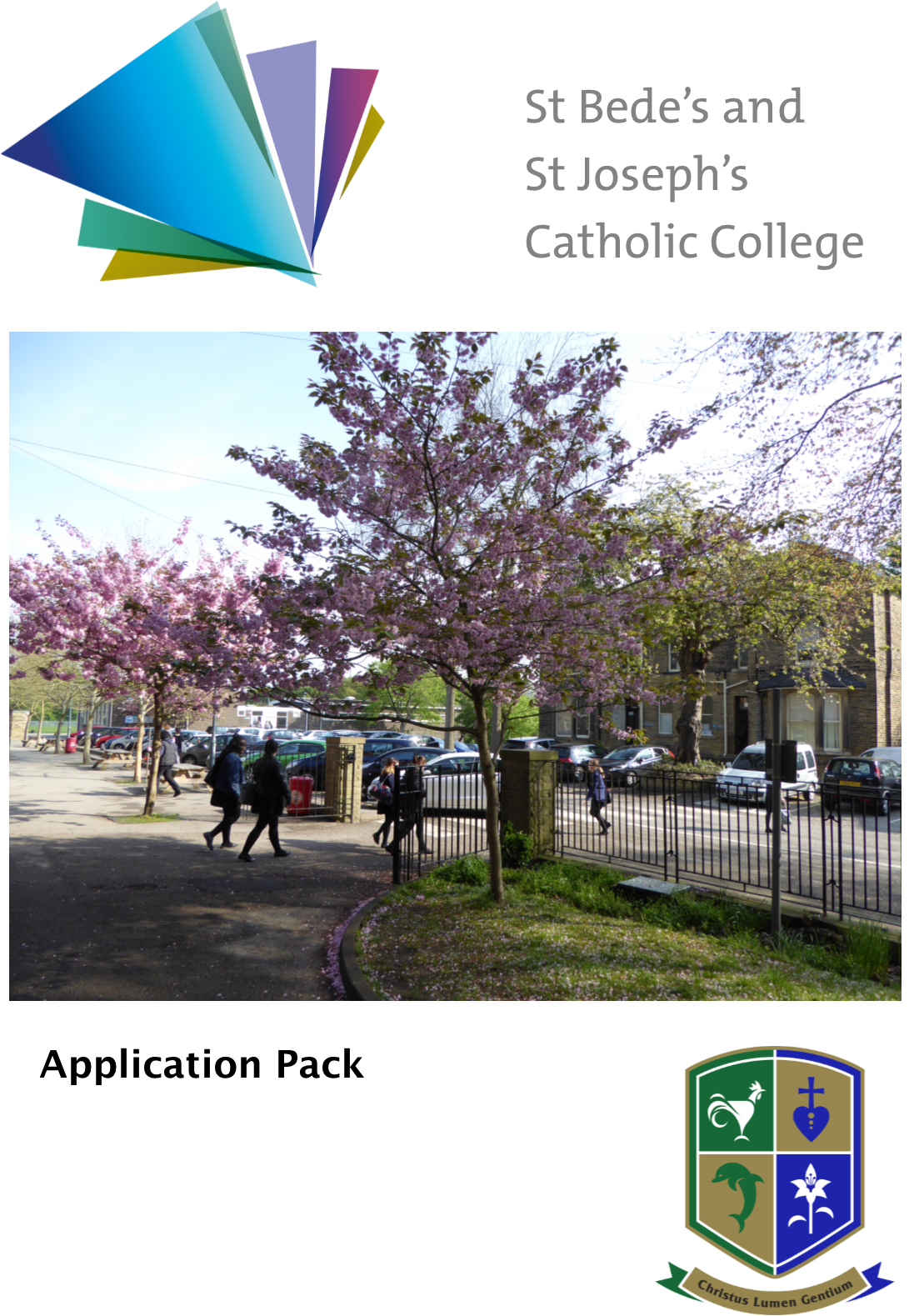
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**Recruitment Information Pack**

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**Applicant Information**

Action-Research Lead - Mathematics

Full Time

Main Pay Scale or Upper Pay Spine Plus TLR3

Required from 1st September 2019

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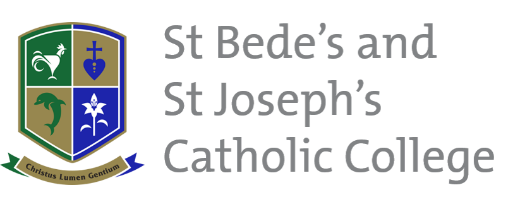
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Dear Colleague

Welcome to the exciting opportunities offered by working as an ***Action-Research Lead- Mathematics*** at St Bede’s and St Joseph’s Catholic College.

Our Mathematics team is a highly ambitious, aspirational group of professionals who are raising standards and significantly improving the life chances of the young people of Bradford. The College is a unique learning community, with a distinct ethos. It is filled with talented and creative staff, led by an ambitious and forward thinking leadership team, all of whom share the same vision: excellence in teaching and learning. The last few years have seen a positive transformation of almost every aspect of our work and OFSTED (2017) confirm,

*“the very good practice in teaching is now being shared to encourage more rapid improvement in teaching overall”.*

With rapidly rising results, a Progress 8 score of + 0.1, 'Good' for Leadership and Management in our most recent OFSTED inspection and a collective drive for improvement, this is exactly the right time to join the team. OFSTED commented that,

*“In lessons, pupils work well together and are eager to offer their views. They are confident and self-assured when sharing opinions. Across the school there is a strong sense of mutual respect between staff and pupils. Pupils are tolerant and respectful of others”.*

If you can contribute to this fostering of mutual respect and tolerance, as well as instilling high aspirations for our confident and self-assured students, then you will be very successful working with us.

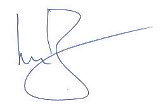
The ***Action-Research Lead - Mathematics*** role offers the chance for collaborative investigation into the fundamentals of teaching and subject leadership as well as the opportunity to build a national reputation within the profession and prepare for future leadership roles. The role will also allow you to focus on even higher levels of success and develop new ways of working to ensure students across the College achieve their full potential.

This is a career-making opportunity for the right person and if that is you, you will be hardworking, have very high expectations and have a clear commitment to changing young people's lives for the better. The children and families of St Bede’s and St Joseph’s deserve nothing less.

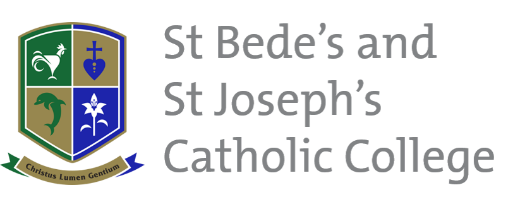
You will be committed to the delivery of an outstanding provision and you will have recent experience of contributing towards achieving outstanding results. You will be passionate about mathematics and committed to sharing that passion with young people. You will also be a reflective and inquisitive practitioner, constantly striving for exactly the right approach to inspire and motivate your students. In addition, you will be an excellent communicator, with first class presentation and writing skills.

In return, you will be nurtured and developed as a member of the teaching research team so that you are perfectly placed for the next step in your leadership career.

I look forward to meeting you at interview.

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Lawrence Bentley, Headteacher



**Our College and Our Mission**

St Bede’s and St Joseph’s Catholic College is a highly aspirational learning community, striving to provide an outstanding 21st century education for all learners in a learning environment of the highest possible quality. We work constantly to promote a passion for learning, to create innovative ways of working and to nurture the talents and ambitions of all our students and staff.

The College operates across the impressive former sites of its two foundation schools, St Joseph’s Catholic College and St Bede’s Grammar School – now known respectively as “Ignis” for Years 7–9 and “Ardor” for Years 10-13 – approximately one mile apart. The rich history and tradition of the two foundation schools stretches back over 100 years, with the originally stated mission to provide,

***“a thorough training in the knowledge and principles of the Catholic faith combined with a secular education equal in every respect to the best public schools in England.”***

This is an exciting time to join the College as we continue to develop this mission and build on our tradition, with a determined focus on strong teaching, and wide-ranging co-curricular and extra-curricular activities. Our mission inspires the three elements of our College Diploma – *Scholastica*, academic achievement, *Ecclesia*, contribution to the Catholic life of the College, and *Olympia*, participation in activities outside the classroom. These elements of the College Diploma form the foundation of our newly implemented House system, with our 1500 lower school students divided into five Houses, each with three leaders who are responsible for the achievement, personal growth and well-being of students within their House. Each House is supported by a House Manager who upholds standards and expectations within the House, as well as playing a major role in clerical and administrative organisation to support students.

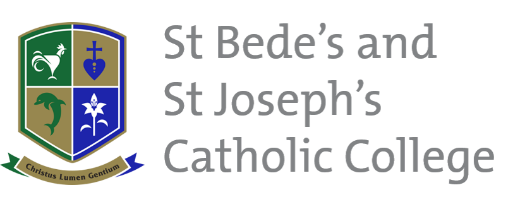
The College motto, *Christus Lumen Gentium*, Christ, Light of Nations, inspires the organisation of our subject areas into five Learning Divisions, again, each with three leaders: *Ignite*, the Division Leader, responsible for overall performance, *Illuminate*, responsible for quality of teaching and professional learning, and *Shine*, responsible for tracking student progress and organising intervention and support. Each Learning Division is complemented by a Division Manager who provides efficient and effective clerical and administrative support for teachers. As need arises, we also make temporary, fixed term appointments on TLR3 to enhance the professional development within specific Learning Divisions, to develop future leaders and to continue to improve attainment at GCSE.

After GCSE, the majority of students continue with us into St Benedict’s Sixth Form, our very successful Post-16 provision, where approximately 450 students enjoy fantastic study and social facilities and achieve excellent results. Ofsted’s most recent judgement concludes,

***“As a result of strong leadership and consistently good teaching, achievement in the sixth form is good. Leaders know the priorities for improvement and take effective action to further improve students’ opportunities.”***

We make every effort to secure and enhance the success of our sixth form students, through work experience, academic and pastoral support and an intensive focus on careers advice and guidance to steer them to the most appropriate Post-18 choices.

Our Houses and Learning Divisions and our high-performing sixth form reflect our passion to achieve success for all and we want to appoint staff who share this passion and are committed to supporting the development of our mission. For every post, we seek staff who can inspire, have high expectations and raise the aspirations of young people. If this is you, we look forward to reading your application and welcoming you as a member of our community.



**Subject Area Profile**

Mathematics is an exciting subject area within the College which achieves pleasing and improving results. In 2018, 60% of students achieved grades 9-4 and 40% achieved grade 9-5. With a new leadership team, including an Action Research Lead, we are looking forward to further improvements in results and the development of teaching and learning to even higher standards. Maths is a very popular subject at Advanced level with very good and improving results. Further Maths is also taught successfully. We have a strong subject team who are committed to working together, planning and preparing resources to share workload and to develop fun and creative lessons. Staff prepare personalised lessons to meet the needs of every student in their class.

Each of our teaching rooms contains an interactive whiteboard. We subscribe annually to Mathswatch and use a range of other online resources. The Maths suite is housed in one area on each site, promoting collaborative teaching.

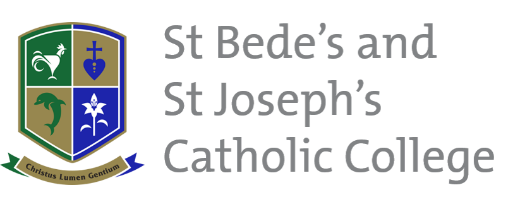
Students are set from Year 8, and continue to be set through all other year groups. Class sizes vary but characteristically top sets are larger and classes reduce in size, allowing lower sets with smaller numbers. Classes are organised into half-year groups with two top sets in each year. Every effort is made to share ability groups amongst all teachers.

In Years 7 to 9 students are taught on the Ignis site. Year 7 are taught in mixed ability groups, following the Maths Mastery curriculum which is exciting and yielding real engagement from staff and students, this will be developed into Year 8 and 9. Years 10, 11 and 6th form are taught on the Ardor site.

For the A Level course there are four classes; two in Year 12 and two in Year 13, with a number of students studying Further Maths in each year group. Both GCSE and A Level courses follow the Edexcel specifications.







**Role Profile**

**Role Title:** ***Action-Research Lead - Mathematics***.

**TLR**: TLR3: £1,200 per annum (temporary for three years + tailored professional development leading to NPQML)

**Accountable to:** Illuminate, Deputy Division Leader, Quality of Teaching

**Role Summary:** This role is split between teaching (0.65) and Action-Research (0.35) and requires you to be:

* an outstanding and caring teacher of all students, teaching with   
  expertise and enthusiasm, offering support to all and contributing to the College’s House system
* supportive of the Headteacher and Senior Leadership Team in implementing all aspects of College policy in order to maintain the aims and ethos of the College.
* caring, effective, engaged, confident, creative and reflective practitioners, as set out in the Professional Teacher Standards
* supportive of the Catholic ethos of the College with high standards of professional conduct at all times

And in addition also to:

* Undertake significant action-research projects which develop understanding of outstanding practice in the College
* Contribute to the wider professional dialogue on pedagogy in the subject area

All teachers are required to support the College aims and to play a full part in the pastoral, cultural and sporting aspects of College life. The majority of full time staff are Form Tutors and are connected to one of the five Houses in the College.

**Action Research:** In this part of the role, you will be expected to:

* lead action-research projects into the most effective teaching methods and leadership strategies in secondary mathematics
* encourage and support the action research of other colleagues
* collaborate with senior mathematics colleagues
* collaborate with other Action-Research Leads across the College to develop outstanding teaching provision across STEM subject areas
* present action-research results at professional learning events
* publish action-research results in the College action-research journal
* actively seek publication in wider professional journals
* assist in developing the quality of teaching within the subject area.

**Teaching:** In this part of the role, you will be expected to:

* teach 16/25 lessons per week across all Key Stages
* Plan work in accordance with school policy and the subject area’s scheme of work
* Use professional judgement and students’ prior levels of attainment to set appropriate and demanding targets for learning
* Set high standards for appearance, punctuality, motivation and behaviour by:
  + Adhering to advice given in staff induction, the Staff Handbook and school policies
  + Establishing a purposeful and stimulating working atmosphere, including displays and classroom design
* Liaise with relevant colleagues on planning work for collaborative delivery
* Liaise with the Inclusion Team to ensure appropriate differentiation in teaching and learning, such that pupils of all abilities and learning styles are stretched appropriately.

**The College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.**

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| StJosephs-601  **THE CANDIDATE**  **PERSONAL CHARACTERISTICS**  Our ideal candidate will combine excellent inter-personal skills with a rigorous work ethic, stamina and a good sense of humour. They will have high ambition for their students, demanding rigour and high standards of them. They will be reflective of their own practice, recognising that in schools we are all part of a learning community. Strong organisation skills, a willingness to embrace and lead change and a flexible and open mind should come as standard, alongside an ability to think and plan strategically in the best interests of students and the success of the subject area. |  | **VALUES**  The successful candidate will be sympathetic to and supportive of our Catholic ethos and the College mission statement and value the intellectual curiosity and debate that comes from a liberal education, recognising the importance of developing in all students the ability to think critically and independently. They will promote the view that all learners should be inquirers, knowledgeable, thinkers, communicators, principled, open-minded, caring, risk-takers, balanced and reflective. They will thrive on the diversity of experience arising from teaching in a multi-ethnic and multi-lingual community, where students have a wide range of skills and abilities. |
| **ACADEMIC**  We will appoint a well-qualified graduate in Mathematics, with an excellent track-record as a classroom teacher and the ability to teach with confidence up to and including Advanced Level. They will be computer literate and recognise the opportunities of new technologies. Post-graduate qualifications are not essential, though might be an advantage. |  | **INTERESTS**  We look forward to working with colleagues who have wide and varied interests and are able and willing to be involved in the extra-curricular life of our busy and vibrant College. They will be able to contribute to many areas of College life and appreciate, value and promote the diverse skills and talents of all our students. They will recognise, understand and be keen to act upon the idea that students have a greater chance to achieve their full potential academically when they are happy, successful and active participants in the life of the College. |
| **PASTORAL**  We are looking for a teacher who shows a strong interest in students and is passionate about guiding them to academic success; a professional practitioner who understands the power of teamwork to enhance the working experience of all colleagues and recognises the importance of extra-curricular clubs and activity, as well as the need to personalise learning both for students who struggle and those who need significant stretch and challenge. |  |  |



**Action-Research Lead - Mathematics**

**Closing date: Monday 18th March 2019**

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| St Bede’s and St Joseph’s Catholic College, Bradford, West Yorkshire |
| **Date posted:** 1st March 2019  **Start date: September 2019**  **Contract type:** Full Time  **Salary:** Main Scale (TLR3)  **Contract Term:** Permanent |

Dynamic, high-achieving graduate with excellent communication skills required to join successful and innovative Mathematics team, with responsibility to lead the research and development of teaching and learning. Tailored professional development leading to NPQML.

An outstanding opportunity to contribute to our strong co-curricular programme through our College community of Houses and develop your teaching skills in preparation for future leadership roles.

With a strong track record of results, excellent partnerships with feeder primaries and progression to university which Ofsted declare to be “impressive”, our College is first choice for students in Bradford.

* excellent results
* hardworking students with very supportive parents
* strong professional development
* central location in the West Yorkshire conurbation

**Deadline: Monday 18th March 2019 at 12 noon**

**To apply copy this link into your browser** <http://sbsj.co.uk/job-opportunities>

**For further details or to arrange a visit, please email;** [Personnel@sbsj.co.uk](mailto:Personnel@sbsj.co.uk)

or contact Ruth Jackson on 01274941941

*Committed to equality of opportunity. Committed to safeguarding young people; enhanced DBS check*