



Second in charge of Maths

Isaac Newton Academy

Candidate Information Brief



March 2019

Dear colleague,

Thank you for your interest in the post of Second in Charge of Maths at Isaac Newton Academy, an ARK School. I'm delighted to have this opportunity to introduce myself, to give some details about our school and to describe the kind of candidate we hope to appoint to the position.

Isaac Newton Academy opened in September 2012 in Ilford, East London, in brand new, purpose-built accommodation. The Academy has been carefully designed with ARK's philosophy in mind and has facilities and resources to support a rich and diverse 21st century curriculum. It has an average intake of 180 year 7 students each year. We are now at full capacity; the secondary school will be 1,250 students (900 11 – 16 year olds and 350 sixth formers). In 2014 the primary phase of the Academy opened to 90 reception-aged pupils. This too will grow year on year, until full in 2020. The Academy benefits from joining a number of successful secondary schools in the diverse Redbridge community as well as being part of the ARK Schools network.

I feel both privileged and excited to have been appointed as Isaac Newton Academy's Interim Principal. I joined the academy as Vice Principal prior to it opening and helped shape its vision and ethos. The chance to create a new and outstanding school from scratch, designing the curriculum, policies and procedures, structuring the school day and year and appointing the staff, is a rare and golden one. I am committed to providing an inspirational and life-enhancing educational experience for all the young people who attend the academy.

The new Second in charge of Maths at Isaac Newton Academy will be a key member of staff. He/she will be part of a team leading the maths curriculum from KS3 to KS5. The successful candidate will be an outstanding teacher who will help shape an exceptional new school that attains well above average for progress 8 score. The maths team are a supportive, innovative and energetic department working together to achieve some of the best results in the country.

It is my vision that Isaac Newton Academy will be at the centre of the local community, with opportunities for the students' parents, siblings and neighbours to attend classes and benefit from the amazing facilities. I am looking to appoint an Second in Charge of Maths who shares this desire to enrich the lives of residents of Ilford and make the school a true community school.

And what you can expect from me as your Principal? I will be committed to providing you with the environment, support and resources necessary to carry out your role to an outstanding level. I will prioritise your professional development needs. I will ensure that you receive supportive and developmental line management and coaching.

If what you have read about Isaac Newton Academy chimes with your personal educational philosophy, I very much hope that you will consider applying for the post. This is a key role in the Academy and a challenging yet highly rewarding opportunity.

If you have any technical issues with the application form, please contact our recruitment team on 0203 116 6345 or recruitment@arkonline.org. For a candidate information pack or an informal, confidential discussion please contact Human Resources on 020 8911 6656 or hr@isaacnewtonacademy.org.

To apply please go to: <http://isaacnewtonacademy.org/vacancies>. Please submit your application by 22nd April 2019.

We reserve the right to close this vacancy prior to the advertised closing date should we feel we have found a suitable candidate.

Yours faithfully,



Jo Spencer
Interim Principal

Job Description: Second in Charge of Maths

Reporting to: Head of Department
Start date: September 2019
Salary: Ark MPS (£28,286-£39,937) / UPR (£41,925-£45,086) plus TLR state the level allowance
Disclosure level: Enhanced

The Role

To lead on KS4 or KS5 maths, deliver outstanding teaching, 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.

Key responsibilities

- To strategically lead maths at KS4 or KS5, ensuring that there is sufficient forward planning and that SOL and resources are completed to deadline and meet INA's requirements
- To lead on the design, development and review of the KS4 or KS5 Mathematics schemes of learning, lesson plans and resources for the Year 12 and Year 13 curriculum from September 2019, ensuring that there is sufficient challenge and that deep questions are explicitly built into SOL and LPs
- To set up routines and systems to ensure that students organise and formally record their learning to aid revision
- To maintain expert knowledge of T & L at KS4 or KS5, keeping abreast of the latest research and publications, attending courses and disseminating great practice to members of the department
- To visit successful KS4 or KS5 Mathematics providers and include good practice observed when planning for provision at INA
- To monitor and evaluate teaching and learning within KS4 or KS5 Mathematics by conducting regular learning walks, lesson plan and digital planner checks, book looks and lesson observations
- To support or coach less experienced members of the team to develop great teaching practice at KS4 or KS5
- To coach other KS4 or KS5 teachers in Statistics at A level and beyond
- To research, amend and administer appropriate assessments for all KS4 or KS5 Mathematics courses
- To track and monitor data at KS4 or KS5, identifying students requiring additional support and managing interventions. To ensure that the bi-weekly tests are used to drive students progress
- To review the KS4/KS5 curriculum and advise the KS4/KS5 coordinator of amendments needed to best prepare students for study at KS4/KS5

Other:

- To be Performance Developer for a number of teachers within the department and review probation targets for teachers as required
- To support the Head of Mathematics with the effective induction of new staff to the department
- To support the Head of Department with monitoring and evaluation of the teaching and learning within Mathematics by conducting regular learning walks, lesson plan checks, book looks and lesson observations
- To deputise for the Head of Department with day to day issues such as behaviour incidents / cover work
- To lead on the training of all staff on numeracy across the curriculum.

Person Specification: Maths Teacher

Qualification criteria

- Qualified to degree level and above
- Qualified to teach (and work) in the UK.

Knowledge

- Up to date knowledge in the maths curriculum, including KS4/ KS5
- Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour.

Experience

- Experience of raising attainment in a challenging classroom environment
- Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities.
- Experience of successfully teaching GCSE or A Level Mathematics and/or Further Mathematics depending on the role.

Behaviours

- Passion for the subject
- High expectations for accountability and consistency
- Vision aligned with Ark's high aspirations, high expectations of self and others
- A firm and constant belief in the unlimited potential of every student and a commitment to inclusive educational provision
- Motivation to continually improve standards and achieve excellence
- Commitment to the safeguarding and welfare of all students and providing equality of opportunity
- The ability to enthuse and inspire others
- The ability to consistently deliver outstanding lessons
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and recognition
- Excellent communication, planning and organisational skills
- Demonstrates resilience, motivation and commitment to driving up standards of achievement
- Acts as a role model to staff and students
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice
- The ability to develop positive relations with students and adults
- The ability to work effectively alone and as a part of a team
- Excellent listening skills
- Strong interpersonal, written and oral communication skills and ICT skills
- Strong organisational and time management skills
- The ability to take personal responsibility, a readiness to reflect and self-evaluate, and the ability to change, develop and improve
- Confidence and self-motivation

- The ability to work well under pressure
- High levels of honesty and integrity
- A sense of humour and desire to have fun.

Other

- This post is subject to an enhanced Disclosure & Barring Service check
- The post holder must be committed to safeguarding the welfare of children and to providing equality of opportunity.

Ark is committed to safeguarding and promoting the welfare of children and young people in our academies. In order to meet this responsibility, we follow a rigorous selection process. This process is outlined here, but can be provided in more detail if requested. All successful candidates will be subject to an enhanced Disclosure and Barring Service check.