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Shrewsbury Academy 
Part of the **Marches** Academy Trust

Director of Maths Recruitment Pack

February 2024



shrewsburyacademy.co.uk |



SY1 4LL |



@ShrewsburyAcademy

Meet our Headteacher



Welcome to our school. Here at Shrewsbury Academy, you will find a unique sense of belonging, as we aspire to be the local school of choice.

It is our belief that all children have the right to a great education, full of opportunities and new experiences that fit hand in hand with traditional values around behaviour, manners and respect.

We are committed to providing a rich and varied curriculum that finds the talent in everyone. It is our aim to develop a love for learning so that our young people are driven to seek educational experiences that both inspire and challenge them as they progress throughout the school, and beyond.

You will be joining a school that actively encourages diverse backgrounds where we hear every voice.

Here at Shrewsbury Academy, we grow our own teams and invest in you as an individual, whilst ensuring that we offer a rich and rounded educational provision for our students, to develop them to become real world ready.

We commit to protect your wellbeing and support your work life balance, so why not join the team and enjoy barista style weekly coffee socials?

We grow great teams at Shrewsbury Academy and create a truly invaluable sense of achievement. We are going places! Don't take our word for it.....watch our videos and decide for yourself.

For the right individual, this is an exceptional opportunity. The right candidate will have no better chance of working with wonderful students, super staff and shaping our school into the future.

Jim Taylor
Headteacher

We commit to
protect your
wellbeing and
supporting your
worklife balance

Job description

Shrewsbury Academy

Post title: Director of Maths

Grade: L8-L10 £52,659 - £55,360

Hours of work: Full time 1.0 FTE

Post status: Permanent.

We offer:

- A varied day with different experiences and challenges.
- An environment where you are able to make a difference – every interaction with a child is vital to their development.
- An 'Outstanding' curriculum and learning experience for our young people.
- Excellent professional learning and support at every stage in your career, with opportunity for continued personal development through our Talent Pathway
- Career development opportunities including funded NPQ qualifications.
- An enthusiastic and supportive team of staff, parents and governors
- A core belief in staff wellbeing and work life balance for all, evidenced in policy and practice.
- Year-round free membership to our fitness suite.
- Benefits including funded counselling, physiotherapy and GP and other medical support.
- A view of the person beyond the qualifications.

Purpose:

Do you have the skill set to support, challenge, motivate and develop our Maths team to secure improvements in students?

Are you a middle leader looking to extend your experience and ready to be a key driver of change?

Can you empower this all-important department by intricately connecting all staff and every student?

If you can demonstrate the ability to lead a successful department drawing on your extensive teaching and leadership experience – this is the job for you.

You will be pivotal in our path to continuous improvement and outcomes, as we continue to drive a strong education for the community of Shrewsbury.

Why this role above others?

You will be part of a team that has a variety of specialised teachers, all offering support and guidance to each other, which creates a positive and hardworking ethos. They go above and beyond to ensure all students achieve.

If you have any other queries, Rox Hayes, Deputy Headteacher who will be more than happy to help. Please email roxanne.hayes@shr.mmat.co.uk



We talent spot

Responsible to:

Headteacher

Main activities to the particular duties:

With the support of the leadership team, provide leadership in line with the vision of the school to drive forward standards and opportunities for all the young people of Shrewsbury.

- Lead and manage the delivery of Mathematics across the curriculum.
- Teach at Key Stage 3 and Key Stage 4.
- Establish Faculty aims and objectives.
- Ensure that a Faculty Development Plan contributes to the Whole School Development Plan.
- Review, evaluate and develop curriculum materials, procedures and strategies to meet these objectives.
- Define with team members, the skills, techniques and concepts to be taught.
- Work with team members to ensure they feel confident to support students.
- Be a member of the Associate Leadership Group or equivalent.
- Contribute to other areas of the curriculum as and when necessary.
- Provide cover for the lessons of other teachers as and when required, whilst maintaining teachers PP allocation.
- Take part in extra-curricular activities.
- Be responsible for a tutor group.
- Be a part of a duty team and undertake the responsibilities desired.

- Contribute to the Faculty Development Plan and support in making progress towards the stated aims.
- Review, evaluate and develop curriculum materials, procedures, and strategies to meet these objectives.
- Define with team members, the skills, techniques, and concepts to be taught.
- Keep abreast of ICT developments and disseminate the information to the team.

Curriculum Development:

- Take a lead responsibility for the development of schemes of work, assessments, resources and displays for all key stages.
- Work towards the appropriate differentiation of the curriculum to meet the needs of all levels of student ability.
- Help organise activities and meetings that enable discussion and development of the curriculum and to encourage staff to become more reflective and informed about their classroom practice.

Standards and Quality Assurance:

- Uphold department, school and Trust procedures, policies, and plans.
- Represent the department in cross-curricular working parties including moderation.
- Attend Department, Year Team meetings and events to fully support the department, the school, and the Multi-Academy Trust
- Attend relevant INSET courses and meetings within the Trust and with outside agencies.
- Take a professional approach to all aspects of the work.
- Respect confidentiality: all confidential information should not be released to unauthorised persons.

Teaching and Learning:

- Maintain behaviour for learning in accordance with the Academy's procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- Promote teaching and learning styles which stimulate student interest and involvement in learning.
- Ensure the implementation of the school's homework and marking policy.
- On an annual basis to deploy staff within the faculty and ensure that all staff are allocated tasks to be completed in each academic year. These tasks should relate to both the standard business of the faculty and faculty priorities.
- Ensure the faculty is represented in any working groups on whole school initiatives.
- Assist in arrangements for the induction of all newly appointed staff (teaching and non-teaching).
- Contribute to a programme of guidance and support to ECTs and Associate Teachers taking on a role of mentor if necessary.
- Support ITT work within the wider school.
- Contribute to the development of schemes of work, assessments, resources and displays.
- Keep up to date with marking, assessments, and data entry and assist in holding members of the faculty accountable.
- Ensure IT is integrated in the curriculum.
- Lead in creating and implementing new rewards systems that recognise the achievements of students.

Community Responsibilities:

- Lead on effective dialogue with parents in accordance with school policies.
- Work closely with partner primary schools and post-16 institutions.
- Liaise with external agencies and employers as necessary.
- Support whole school activities that benefit the whole community.
- Ensure that the faculty's work is displayed and promoted in the school and community as appropriate.

Staff Development:

- Take part in the Academy's staff development programme by participating in arrangements for further training and professional development.
- Encourage and research relevant CPD opportunities for members of the faculty.
- Continue personal development in relevant areas including subject knowledge and teaching methods.
- Ensure effective and efficient deployment of classroom support.
- Contribute to the delivery of relevant training programmes.

In addition to the above all Marches Academy Trust staff are required to:

- Adhere to policies and procedures, including Equality and Diversity and Health and Safety.
- Respect confidentiality: all confidential information should be kept in confidence and not released to unauthorised persons.
- Undertake appropriate training and development as required.
- Participate in the Performance Review Cycle.
- Demonstrate excellent Customer Care in dealing with all customers.
- Ensure positive effective working relationships with the school teams, stakeholders and partners.

Objectives and outcomes:

- To be agreed with the successful post-holder once appointed.
- The duties may be varied to meet the changing demands of the school at the reasonable discretion of the Headteacher.
- The post holder may have opportunities to work in other schools within The Marches Academy Trust.

Person specification

	Essential	Desirable
Qualifications and Training	<ul style="list-style-type: none">• QTS (Secondary age range)• Degree Level (or equivalent qualification)	<ul style="list-style-type: none">• Further professional qualifications e.g., Leadership Pathways, NPQH and MA/PHD
Experience	<ul style="list-style-type: none">• Experience of leadership and management.• Teaching in comprehensive school(s) across the age and ability range.• Motivating students and enabling them to enjoy learning.• Leading in the development of curriculum materials.• Leading in the administration of a department.	<ul style="list-style-type: none">• Experience of an integrated or creative curriculum.• Experience of embedding thinking into schemes of work with evidence of impact.
Knowledge	<ul style="list-style-type: none">• Current developments in teaching Maths.• The range of teaching strategies and classroom organisation open to teachers.• The range of learning strategies that can be employed by students.• The organisation and value of effective assessment.• An understanding of target setting and its use in raising aspirations.	<ul style="list-style-type: none">• Evidence of effective intervention to ensure students meet and exceed challenging targets.

Person specification

	Essential	Desirable
Skills	<ul style="list-style-type: none">• Set standards for staff and s by personal example of hard work and charismatic teaching.• Show commitment to meeting the needs of the student.• Lead staff in an informed and sensitive manner.• Initiate curriculum planning.• Involve staff in the process of curriculum development and assessment for learning.• Set targets for staff and help them to evaluate their work in a way that develops their confidence.• See tasks undertaken through to completion.• Ability to use ICT effectively to promote high quality teaching.	<ul style="list-style-type: none">• Evidence of continued professional development to enhance leadership skills.
Personal Qualities	<ul style="list-style-type: none">• Enthusiasm, energy, and commitment.• Awareness of the needs of others.• A high level of professionalism in manner and organisation.• An ability to draw together different disciplines to work to a common aim.• A willingness to contribute to whole school issues.• An expectation of high standards from oneself and others.	

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviour, and
- Attitudes to use of authority and maintaining discipline

Who we are

It is our mission to empower everyone in our school and our communities to live and breathe our values and Achievement Through Caring, to reach their full potential.

The Marches Academy Trust values each person equally. We are committed to building a diverse team and embedding a welcoming, inclusive culture that encourages diversity and authenticity. We believe this will encourage creative ways of thinking – ensuring we collaborate more effectively and achieve better outcomes.

Children only get one childhood. They deserve to get the support they need to thrive and prepare for happy, healthy and productive adulthood.

Our school is currently on a journey with a new build project underway. These new facilities will enhance our school site to improve the learning environments for our children.

Learning radiates well beyond the classroom, with a vast array of extra-curricular activities, trips and educational visits taking place each term.

Check out our video:

<https://youtu.be/cr65nBHkX6U>

Interested? Here's how to apply:

- [Complete the online application](#)

Closing date to be confirmed upon receiving successful applications.

Interview dates to be confirmed.

We are committed to safeguarding and promoting the welfare of the children in our care and expect all staff to embrace this. Shortlisted applicants will be asked to declare any criminal convictions and will be subject to online checks. The successful applicant will be subject to an enhanced DBS check.

Your future starts here...



We grow you as
an individual

We grow
great teams

Welcome from the CEO

This is a high achieving Trust that is imaginative and creative in its approach to teaching and learning and is keen to look for continued sustained improvement. We hope you find this information useful and we look forward to receiving your application.

Our vision 'Achievement through Caring' is central to all that we do at The Marches Academy Trust. Our schools are , innovative and striving to ensure that young people make the very most of their learning adventure and are equipped with the skills required to prosper in the modern world.

We are immensely proud of our Teaching School, the Alliance of Leading Learning. We provide a wide range of professional development opportunities internally and externally.

Our family of schools currently includes:

- The Marches School and Sixth Form in Oswestry
- Sir John Talbot's School and Sixth Form in Whitchurch
- Tilstock CE Primary School and Nursery in Whitchurch
- The Grove School and Sixth Form in Market Drayton
- Lower Heath CE Primary School and Nursery in Lower Heath
- Shrewsbury Academy in Shrewsbury
- Longlands Primary School and Nursery in Market Drayton
- Grange Primary School and Nursery in Shrewsbury
- Oakmeadow CE Primary School and Nursery in Shrewsbury
- Woodlands School in Wem
- Idsall School and Sixth Form in Shifnal

Sarah Finch

CEO

The Marches Academy Trust



Our Trust vision statement and values

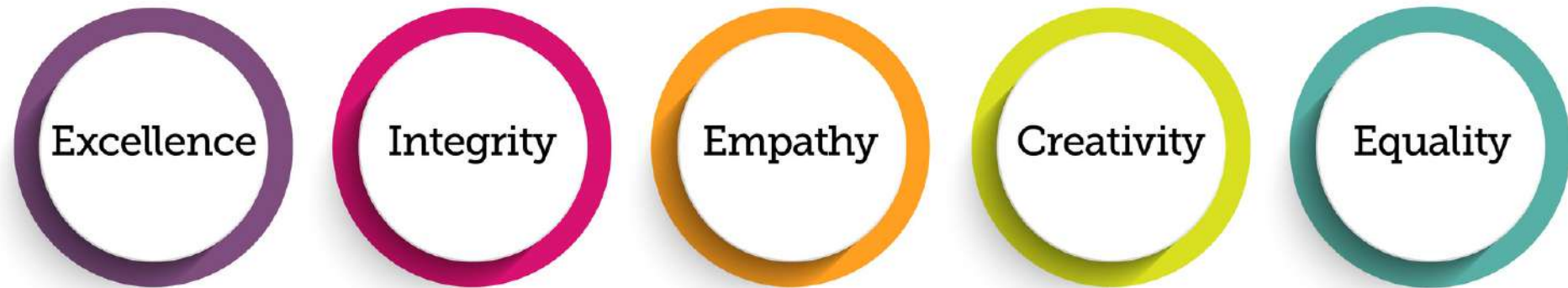
Our vision:

Achievement through caring

Mission statement:

As a Trust, it's our mission to empower everyone in our Trust and our communities to live and breathe our values and Achievement Through Caring, to reach their full potential.

Values:





Alliance of Leading Learning

We are a school led inclusive partnership representing all phases and school contexts nationally and internationally. Our core team at The Marches Academy Trust have trained over 400 ITT and over 150 School Direct students; we have also led the professional learning of over 5,000 educational leaders and governors.

We deliver the DfE National Professional Qualifications, and we actively encourage our staff to complete an NPQ programme at their earliest opportunity.

We also talent spot, from within our Trust team, colleagues who want to share their expertise and enhance their experiences by becoming an Improvement Consultant. Supporting schools, departments and individuals across the Trust and also external schools.

Embracing all our work is the unique Professional Learning Conference we host each year which continues to inspire school colleagues nationally.

In joining The Marches Academy Trust you have direct access to an outward facing large group of outstanding schools across the West Midlands and beyond.

Quite simply we want to ensure the right expertise exists to enhance a self-improving system and impact learners, leaders and schools to drive continuous improvement.

You will be part of this success story as a member of our team; and on starting your new post you will also be starting your learning journey - with all the benefits of being part of a large and successful Trust with exemplary partnerships nationally and internationally.



We hold true to delivering current, inspirational training that has real impact back in the workplace. Most importantly our participants confirm in countless testimonials that we invest in their leadership journey.

(Cavelle Priestley-Bird
Executive Director of ALL)



Our investment in you

Talent Spotting our Future Leaders

Our Talent Pathway supports the professional development of staff within the trust. We identify leadership talent and leadership needs for future succession planning – ensuring relevant and practical leadership development opportunities for staff.

Our talent management programme and our Career Development Pathways provide a framework for the discussion of your leadership journey and the professional learning you can access along the way.

Talent Contract

The Talent contract is a promise; a covenant between yourself and the trust that the Trust will do its' very best to support and develop you professionally. The Contract describes a variety of Professional development opportunities and encourages you to identify and pursue your training needs.



We believe successful creative lifelong learners participate in a journey of self discovery. They know how to learn, acquire skills and feel safe to take risks with confidence and courage,

Our investment in you

We really care about employee wellbeing and our commitment is set out in our Wellbeing Policy and Charter. This commitment is underpinned by our four pillars of wellbeing;

- **Emotional** - Some examples include a robust induction programme, Trust newsletter, professional performance reviews (appraisal) and line manager check-in meeting. We have clear policies and procedures relating to all aspects of your employment and we carry out an annual well-being survey to gauge the health of our staff.
- **Physical** - we are blessed that our schools are located in beautiful Shropshire market towns and /or rural locations. We can offer discounted local gyms and onsite facilities in our secondary schools.
- **Financial** - we offer membership to two great pension schemes; Local government pension scheme and Teachers' pension scheme. Our terms and conditions are aligned to Burgundy Book & School Teachers Pay & Conditions Document (teachers) and NJC Green Book (associate staff). We also recognise continuous service for sickness, maternity and annual leave entitlements for those transferring under the Redundancy payments (local government) Modification Order (RPMO).
- **Social** - encouragement of great working relationships and sense of belonging through team building events, PD days, end of term events and Trust Awards evening.

Wellbeing Offer:

We are delighted that our wellbeing offer includes access to a free confidential medical and wellbeing service with School's Advisory Service (SAS) for all staff. Services available include counselling, bereavement counselling, physiotherapy, menopause support and stress awareness sessions. We encourage staff to utilise SAS in seeking out preventative and early intervention by making support easily accessible for all!



Generous
PPA time

Bits you need to know:

The Marches Academy Trust values each person equally. We are committed to building a diverse team and embedding a welcoming, inclusive culture that encourages diversity and authenticity. We believe this will encourage creative ways of thinking – ensuring we collaborate more effectively and achieve better outcomes. We welcome applicants from all qualified candidates who share this commitment.

Everyone within our Academy Trust shares the objective to help keep children and young people safe by contributing to:

Providing a safe environment for children and young people to learn in an education setting and identifying those who are suffering or likely to suffer significant harm, taking appropriate action with the aim of ensuring they are kept safe both at home and within the education setting and we expect all staff to share this commitment. Shortlisted applicants will be asked to declare any criminal convictions and will be subject to online checks. The successful applicant will be subject to an enhanced DBS check.

“This post is exempt from the Rehabilitation of Offenders Act 1974 and as such all applicants who are appointed to this post will be subject to an Enhanced Disclosure from the Criminal Records Bureau before the appointment is confirmed. This check will include details of cautions, reprimands or warnings, as well as convictions and non-conviction information. Once provisionally appointed, the successful applicant may also be required to apply for an Enhanced Disclosure at predetermined intervals during the course of their employment whilst in this post.”



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