

Consilium Academies Recruitment Pack

Head of Maths

Thornhill Academy



Welcome from the CEO

Dear Candidate,

Thank you for your interest in the position of Head of Maths at Thornhill Academy.

Thornhill Academy is part of Consilium Academies' Multi-Academy Trust (MAT). Consilium is built on the values of partnership, opportunity, and integrity. We work collaboratively with our stakeholders and external organisations to foster relationships that will enhance educational experiences across the Trust.

Each member of our talented Trust believes every student, no matter of their background, is entitled to an excellent education with an equal opportunity to fulfil their potential. It is only through this vision that we can provide an environment where every pupil can thrive.

As part of our MAT, our Academies follow the collective aims of:

- Ensure everything we do has a focus on helping pupils achieve their potential academically, socially, and emotionally
- Instil a passion for life-long learning and continued improvement so our Academies, staff, and students can grasp their aspirations and ambitions
- Create a family of academies that are inclusive and embrace diversity, where all members of the community feel supported, inspired, and empowered to succeed
- Ensure all stakeholders are seen as partners in our work with the communities we serve

Consilium Academies is currently going through a huge period of change with rapid growth and opportunities; I can't think of a better time to join us.

David Clayton
CEO of Consilium Academies.



Welcome from the Headteacher

Dear Candidate,

Thank you for the interest in working at Thornhill Academy. I am immensely proud to be the Headteacher of this academy where all staff are committed to giving our pupils the education that will help them become the very best they can be.

Our vision of Learn to Live, Live to Learn, aims to prepare pupils not just for today but tomorrow and life beyond school as we see learning to last a lifetime.

Thornhill provides excellent opportunities for children to develop as learners and grow as individuals. We offer a vibrant, exciting and inclusive all-round education and preparation for life and we are justly proud of the great progress our pupils make.

We expect exemplary standards of behaviour and respect for all within our inclusive school community and strive to encourage a thirst for learning.

Thank you again for your interest, this is an exciting opportunity to work for an aspiration Academy.

I look forward to receiving your application.

Kind regards,

Mr I Redford
Headteacher



**Thornhill
Academy**
learn to live

About the Academy

Thornhill offers students and staff rewarding and deeply engaging experiences and supports them on their journey to become inspirational and reflective practitioners, improving life for all in our community.

At Thornhill we take pride in developing each individual pupil to achieve their potential and make a positive contribution to society. We provide a safe, happy and nurturing environment in which we challenge all to strive for personal accomplishment.

Our Aims are to create an environment in which all take responsibility for their actions, behaviour and learning, relishing challenges and learning from failures. We want to create a safe, supportive and happy working environment in which diversity is celebrated and pupils and staff thrive.

Thornhill Academy is a fantastic school and I believe it is our job to develop a lifelong passion for learning through high quality teaching which fosters curiosity and promotes independence. We are committed to recognising and developing the whole child: physically, emotionally, socially and intellectually, creating active and responsible citizens who lead a successful and fulfilling life.

About the Trust

The Consilium Mission

'Consilium Academies will provide an inclusive partnership within our Trust and with our communities, where lives are enriched by providing care, experience and opportunity, and where every student benefits from the same opportunities to succeed'

Consilium Academies Trust is a Multi Academy Trust of 9 schools based across 3 hubs in Salford, South Yorkshire and the North East of England.

Consilium Academies believes in inclusivity, both in the schools and communities we serve. We are committed to working with our academies to ensure that our ethos is realised on a daily basis. The lives of our young people should be enriched by care, experience and opportunity. This is achieved by;

- helping children and young people to succeed to their potential academically, socially and emotionally;
- instilling a passion for lifelong love of learning and continued improvement so that our academies, staff and students can grasp their aspirations and ambitions;
- creating a family of academies that are inclusive and embrace diversity, where all members of the community feel supported, inspired and empowered to succeed;
- ensuring that all stakeholders are seen as partners in our work within the communities we serve.

The Trust operates a small central team which is led by the recently appointed CEO, David Clayton. The team provide direct services to our schools as well as Trust level accountability, leadership and management. We operate a strong partnership model and our partner schools are instrumental in the continual growth and development of the trust. The Trust works with its schools and academies in a supportive way that does not detract from the individual identity of a school.

WE ARE PROUD TO OFFER THE FOLLOWING STAFF BENEFITS TO OUR EMPLOYEES:

- Pension with the Local Government Pension Scheme and Teachers Pension Scheme
- 33 days annual leave plus bank holidays for all support staff (pro-rated for part time employees)
- 36 hour working week for all full-time support staff
- Automatic pay progression for all staff in line with their current grading structure
- Enhanced contractual sick pay in line with the Burgundy Book and Green Book
- Employee Assistance Program with access to counselling and CBT 24 hours a day 7 days a week
- Access to an Occupational Health Provider
- Fleet Solutions Car Leasing Scheme
- Free membership to Perkbox with hundreds of exclusive perks and discounts available online and in store at many shops, gyms and restaurants
- Providing excellent CPD working alongside external experts such as "Ambition"
- Providing free parking on site for all staff
- We have many new build state of the art campuses
- We are a family of academies that are inclusive and embrace diversity

Head of Maths
Thornhill Academy
Start date: September 2021
Permanent
MPS/UPS + TLR 1b (£10,209)

We are seeking to appoint an ambitious, enthusiastic and talented teacher who would be an inspirational leader for Maths.

This post is suitable for an experienced teacher who is able to obtain the best outcomes for their pupils and is looking to take the step of leading a well-established department.

This is an important middle leadership role with the responsibility to work with the members of the department to ensure the highest standards of teaching and learning. A commitment to excellence and the ability to enthuse, engage and motivate pupils and staff would make you an ideal candidate.

This is an exciting opportunity to work within a successful department with excellent facilities, a supportive wider Trust team and a committed Local Academy Board.

We are keen to support your career not only within our academy but also across our group of academies that form Consilium Academies Trust.

To apply please complete the online application form through TES or download the attached application form.

We ask that all completed application forms are sent to thr-enquires@consilium-at.com

For further questions about the role please contact thr-enquires@consilium-at.com or 01915007981.

The closing date for applications is: 14th April 2021

Interviews will take place week commencing 19th April 2021.

Please ensure that within your application you provide the names, addresses and contact details for two referees, one of whom should be your current or most recent employer.

Consilium Academies and Thornhill Academy are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointments are made subject to an Enhanced DBS Check.

The trust is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Job Description

Job Title:	Head of Maths
Reports to:	Senior link on Leadership Team / Headteacher
Based at:	Thornhill Academy
Grade:	MPS/UPS + TLR 1b

Main purpose of the Role

- To lead and manage the implementation of a challenging, coherent and cumulative Maths curriculum that leads to excellent outcomes.
- Leadership and Management of all aspects of the Maths curriculum area, linking with other subjects where possible.
- Implementation of Maths curriculum and related projects
- Achievement of consistently outstanding teaching, learning and assessment in Maths.
- Achievement of outstanding pupil progress and attainment in Maths.

Core Responsibilities & Tasks

Teaching

- To undertake an appropriate programme of teaching demonstrating excellence at all times
- To maintain the national standards for QTS/Performance Threshold/LT/Subject Leaders
- Teach all year groups to an outstanding level
- Contribute to PHSE, SRE, Citizenship and Enterprise according to school policy
- Act as a role model for others through the setting of high personal standards of classroom practice in order to develop a stimulating and challenging learning environment which secures effective learning and provides high standards of achievement, behaviour and discipline
- Have a substantial role in promoting an atmosphere conducive to effective teaching and learning ensuring that pupils are exposed to the highest quality teaching
- Oversee the preparation and delivery of schemes of work for all year groups in order to promote continuity, breadth, balance and progression in pupils' learning, ensuring that each pupil has the opportunity to maximise his / her potential
- Lead and take responsibility in the management of pupil behaviour within the Curriculum Area and ensure that relationships between staff and pupils are harmonious leading to highly productive and well-motivated classes

Operation/Strategic Planning

As Head of Maths you will:

- Participate in the decision and policy making process relating to the wider needs of the school
- Promote an atmosphere conducive to effective teaching and learning
- Support the vision, ethos and policies of the school and promote high levels of achievement throughout the school
- Actively support the Head Teacher, Governors and staff in the promotion and achievement of the aims and objectives of the school
- Be involved in the planning, monitoring, evaluation and development of the school curriculum through the School Improvement and Development Plan
- Through middle leadership meetings contribute to the school's organisation and overall strategy of the school
- Act as a role model for others through the setting of high personal standards of classroom practice in order to develop a stimulating and challenging learning environment which secures effective learning and provides high standards of achievement, behaviour and discipline
- Undertake the implementation of performance management of colleagues and integrate this into their professional development.
- Participate where appropriate in the appointment of teaching and support staff

- Write a subject improvement and development plan, set teaching and academic targets and embed a meaningful monitoring and review process
- Develop all Curriculum Area teachers to ensure teaching is consistently effective
- Monitor and assess teaching, learning and assessment in Maths.
- Assist in the professional development of teachers, supervise and support trainee teachers and NQT's
- Manage the Curriculum Area budget to ensure value for money and impact on teaching, learning and attainment
- Ensure staff are well informed on all aspects of school life relating to the post of Head of Maths in order to promote good communication and high morale
- Encourage the practice of working as a team
- Show commitment to the extra-curricular activities of the school and particularly those of your Curriculum Area
- Assist the Headteacher in maintaining and developing a positive and constructive partnership with parents and the local community

Curriculum Provision

- To liaise with the SLT Link Line Manager and relevant teachers to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum and intervention programme which complements the School Improvement and Development Plan
- Be accountable for the development and delivery of curriculum programmes
- Lead curriculum development for the whole Curriculum Area
- Keep up to date with National developments in the curriculum area, teaching practice and methodology
- Actively monitor and respond to curriculum development and initiatives at National, Regional and local levels
- Liaise with the SLT link Line Manager to maintain accreditation with the relevant examination and validating bodies
- Ensure that the development of schemes of work is in line with National developments

Curriculum Development

- Lead the development of appropriate syllabuses, resources, schemes of work, marking policies, assessment policies, teaching and learning strategies in the Curriculum Area
- Undertake the day to day management, control and operation of course provision within the Curriculum Area, including effective deployment of staff and physical resources
- Actively monitor and follow up pupil progress, producing a termly report and analysis on pupil progression for the SLT link
- Manage Curriculum Area finances using the School Improvement and Development Plan to generate Curriculum Area Improvement and Development Plans and targets
- Liaise with partner schools, higher education, Industry, Examination Boards, Awarding Bodies and other relevant external bodies
- Responsibility for the on-going assessment of pupils within the Curriculum Area, identifying and taking appropriate action on issues arising from data and reports; setting deadlines where necessary and reviewing progress on the action taken
- In conjunction with the relevant SLT Link / Data Manager manage the Curriculum Area's collection of data
- Be responsible for the presentation of display areas and rooms, in particular pupils' work, ensuring that the rooms and furnishings are safe, in good condition and free of damage / graffiti
- Hold minuted Curriculum Area meetings at least in line with the school calendar, such that they provide appropriate and effective channels of communication and represent Curriculum Area staff views at appropriate meetings
- Submit reports to the Headteacher on the work of the Curriculum Area, including areas of development to meet the identified needs of the School Improvement and Development Plan
- Produce reports on examination performance, including the use of value-added data
- Advise on staffing, resources and timetabling requirements for the Curriculum Area
- Implement all school policies and procedures e.g. equal opportunities, health & safety, COSHH, risk assessments etc.
- Work with colleagues to formulate aims, objectives and strategic plans for the Faculty which have coherence and relevance to the needs of the students and to the aims, objectives and strategic plans of the school
- Responsibility for all stock held within the Curriculum Area and to ensure that an up to date record is kept and audited annually

- Formulate an annual Curriculum Area Improvement and Development Plan in line with the School Improvement and Development Plan and to monitor and evaluate progress.
- Monitor the overall behaviour and progress of pupils through the collation of data which provides an overall picture of each pupil, monitoring and dealing with concerns
- Oversee subject entries in external examinations and where appropriate, to co-ordinate appropriate coursework requirements.
- Undertake any other reasonably related tasks requested by the Headteacher or SLT on behalf of the Headteacher

Staffing

- To work with the Assistant Headteacher with responsibility for CPD to ensure that needs are identified and that appropriate programmes are designed to meet such needs
- To continue own professional development as agreed with Senior Link
- To be responsible for the efficient and effective deployment of support staff assigned to lessons to ensure the support provided to individuals and groups is having a significant impact on academic and technical progress
- To undertake Performance Management Review (s) and to act as reviewer for a group of staff within the Curriculum Area and to integrate this into their professional development
- Monitor and support the overall progress and development of pupils within the Curriculum Area
- Ensure the behaviour management system is implemented in the Curriculum Area so that effective learning can take place
- Ensure that all members of the Curriculum Area are familiar with its aims and objectives
- Represent the Curriculum Area's views and interests at Management Meetings
- Work with the SLT link in order to ensure that the Curriculum Area's teaching commitments are effectively and efficiently time-tabled and roomed
- Make arrangements for classes when staff are absent, ensuring appropriate cover within the Curriculum Area by liaising with the Cover Manager
- Participate in the interview process for teaching posts when required and to ensure the effective induction of new staff in line with school procedures
- Promote teamwork and motivate staff to ensure effective working relationships

Quality Assurance

- To ensure the effective operation of self-review and other quality procedures and to ensure adherence to those within the Curriculum Area
- To establish the process of the setting of targets within the Curriculum Area and to work towards their achievement
- To contribute to the school procedures for lesson observation and monitoring
- Establish common standards of practice within the Curriculum Area and develop the effectiveness of teaching and learning styles in all subject areas within the Curriculum Area
- Ensure effective communication / consultation as appropriate with the parents of pupils
- Monitor and evaluate the Curriculum Area in line with agreed school procedures including evaluation against quality standards and performance criteria
- Produce reports within the quality assurance cycle for the Curriculum Area
- Provide the Local Academy Board with relevant information relating to the Curriculum Area's performance and development
- Encourage the practice of working as a team
- Show commitment to the extra-curricular activities of the school and particularly those of your curriculum area
- Assist the Headteacher in maintaining and developing a positive and constructive partnership with parents and the local community
- Be accountable for the work of all members of staff teaching in your Curriculum Area
- Work in collaboration with the designated member of the SLT in planning induction programmes for new staff, including trainees, newly qualified teachers and teachers new to the subject

Marketing, Communication and Liaison

- To contribute to the school liaison and marketing activities e.g. the collection of material for press releases
- To lead the development of effective subject links with partner schools and the community, attendance where necessary at liaison events in partner schools and the effective promotion of subjects at Open Days / Evenings and other events
- Actively promote the development of effective subject links with external agencies

- To ensure effective communication/consultation as appropriate with the parents of pupils
- To contribute to the planning and delivery of school liaison activities
- To liaise with the Exams Officer about exam entries.

Management of Resources

- Manage the available resources of space, staff, money and equipment efficiently within the limits, guidelines and procedures laid down; including deploying the Curriculum Area budget, acting as a cost center holder, requisitioning, organising and maintaining equipment and stock and keeping appropriate records

Pastoral System

- To act as a Form Tutor and to carry out the duties associated with that role as outlined in the generic job description

School Ethos

- To play a full part in the life of the school community, to support its distinctive vision and ethos and to encourage and ensure staff and students to follow this example
- To promote actively the school's corporate policies

Corporate Responsibilities

- The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment
- To pursue and promote the achievement and integration of diversity and equality of opportunity throughout the Trust's activities
- To plan, monitor and review health and safety within areas of personal control
- To participate in the Trust's Performance Management process and engage in continuous professional development and networking to ensure that professional skills and knowledge are up to date
- To maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues

Additional Notes

- The job purpose and key statements remain indicative and by no means exclusive. Given the evolving needs of the Trust, flexibility among staff is very important. All staff may be required to undertake other such reasonable duties as may be required from time to time in line with the grade of their post.
- An Enhanced DBS Check will be requested on successful application to a position at the Trust or Academy.
- The Trust operate a no smoking policy.

Person Specification

	Essential/ Desirable	Method of Assessment
Qualifications		
Qualified Teacher Status; degree level or higher	E	AP/I/R
Honours Degree	E	AP/I
Awareness of current GCSE syllabus development	D	AP/I/R
Behaviour & Safety		
Suitability to work with young children	E	AP/I/R
Able to form and maintain appropriate relationships and personal boundaries with children and young people	E	AP/I/R
Emotional resilience in working with challenging behaviours	E	AP/I/R
Positive attitude and authority in maintaining discipline within both the practical and classroom environment	E	AP/I/R
Experience		
Able to enthuse, motivate and discipline students	E	AP/R/I
Experience of teaching across the full age and ability range of an 11-16 school	E	AP/R/I
Other Attributes	E	AP/R/I
Ability to teach to KS3 and GCSE	E	AP/R/I
To be committed to ensuring that every pupil is given the opportunity to achieve their potential and meet the high expectations set for them	E	AP/R/I
Enthusiasm to inspire in students a desire to learn and participate	E	AP/R/I
Ability to have the vision to plan ahead and to get things done	E	AP/R/I
Efficient manager and administrator	E	AP/R/I
Good, up-to-date, subject knowledge and skills	E	AP/R/I
Full working knowledge of the National Curriculum requirements for ICT	E	AP/R/I

To be able to work as a member of a team	E	AP/R/I
To be able to work effectively with pupils, staff, parents and members of the community	E	AP/R/I
To make a significant contribution to extra-curricular sports clubs	E	AP/R/I
Interest in innovation in the classroom including interactive whiteboard skills	D	AP/R/I
To be able to assist in the planning and organisation of school trips/visits	D	AP/R/I