belief of authority and no excuses
- All teachers will be policy disciplined creating a disruption free learning environment where teachers can teach and students can learn

STUDENT OPPORTUNITIES ARE CENTRAL TO OUR CURRICULUM

- Our curriculum will provide students with in and out of class opportunities that enrich their life experience
- Our education will focus on developing the child holistically
- A full enrichment timetable is provided with all staff promoting the experiences available



ETHOS THAT FOCUSES ON LEARNING, COLLABORATION AND CHALLENGE

- The school Mission Statement to be in 'practice' each day
- Staff work to build students' independence, resilience and love of learning
- All staff work to create a culture of transparency and collaboration
- Staff share collective intelligence and skill to improve practice
- Culture of achievement promoted by all staff
- A learning and nurturing culture for all stakeholders

DEVELOP AND MAXIMISE OPPORTUNITIES FOR STAFFF

- All staff will have an individual career pathway
- We will offer a personalised learning approach to professional training and Inset
- Programmes will be implemented to prepare staff for the next stage of their careers
- We will provide opportunities for staff to share expertise across departments and observe excellence in other schools
- We will utilise staff expertise to support one another with learning and teaching

Our local area

Over the next decade and more, the town of Bicester is set to be at the forefront of pioneering growth, as millions of pounds are invested in the area. This investment will be used to fund many regeneration projects, including the development of 10,000 new homes and the creation of 18,500 new jobs. As a result of these projects, the population of Bicester is set to increase from 30,000 to 50,000. The town's growth will see areas such as the Kingsmere estate become more populated and the need for school places will grow considerably.

What we can offer

We believe in the limitless potential of students and staff. Our staff body will have the opportunity to build something unique and lasting in Bicester. As a team we will shape a school culture that creates an environment where everyone excels. Growing numbers will mean that staff will gain a broad experience of education and develop skills as the school expands. Our CPD programme will support development and as the school grows, opportunities to lead across Whitelands will ensure our staff career progression.
Our staff body will also benefit from:

- An exciting dynamic work environment where staff and student culture are central
- An opportunity to shape a broad and challenging curriculum allowing our students to be successful throughout their lives
- Opportunities to lead at all levels as well as career progression
- Brand new state of the art facilities
- The ability to work with our partner schools across the White Horse Federation

The White Horse Federation is a not-for-profit multi-academy trust that supports and sponsors many primary, secondary, and special schools across Wiltshire, Gloucestershire, Swindon, Oxfordshire, and Berkshire. Our shared vision for excellence through partnership means we are also committed to upholding and celebrating the best of what makes a local school great – in other words, the qualities and characteristics that shape the type of school every member of our federation would be proud to send their own children to.

The White Horse Federation combines a relentless drive for academic excellence with a shared moral purpose and shared values, while ensuring that fun and happiness are a key attribute of each of our schools. We genuinely believe that partnership – working with its schools, pupils, and their parents, as well as the wider community – helps to create the best possible outcomes for all children. The White Horse Federation empowers its colleagues through support, training, and career opportunities to recruit and retain outstanding staff who are leaders in their field. That way, we're able to ensure that every student achieves their full potential, regardless of their background, culture, heritage, or ability.

The Role

We are looking to recruit an exceptional Head of Mathematics to achieve our vision and work together to create a genuinely exceptional school. Our Head of Mathematics will shape our Mathematics department and whole school approach to numeracy.

We are looking for someone with sky-high expectations of what all children can achieve, regardless of barriers; someone who believes, as we do, that all children are entitled to access the full richness of a broad and often academic curriculum, and will thrive if given appropriate support to access and succeed in that curriculum.

Middle leadership will not be a determining factor. The successful candidate will grow with our school: we will develop you, providing one-to-one support, coaching and access to an extensive training network.

The ideal candidate will:

- Have a strong academic background and a passion for learning
- Combine subject matter expertise with a passion for teaching English
- Be driven to provide an exceptional and broad education
- Have high expectations of others and high aspirations for their own future and professional development
- Share our vision and have the commitment, skills and character required to shape a future school
- Posses the ability to inspire, challenge and motivate both students and colleagues to meet and exceed expectations
- An ability to teach another subject as the school grows

Safeguarding

The White Horse Federation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. If successful for this position, you will be expected to apply for a disclosure from the Disclosure and Barring Service before your appointment is confirmed. References will be sought on shortlisted candidates before interviews take place.

WHITELANDS ACADEMY

SHARED AMBITION, SHARED SUCCESS

BE A PART OF OUR FUTURE

How to apply

We are thrilled you would like to apply to join our school! Should you wish to have an informal chat regarding the role, please contact Adrian Cush, Principal of Whitelands Academy:

Mobile: **07719 034665**
Email: **acush@whitelandsacademy.org**

Alternatively, please complete an application form via our applicant tracking system, Networx, on our careers page via: **https://thewhitehorsefederation.org.uk/careers**

WHITELANDS ACADEMY
Hexham Road
Bicester
OX26 1AY

Telephone: **01793 818603**
Web page: **www.whitelandsacademy.org**
Email: **admin@whitelandsacademy.org**
@WhitelandsAcad