

Wallington High School for Girls



Teacher of Mathematics Application Pack



Wallington High School for Girls

HEIRS OF THE PAST, MAKERS OF THE FUTURE

February 2023

Dear Candidate

Thank you for your interest in the position of Teacher of Mathematics at Wallington High School for Girls (WHSG).

We aim to be a truly outstanding school with an excellent academic reputation that provides first class care, guidance, support and development so that our students enjoy a positive experience during their time at school and leave well prepared for life beyond. That aim applies not only to our students but to all our staff as well.

We are seeking to appoint a motivated, talented and enthusiastic person to join our existing team and become a valued member of our School's community. We are particularly interested in applications from teachers that have experience teaching KS5.

I hope you will find the information in this pack interesting and informative.

We very much look forward to receiving your application.

Yours faithfully

Richard Booth

Headteacher





Wallington High School for Girls

Information for Applicants

The School

Wallington High School for Girls (WHSG) is a selective academy for approximately 1500 girls aged between 11 and 18. We are part of the Girls' Learning Trust, a multi-academy trust that also includes Nonsuch High School for Girls and Carshalton High School for Girls. The school first opened in 1888 and moved to its present site in 1965. The school is heavily over-subscribed with more than 2000 applications each year for the 210 places in Year 7; many external students also apply for our sixth form. We are a multicultural community with an increasing percentage of minority ethnic groups. Over 47 different first languages are spoken and this brings a rich diversity to our school.

Our students achieve at the highest level academically. In 2022, 91% of our GCSE entries were awarded 9/7 grades. At A level, 65% of our entries were awarded A*/A grades. The vast majority of our students move from WHSG into higher education including Oxford and Cambridge and with an increasing number of students (over 60%) gaining places at Russell Group universities or medical schools. Our students are highly able, motivated and a delight to teach. Students enjoy positive and co-operative relationships with staff and it is very rare if an external visitor to the school does not comment on the high calibre of the students.

We are particularly proud of our strong pastoral system and girls enjoy a comprehensive programme of PSHE throughout the school. We encourage our students to be active and responsible citizens through a variety of charitable and community activities. The school also operates a very successful House system, led by student House Leaders which encourages integration between the year groups and provides leadership opportunities for students. Similarly, a strong Head Girl and Senior Prefect team and School Council ensure that the student body has a voice within the school and that younger students are supported.

Outside of the classroom we are fortunate in having staff who provide a wide range of extra-curricular opportunities for students and this is central to our ethos. Sport plays an important part in the life of the school and we are successful at national and regional level in a number of sports including Tennis and Badminton. Similarly, we have many opportunities for students to showcase and develop their talents in Music, Dance, Drama and the Arts. We enjoy a successful Combined Cadet Force (CCF) partnership with Wilson's School which is very popular with girls in Year 9 and above and an equally successful Duke of Edinburgh scheme. Our commitment to this ethos is reflected in our curriculum provision where a number of enrichment days are set aside, the timetable suspended, and students take part in a number of activities and events that allow them to develop and prepare for life beyond the school.

The Sixth Form

We are proud of our thriving and ever growing Sixth Form that has an excellent academic reputation and provides first class guidance and support so that students enjoy a positive and successful post-16 experience and leave us well prepared for life beyond school.

With around 500 students in the Sixth Form, we offer an extensive choice of A Levels taught in excellent facilities by subject experts. The vast majority of our students in Year 11 choose to stay with us for their Sixth Form education and we also warmly welcome external applicants who meet our requirements.

In addition to A Levels, all students in Year 12 will take an elective intended to develop their communication skills and build their cultural capital. There are a number of options available, including the Extended Project Qualification (EPQ) which develops skills of analysis and independent research, vital for success in undergraduate study. Students also follow a wellbeing programme, including dedicated PSHCE time (Personal, Social, Health and Citizenship Education) and Physical Education.

WHSG Sixth Formers continue their education at some of the most prestigious universities in Britain and abroad. To support our students in achieving this, we run an extensive Higher Education programme that includes Oxbridge preparation as well as clear guidance on 'informed choices', Russell Group Universities and the UCAS process.

However, our Sixth Form is about so much more than excellence in academia and we offer a wealth of leadership and extra-curricular opportunities. The prefect team are an integral and highly valued part of the Sixth Form. Lead by our two Head Girls they are a dynamic team who coordinate a large amount of activities giving them brilliant leadership opportunities. In addition, Our Sports Leaders run clubs and contribute to our annual gym and dance display. Furthermore, it is Sixth Form students who run some of our most successful clubs and societies, including the Model UN, African-Caribbean Society and our award winning Glee club. All students are actively involved in our local community as part of our volunteering programme, this includes visiting nursing homes and working in local primary schools.

Curriculum

We currently run a three year KS3, although students begin their GCSE courses in Science in Year 9. Our KS3 students study two modern foreign languages alongside the other national curriculum subjects. At KS4, students study for ten GCSEs, which includes a Language option and a Humanities option. The vast majority of our students continue into the Sixth Form at WHSG where they can choose from a wide range of A level subjects. Many students can opt to study for the Extended Project Qualification (EPQ) in Year 12.

Senior Leadership Team

From September 2022, the Senior Leadership Team consists of one Deputy Head, four Assistant Heads and five Directors of Faculty, who work closely and supportively to plan for the future development of our highly successful school. Collaborative and open working practices ensure coherence and clarity in the leadership and management of the School. The Local Governing Body is a strong and supportive team with considerable professional expertise. In addition, the CEO of GLT and the Trust Board provide support and challenge to the school. The Leadership Team meets together twice weekly. The first meeting focusses on operational matters and the second has a strategic focus. In the strategic meeting we work on or report back on current leadership priorities. Each member of SLT is responsible for project planning their priority areas on the SDP. There is a personal assistant who provides administrative support for all members of the leadership team



Staff Workload and Wellbeing

Staff are our most valued asset and we place a high emphasis on staff well-being and professional development. In a recent survey amongst our staff, **91% agreed or strongly agreed** that there was an atmosphere of trust and mutual respect within the school and **96%** said that they were proud to work at the school. As part of our commitment to staff well-being and development, we offer the following to teaching staff:

Professional Development

- CPD programmes tailored to individual's aspirations which are based both in school and across the wider Trust
- An additional INSET day at the beginning of the academic year dedicated to teacher planning and preparation
- Our "No lesson judgements" policy ensures our lesson observations are developmental and supportive
- One INSET day a year dedicated to moderation and curriculum preparation
- An annual cross-Trust teaching conference allowing the chance to meet and network with other staff
- 'Pop-up' CPD run by staff for staff on issues of their choosing, including pastoral

Staff Welfare

- A Marking and Feedback policy designed from the bottom up, with regard for teacher workload, based upon a set of principles, different according to department
- Data capture that is measured and timely - we report progress two or three times a year (depending on year group)
- Minimal written reports
- No requirement for teachers to submit lesson plans, even for lesson observations
- Teaching staff are only required to do one twenty minute duty each week
- Supportive yet challenging governance, which understands that teachers are our most valuable resource
- End of school day at 3pm making it easier for staff to pick up their children from local schools
- Work scrutiny is departmentally-based and developmental
- We are a school that appreciates the importance of family and do our best to support staff when there are issues and requests for additional leave regarding family events and an Additional Leave policy that supports staff when they may need time off school
- A teaching load of 43/50 1 hour periods of teaching per fortnight maximum.
- The average size of our A level classes is 13 students and GCSE is 24 students. We also continue to run many A level classes even if their numbers are small

Support

- The school calendar and training is planned in advance across the whole year so people know what is happening and when
- In-house cover supervision team
- A highly effective and proactive support staff that play an important role in supporting teaching and learning
- An Events, Communication and Visits team that are responsible for organising key school events and trips
- Every full-time teacher operates from a base classroom and has an office based work station which means our large staff room can be work station free

Benefits

- School budgets are set making the assumption that everybody will get their incremental pay rise
- 'Champagne Moments', a staff reward and recognition scheme
- A two week half-term in the Autumn Term
- Free tea and coffee provided in the staff room
- Access to our fitness suite
- A Staff Association that responds to the welfare of the staff and organises social events
- Use of onsite canteen offering hot meals and salad bar
- Teaching staff can go home if they have PPA time last period of the day
- Opportunities to participate in enrichment activities e.g. theatre visits
- Assisted cycle purchase scheme and designated cycle parking bay
- Opportunities for flexible working
- Access to Workplace Options scheme, for confidential independent employment advice
- Outer-London salary scales with easy access to central London
- Free on-site parking
- Access to Workplace Options scheme, for confidential and independent employment advice
- Membership of the Teachers' Pension Scheme (TPS) or Local Government Pension Scheme (LGPS)
- Childcare Vouchers

Environment

- Pleasant working environment with very well-behaved students
- The school has invested heavily in new buildings and in IT in every classroom
- Eleven acres of school grounds set in Green Belt land

More information on the school can be found at our website

www.wallingtongirls.sutton.sch.uk

The Mathematics Department



We would like to welcome you to the Mathematics Department. Our main aim is to provide the best possible Mathematics education for all students, by providing quality where it counts: in the classroom. We recognise our obligation to make Mathematics relevant to the needs and interests of the students, and we constantly strive to provide an invigorating experience for all students, irrespective of differences in ability, gender, and cultural background.

Staffing

The Mathematics Department consists of a strong team of fourteen specialist teachers who are enthusiastic about Mathematics and work together to share their love of the subject with the students. The department has a collaborative atmosphere with all members of the department contributing to the development of schemes of work and sharing excellent practice. Everyone in the department is supported to teach at KS5 as we have such large cohorts of students choosing to study with us.

Facilities

Mathematics is taught in a new teaching block, with well- equipped state of the art teaching rooms with interactive whiteboards and visualisers. In addition the Maths department has its own dedicated computer suite, and a spacious open plan office.



The Curriculum

Across all Key Stages, the curriculum is enriched and extended throughout by our own programme of study.



Key Stage 3

In Year 7, students are taught in tutor groups, while in Years 8 and 9 students are taught in ability sets. The programme of study is divided into short blocks of topics, which are assessed across the department. The Key Stage 4 curriculum is taught from Year 9.

Key Stage 4

In Years 10 and 11 students are also taught in ability sets, and all study the Higher level at GCSE. At present we use the Edexcel syllabus. We also offer the chance to study AQA Level 2 Certificate in Further Maths to our top ability sets.

Years 12 & 13

Mathematics is the most popular subject at Advanced level. Students combine the study of Pure Mathematics, Mechanics and Statistics to achieve A-level qualification which is examined through the EDEXCEL syllabus. There are strong Further Mathematics groups in both Years 12 and 13, and an additional Further Mathematics AS-level group in Year 13.

We have a particularly healthy trend of students reading Mathematics, Engineering and other Mathematics related disciplines at University.

Results

Our most recent results are some of our best yet with 68.5% achieving A*/A at A level with a large cohort of 146 students and 95.5% achieving A*/A in Further Maths A level with a cohort of 22 students in Summer 2022. At GCSE level 51% achieved a grade 9, with 81% achieving 9/8 across the cohort of 206 students.

Information Technology

Students have access to a vast range of material on the VLE, with particular enrichment and support of the KS5 programme through online textbooks and other resources.

They also have use of 'Hegartymaths', 'DrFrostMaths', and 'Integral' online resources to further support and enhance their learning.



Other Activities

Students successfully take part in UKMT Mathematics Challenges, at all levels, and attend the local masterclasses run by the Royal Institution.

There are regular drop-in sessions after school for all students who need extra support with their studies, and Year 12 students offer individual mentoring and support to students from Key Stages 3 and 4.

The department has a group of eight "Maths Prefects", who are selected from the Year 12 cohort and run a range of activities and events throughout the year, including GCSE support / revision sessions for Year 11, and support the department in the Year 8 Engineering Enrichment Day.



Teacher of Mathematics

Job Description

Line Manager: Director of Faculty

Supervisory Responsibility: 0

Job Purpose

To provide an outstanding learning experience for students, allowing them to fulfil their potential through the provision of excellent teaching, support and guidance.

MAIN DUTIES

The main duties of a teacher at WHSG are to:

Teaching

- meet the requirements of a classroom teacher set out in the Teacher Standards or Post Threshold Standards (if applicable).
- teach students according to their educational needs, including the setting and marking of work carried out by the student in school and elsewhere.
- assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- undertake a designated programme of teaching.
- ensure a high quality learning experience for students that meets internal and external quality standards.
- prepare and update subject materials.
- use a variety of delivery methods that will stimulate learning appropriate to student needs and demands of the syllabus.
- maintain discipline in accordance with the school's behaviour policy and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- undertake assessment of students as requested by external examination bodies, departmental and school procedures.
- mark, assess and give written/verbal and diagnostic feedback as required.

Operational/Strategic Planning

- assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the department.
- plan and prepare courses and lessons.
- contribute to the whole school's planning activities.

Curriculum Provision

- assist the subject leader to ensure that the department provides a range of teaching that complements the school's strategic objectives.

Curriculum Development

- assist in the process of curriculum development and change within the department.

Personal Development

- take part in the school's appraisal process, ensuring the correct CPD has been applied to support this
- ensure the effective / efficient deployment of classroom support.
- work as a member of a designated team and positively contribute to effective working relations within the school.

Quality Assurance

- participate in all quality assurance processes, working within the remit of school policy and procedure, to ensure the highest quality of teaching and learning
- review methods of teaching and programmes of study within the department.
- take part in the review of and development of activities relating to the department and pastoral functions of the school.

Management Information

- maintain appropriate records and provide relevant, accurate and up-to-date information for SIMS, registers etc.
- complete the relevant documentation to assist in the tracking of students.
- track student progress and use information to inform teaching and learning.

Communications

- communicate effectively with parents as appropriate.
- communicate effectively with persons or bodies outside the school.
- keep up-to-date with school communications via emails, bulletins and briefings.

Marketing and Liaison

- participate in open evenings and parents evenings.
- contribute to the development of effective subject links with external agencies and partner schools.

Management of Resources

- contribute to the process of the ordering and allocation of equipment and materials.
- assist the subject leader to identify resource needs.
- contribute to the efficient/effective use of physical resources.
- co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, department and the students.

Pastoral System

- be a Form Tutor to an assigned group of students.
- promote the general progress and well-being of individual students and of the Tutor Group as a whole.
- liaise with a Pastoral leader to ensure the implementation of the school's support system.
- register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.

Whole School

- play a full part in the life of the school community.
- support the vision and aims of the school.
- support the school in meeting its legal requirements for worship.
- comply with the school's Health and Safety Policy and undertake risk assessments as appropriate.
- undertake any other duty as specified by STPCD not mentioned in the above.
- Employees are expected to be courteous to colleagues and students and to provide a welcoming environment to visitors and telephone callers
- The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition

This job description is current at the date shown, but following consultation with you, may be changed by the Headteacher (or designated person) to reflect or anticipate changes in the job which are commensurate with the salary and job title.

WALLINGTON HIGH SCHOOL FOR GIRLS



Teacher of Mathematics

Person Specification

Area	Essential	Desirable	Method of Assessment
Qualifications	<ul style="list-style-type: none"> Good Honours Degree, PGCE / QTS 	<ul style="list-style-type: none"> Higher degree 	Application DCSF No. Certificates
Professional Development	<ul style="list-style-type: none"> Evidence of continuing professional development relevant to the post 	<ul style="list-style-type: none"> Ability to identify own professional development needs 	Application
Experience	<ul style="list-style-type: none"> Successful teaching of Mathematics across all Key Stages including KS5 Planning of lessons / schemes of work in line with the demands of an examination syllabus Evidence of raising student attainment in subject Assessment of students across all key stages 	<ul style="list-style-type: none"> Contribution to extra-curricular activities Ability to teach KS5 maths or willingness to undertake 	Application Form Interview Reference
Knowledge and Skills	<ul style="list-style-type: none"> Excellent subject knowledge Ability to inspire, enthuse and motivate students The ability to reflect constructively on the effectiveness of a lesson Ability to use a variety of teaching strategies to raise attainment Effective interpersonal skills Excellent written and verbal communication skills Good ICT skills Knowledge of best pedagogic practice and strategies to improve teaching and learning Awareness of curriculum development issues for the subject Experience of using data to help improve performance 		Lesson observation Application Interview Reference
Personal Qualities	<ul style="list-style-type: none"> A commitment to securing the best opportunities for all students High standards and expectations of self and others An ability to reflect on own professional practice Integrity, loyalty and commitment Strong intellect, energy and an innovative and positive approach to opportunities and challenges The capacity to inspire confidence in parents and students and to work collaboratively with colleagues 	<ul style="list-style-type: none"> Willingness to contribute to extra curricular activities 	Application Interview Reference



Notes to Applicants

Safeguarding

Wallington High School for Girls is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Candidates are expected to demonstrate a sound understanding of leadership of and contribution to a safeguarding environment.

The successful candidate will be required to undergo an enhanced DBS with barred list check followed by safeguarding training as part of his/her induction

Your written application:

We hope that after reading the information pack you will want to apply for the post advertised.

Closing date: Monday 6th March 2023 at noon

(We reserve the right to close early should the right candidate be found)

If you are shortlisted, we will take up references prior to your interview unless otherwise specified.

For your convenience our specimen contracts can be viewed on the vacancy page of the School website.

As part of our recruitment process, Girls' Learning Trust collects and processes personal data relating to job applicants. The Trust is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations.

For further information about this and to read our Data Protection and Freedom of Information Policy please visit one of our schools websites: For WHSG <http://www.wallingtongirls.sutton.sch.uk/Policies>