APPLICATION PACK

TEACHER OF MATHS

AT WESTFIELD ACADEMY





Westfield Academy

Seeing the qualities in every child

Stiby Road, Yeovil, Somerset BA21 3EP

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Company Number 07664348

WELCOME

‘Seeing the qualities in every child’

Westfield Academy has made significant progress in recent years. It was judged ‘Good’ by OFSTED in 2014 and again in May 2018. Student numbers have grown along with its reputation within the area and we were oversubscribed in this years intake.

We have long been regarded as an inclusive, supportive and fair school and take seriously our responsibilities to work with and for vulnerable young people. The Academy’s intake includes a good proportion of able students with high prior attainment at Key Stage 2 as well as students who need additional help to reach key attainment levels at 16. We are proud to be a fully comprehensive school, serving an expanding town and its surrounding villages.

There has been significant investment in the site, over the last few years, including new sports facilities and Creative Arts spaces. Yeovil is a growing town and the Academy is expected to see its student numbers increase over the next decade to around 1050. We also believe in investing in our staff and have dedicated significant time to professional development.

Please return your application form, including the names and addresses of two referees, to Lisa Jeffreys, Headteacher’s PA, (lisa.jeffreys@westfieldacademy.co.uk) by 9:00am on Wednesday 27 February 2019. Interviews will take place on Wednesday 6 March 2019. Successful candidates will be invited to interview by 5:00pm on Wednesday 27 February 2019.

Detailed references will be requested for all shortlisted candidates prior to interview.

Westfield Academy is committed to safeguarding and promoting the welfare of children & young persons. An Enhanced Disclosure from the Disclosure and Barring Service (DBS) will be required from the successful candidate.

I look forward to hearing from you.

With best wishes

Simon Dallimore
Headteacher



THE ACADEMY

Westfield Academy is a successful school judged as 'Good' at our most recent OfSTED inspection in May 2018. We are proud of what we are as a school, and consider ourselves to be at the heart of the community in the town of Yeovil and surrounding villages. Our site is used and valued by a range of community groups.

We are a friendly and welcoming school, occupying a green and attractive site where parents know their children will be well looked after and encouraged to reach their potential. The Academy is well resourced and financially secure. The income per student will improve with the introduction of the National Funding Formula and the growth in student numbers will be reflected in funding from September 2019. Recent improvements include new sports facilities, Dance Studio, music facilities, and upgrades to Design & Technology.

We are one of four 11-16 schools serving the town and surrounding villages. Relationships between schools are good and, together with primary schools, meet as the Yeovil Federation on a regular basis. The reputation of Westfield Academy is good and improving. In the summer of 2018, 111 Year 11 students left us, with 204 new Year 7 students joining Westfield, reaching our published admission number. This pattern of growth is set to stay for the next four years, at least.

The town itself has its roots in the aircraft and defence industries, although in recent years the economy has diversified significantly. The town is set to expand over the next ten years and we expect the Academy to reach close to 1050 students by 2022. Yeovil sits in a delightful part of the country, close to the World Heritage Jurassic Coastline and the Somerset Levels. The town has its own theatre, The Octagon, as well as a range of arts and cultural activities in the area. The annual Glastonbury Festival is also close by.





Our Values and Ethos

Our motto is “Seeing the qualities in every child”, with our aim being to ensure all of our students become successful lifelong learners, confident individuals and responsible citizens. Our teachers and support staff work hard and are fully committed to challenging and supporting the students in their care.

Students are encouraged to make the most of a wide range of extracurricular opportunities, including The Duke of Edinburgh Award Scheme. We run fixtures in all major sports and have a wide range of clubs and leisure sports activities. Students benefit from working with specialist coaches and enjoy good access to community clubs on and beyond the school site. For elite performers, there are a variety of further opportunities including sports psychology, training and nutrition.

Performing Arts are a real strength of Westfield. Students take advantage of a wide range of specialist Music tuition together with our choir, orchestra, string group and contemporary music groups. Students have the opportunity to perform in three concerts each year. Drama and Dance opportunities include an annual school play and two shows a year, all hosted in our theatre.

Google Chromebooks are used to support learning across the curriculum at Key Stage 3 and also within Year 10 in Key Stage 4. Chromebooks will be used by all students from September 2019. Westfield Academy is committed to using new technologies to support both teaching and learning.

Learning beyond the school site includes theatre visits, Geography field trips, ski trips and visits to Spain, France, India and China.

Regular rewards assemblies and annual awards evenings are where we recognise and celebrate the very wide range of student achievements. Students are also encouraged to take on roles of responsibility such as Prefects, House Captains and Form Captains, and to help further improve their own school through our School Council. All students are members of a tutor group and one of four houses, (Darwin, Einstein, Franklin and Galileo). Houses form the basis of inter-house sporting activities and fundraising events. Students are encouraged to understand, respect and celebrate diversity, not least through our annual ‘Diversity Week’ programme.



JOB DESCRIPTION

TEACHER OF MATHS

Main Purpose of Job

- To be an effective teacher of students across the age and ability range.
- To contribute to the strategic development of the Department.
- To be an effective tutor.

Main Responsibilities & Duties

<u>To be an effective teacher of students across the age and ability range</u>

- Lead by example—act as a positive role model to students and be an effective classroom practitioner.
- Plan and prepare effective lessons that meet the requirements of the school's Learning & Teaching Policy and which meet the needs of all learners.
- Ensure students work is marked regularly in accordance with the school's Assessment & Reporting Policy.
- To use assessment diagnostically to further improve students' learning and to be able to report progress to the leader of the Department, the leadership team and to parents.
- Ensure high standards of behaviour through implementation of the school's Behaviour for Learning Policy.
- Ensure that the classroom is a welcoming and stimulating environment in which to work.
- Ensure other relevant school and department policies and procedures are adhered to.

<u>To contribute to the strategic development of the Department</u>

- Contribute to the strategic development of the department as part of the Department team.
- To take on a share of the responsibility for developing schemes of learning and learning resources in agreement with the Department leader.
- To undertake to improve own performance through sharing best practice with colleagues from your Department and from other department teams.
- Play a full part of the successful running of events organised by the Department.

<u>To be an effective tutor</u>

- Ensure the agreed tutor time programme is carried out effectively, as specified in the school's Learning & Teaching Policy, so that tutor time is used to support learning in lessons.
- Be involved in the induction programme for new students.
- Be the "first port of call" for students with day-to-day pastoral issues.
- Support vulnerable students in the tutor group.
- Carry out effective individual Advice and Guidance (IAG) sessions for students in the tutor group.
- Report to parents through the written tutor report and through appointments at parent/tutor meetings.

Facts and Figures

- Number of teaching periods—45 (39 for NQT's)
- Number of PPAs—5

Supporting Processes

Problem Solving and Creativity

- Be receptive to innovative ideas that offer developmental opportunities to the department area.
- Be creative in developing new initiatives that support identified whole school priorities and improve standards and achievement in faculty area—within the constraints of the whole school priorities.
- Be ready to deal with unexpected and urgent situations on a daily basis.
- Work to competing deadlines, priorities and plan time carefully, identifying what outcomes will have the most impact on student progress.
- Work independently and take responsibility for decisions made with agreed good practice boundaries.

Decision Making

- Take appropriate actions to improve the behaviour and attainment of students in the department area.

Physical Effort & Working Conditions

- Classroom based.
- Access to office facilities, desk and computer.

Contacts & Relationships

- The post holder will work closely with teachers and support staff at every level in the school; students, parents/carers to provide information and advice; direct, guide, motivate, monitor, praise and sanction.

Additional Information

In addition to the above responsibilities and duties the post holder will carry out the professional duties expected of all teachers as laid out in the Teachers' Standards document 2012, The Westfield Standards document 2014, the Westfield Staff Code of Conduct and Dress and Appearance document.

Knowledge, Skills & Experience

See Person Specification.

Westfield Academy is fully committed to safeguarding and promoting the welfare of children and follow best practice procedures to ensure their safety.



PERSON SPECIFICATION

Qualifications

Essential

- A degree in a relevant subject
- Qualified teacher status

Professional Development

Essential

- Committed to own personal development
- Evidence of recent relevant CPD

Knowledge

Essential

- Uses effective learning and teaching strategies
- Uses strategies to promote good student relationships, attendance and behaviour
- Has knowledge and understanding of new curriculum initiatives or willingness to obtain these where appropriate
- Good understanding of effective safeguarding procedures

Experience

Essential

- Effective classroom practitioner
- Has collaborated with other staff to develop initiatives

Desirable

- Has worked successfully with students of all abilities
- Record of raising achievement

Leadership & Management Skills

Essential

- Ability to develop the talents and potential of all students and colleagues
- Ability to communicate effectively and foster good relationships with colleagues, students, parents and community partners
- Ability to use evidence to make decisions and prioritise actions
- Evidence of commitment to safeguarding children

Personal Qualities

Essential

- Professional integrity and a deep commitment to education
- High, realistic expectations
- Committed, passionate and driven
- Excellent oral and written communication skills
- Competent user of ICT
- Ability to work independently, manage own workload and get things done effectively
- Resilience and ability to work under pressure
- Enthusiastic, positive and optimistic
- Excellent interpersonal skills



DEPARTMENT INFORMATION

Maths at Westfield Academy

The Maths department comprises the following personnel:-

Steve Brimson	Director of Maths
Heather Scott	Assistant Leader of Maths
Callum Bass	Teacher
Helen Davies-Gange	Teacher
Adrienne Hardiment	Teacher
Craig Hardy	Teacher
Paul Rose	Teacher
Vacancy	Teacher

Accommodation

The department is located in a specialist suite of classrooms, with each teacher having their own classroom. The faculty is very well resourced and each classroom has an interactive whiteboard.

Courses

Students are setted throughout their 5 years at Westfield with a differentiated scheme of work in years 7 & 8. Students start KS4 in year 9. We follow the Edexcel exam syllabus. Our most able students in years 7-11 participate in the UK Maths Challenge.

Student Groupings

The school runs a two week timetable with students being timetabled for 8 x 1 hour lessons per fortnight in Year 7 and 7 x 1 hour lessons per fortnight in all other years. Students are in classes set by ability.





INFORMATION FOR APPLICANTS

Thank you for expressing an interest in this post at Westfield Academy.

Please complete the attached application form in full. Please note that CVs are not accepted as part of the application process.

We are committed to protecting the safety of all students within our care and our selection process is designed to minimise any risk. Part of the selection process will be to explore a candidate's motivation for working with students.

Detailed references will be taken up of all shortlisted candidates prior to interview.

Westfield Academy is committed to safeguarding and promoting the welfare of children & young persons. An Enhanced Disclosure from the Disclosure and Barring Service (DBS) will be required from the successful candidate.

All shortlisted candidates will be required to bring evidence of identity and proof of qualifications to interview.

The selection process may involve a number of different aspects including tests and observations where appropriate, as well as a panel interview. There will be an opportunity for you to tour the school, meet other staff and ask questions relating to the post.

The closing date for submission of applications is **9:00am** on **Wednesday 27 February 2019**, with interviews taking place **on Wednesday 6 March 2019**.

Please mark your application for the attention of Mrs Lisa Jeffreys, Headteacher's PA, and return it by post to Westfield Academy, Stiby Road, Yeovil, Somerset, BA21 3EP or via email to lisa.jeffreys@westfieldacademy.co.uk

We look forward to receiving your application.



TERMS & CONDITIONS

Terms and Conditions of Employment

Westfield Academy Trust's normal terms of conditions of employment apply to the post of Teacher of Maths. Final detailed terms and conditions are subject to agreement between the Trust and the successful candidate and will be reflected in the formal employment contract.

Employer Westfield Academy Trust

Position Teacher of Maths
Westfield Academy, Stiby Road, Yeovil, Somerset, BA21 3EP
The position is full-time and permanent

Reporting to Director of Maths

Location Westfield Academy and any other place operated by the Academy.

Start Date 1 September 2019

Salary Mainscale Teacher

Holidays You are entitled to take holiday during normal school holidays except where your presence is required for the proper execution of your duties.

Safeguarding Westfield Academy Trust is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. An enhanced DBS (previously CRB) check is required for the successful applicant.

Pension Scheme This post is eligible to be a member of the TPS.

www.westfieldacademy.co.uk

