



# 2nd in Department - Maths

## Information for Applicants



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# Welcome



Thank you for expressing an interest in the post of 2nd in Department of Maths at North Durham Academy.

As Principal I am honoured to welcome you to North Durham Academy. Our academy is a highly ambitious, caring and supportive place to both learn and work. I feel strongly that the local community should be proud of the work we do with our wonderful students. We currently have over 1000 students in years 7 to 11 and are growing.

At North Durham Academy, we are openly focused on the educational outcomes of our students and firmly believe that placing the student at the centre of everything we do will ensure that they leave with both the best possible grades and having had the best possible experiences throughout their time with us.

In order to realise this, we work with our vision in mind at all times:

*“For **all** students and staff to **want** to learn and work at a **good** school; and for **all** parents/carers from our community to **want** to send their children to a **good** school.”*

There are a number of key principles that underpin the vision, which are:

- Outstanding care for each and every individual
- A relentless drive and focus to ensure that each and every student achieves their true potential
- A focus on the quality of education and on high standards
- A broad and balanced curriculum
- A range of in-school and extra-curricular experiences to prepare our students for life in modern society
- Superb facilities which support and enhance learning at all levels including achievement and engagement

For interested candidates, I would encourage you to visit our fantastic campus to see for yourself the superb learning and working environment that we have. If you would like to arrange a visit, please email our HR Team at [hr@ncdat.org.uk](mailto:hr@ncdat.org.uk) whereupon a mutually convenient date and time will be arranged.

Yours faithfully

**Mr M Gray**  
**Principal**

# About us



New College Durham Academies Trust (NCDAT) is a small but ambitious Multi Academy Trust based in North West Durham. Whilst we have ambitions to grow we wish to remain a Durham MAT for local schools. The Trust currently has 2 large secondary schools; Consett Academy and North Durham Academy.

We place an unrelenting focus on school improvement where teaching and learning always comes first and students are at the forefront of any decision-making.

North Durham Academy is a rapidly improving school and the impact of this role continuing that journey cannot be underestimated. You could make this happen!

## **Our vision is simple:**

Every action undertaken by every member of staff is implemented with the sole intention of improving the future life chances and well being of our children: 'Students First'. This vision is underpinned by our three core principles of:

### **Inclusion, Progression and Excellence.**

#### **We believe:**

- Every child should have their life-chances enhanced
- Outstanding progress and attainment are the norm for every child
- High standards of behaviour and attitudes allow teachers to teach, support staff to enhance and children to learn
- In investing in teachers' professional development
- Our teachers feel good about what they are doing, feel valued by the community and proud to work here
- That your child will feel safe
- Our ethos enables sustained concentration in lessons, rewards effort and allows learning to flourish.



# 2nd in Department: Maths

**Grade: MPS/UPS +TLR 2b (£5,029 p.a.) (Pay award pending)**  
**North Durham Academy**

We are currently seeking an exceptionally talented and experienced Maths Teacher who is looking to take their first step into subject leadership. We require candidates who have a track record of improving progress and attainment. The agenda is challenging, but for the right individual this presents an unrivalled opportunity to make a real difference.

The Maths Department promotes an engaging style of teaching, providing high quality learning that inspires and motivates students. We encourage CPD to improve pedagogy amongst staff and like to share best practice. Individuals are encouraged to discuss subject and teaching both informally and in departmental meetings.

The successful candidate should have a passion for Maths and be able to enthuse and develop a love of this crucial core subject.

Successful candidates should be able to demonstrate excellent communication skills, coupled with proficient pedagogy. All academy stakeholders have high expectations of our students which you will model. As part of a successful team you will drive forward the Department and deliver *continuous improvement* in student outcomes at all levels. Applicants will have *high aspirations* and should be able to reinforce numeracy skills, academy-wide, providing a positive impact on student attainment and progress.

Additional responsibilities for the TLR will be based on the skills of the successful candidate and the needs of the department, this will be discussed and agreed as part of the employment offer.

If you want an exciting opportunity to work in a *vibrant* school in a modern teaching environment that makes a difference to our young people's lives— we want to hear from you.



# Job Description

<b>POST:</b>	<b>2<sup>nd</sup> in Department - Maths</b>
<b>RESPONSIBLE TO:</b>	Head of Maths
<b>LEVEL:</b>	MPS/UPS & TLR 2b
<b>CORE PURPOSE:</b>	Assist in providing professional leadership and management of a department, to secure high quality teaching, effective use of resources, and improved standards of learning and achievement for all students.

## **Strategy and improvement**

- Provide leadership and direction to students, staff, parents/carers and the wider community, promoting excellent, equality and high aspirations.
- Work with the Head of Department to deliver the vision for the subject and implement strategies to improve student attainment.
- Develop and sustain high quality teaching and learning across the department
- Take responsibility for leading key curriculum areas.

## **Teaching and curriculum excellence**

- Ensure that students are set challenging targets and they are subject to regular monitoring, review and evaluation.
- Lead on CPD within the department and support colleagues to improve their professional practice.
- Ensure that the quality of lesson planning, setting of homework, marking of all work are of the highest standard and are consistent with the academy policies.
- Participate in lesson observations, work scrutiny and moderation to monitor standards of teaching and learning. Provide regular feedback to colleagues which recognises good practice and support their progress against performance management objectives.
- Lead on the preparation of staff and students for examinations.
- Work with colleagues including Head of Year, SENCO etc to identify students who are underachieving and where necessary, create and implement effective support plans.

## **Leading with impact**

- Lead by example in displaying those qualities expected of outstanding leaders/teachers with regard to subject knowledge, teaching skills, assessment, behaviour management and tutoring.
- Line manage staff as required, ensuring individual staff accountabilities are clearly defined, understood and agreed. Implement successful performance management processes and continuing professional development programmes for all staff.
- Undertake other management duties as delegated by the Head of Department.
- Act as a positive role model for students, promoting appropriate behaviour for learning and encouraging good practice with regard to punctuality, attendance, dress, standards of work.

## **Working in partnership**

- Seek curriculum links with businesses, HE/FE, other schools to promote the academy specialisms.
- Actively contribute to the wider life of the school by participating in and organising communication, liaison and educational activities such as open evenings, presentation



# Job Description

## **Managing resources and risks**

- Assist the Head of Department in organising and co-ordinating the deployment of learning resources, including ICT, and technicians and monitor their effectiveness.
- Be keenly aware of the responsibility for safeguarding children and alert pastoral and other staff to problems arising with individual students.
- Supervise the use and care of the school building, fixtures and equipment by students and to ensure their adherence to relevant health and safety regulations.
- Operate at all times within the statutory framework for professional duties of teachers, and the policies and procedures of the Trust.
- Take reasonable care of own health and safety and that of others and informing relevant staff of any concerns.

## **Increasing capability**

- Consistently demonstrate the positive attitudes, values and behaviour which are expected within the academy community based on mutual respect between students and staff.
- Take responsibility for improving your teaching through appropriate professional development, responding to advice and feedback from colleagues. Actively engage in the appraisal process.
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support

# Person Specification

Criteria	Essential	Desirable	Method of Assessment
Qualifications and training	<p>Qualified Teacher Status</p> <p>Degree or equivalent in subject specialism</p> <p>Recent (in the last 2 years) relevant CPD</p>	<p>Honours degree in subject specialism</p> <p>Recent leadership CPD</p>	Application form
Experience	<p>Recent extensive experience of teaching at secondary level across the ability range.</p> <p>Proven track record of results at GCSE with a demonstrable positive impact on student progress and attainment.</p> <p>Experience of leading an initiative or project</p>	Experience of teaching/leading at more than one school	Application form, References
Professional Skills & Knowledge	<p>Role-model classroom practitioner with a track record of delivering outstanding teaching and positive impact on student progress</p> <p>Demonstrable evidence of the effective use of data as a means both to measure and to extend learning and progress</p> <p>Ability to respond to feedback, reflect on and develop own professional practice</p> <p>Excellent written and communication skills</p> <p>Understands and acts on responsibility for the safeguarding and welfare of students</p> <p>Maintains appropriate professional boundaries with students and parents</p>	Good understanding of new and current exam specifications and curriculum developments across all relevant phases of education	Application form, Interview/Assessment, References



# Person Specification

Criteria	Essential	Desirable	Method of Assessment
Personal attributes	<p>Ability to inspire and motivate students</p> <p>A positive role model of professional practice and conduct to others</p> <p>A high level of personal effectiveness including good organisational, planning and prioritisation skills and ability to meet deadlines</p> <p>Ability to work effectively as part of a team</p> <p>Punctual and reliable</p> <p>Personal resilience including ability to work effectively under pressure and responding positively to change</p> <p>Suitability to work with children</p>		<p>Application form,</p> <p>Interview/ Assessment,</p> <p>References</p>

# Employee Benefits

At New College Durham Academies Trust we have a range of employee benefits



Car scheme



Cycle to work scheme



Electric car charging



Employee Assistance Scheme



Pension Plan



24/7 support & well being



Discount scheme



Salary sacrifice schemes



Free onsite parking



Discounted gym membership



Career development opportunities



Generous holiday entitlement





# How to apply

## Application form

To download an application form please visit our website: [Join Our Team | \(northdurhamacademy.co.uk\)](https://northdurhamacademy.co.uk)

Alternatively, please contact the HR Team by phone - 01207 291188 or e-mail - [hr@ncdat.org.uk](mailto:hr@ncdat.org.uk)

Completed application forms should be emailed to [hr@ncdat.org.uk](mailto:hr@ncdat.org.uk)

Please **do not** attach copies of CV's/qualification certificates. Only the information detailed on the application form will be used as part of the short-listing process. Applications from recruitment agencies will not be accepted.

## Closing Date

Midday Friday 6 October 2023

## Interview Date

To be confirmed

## Interview arrangements

If you are shortlisted for this vacancy we will contact you by email to inform you of interview arrangements. Please note, if you have a Hotmail email account our email may go into junk so please check this regularly. Shortlisted applicants will be required to complete a self-declaration form as part of our safer recruitment procedures which are aimed at deterring and preventing unsuitable people from working with children

## Location

This post is initially based at North Durham Academy, however the successful candidate may be asked to work at other schools within the Trust.

## Pre-employment Checks

The successful candidate for this role will undergo a range of pre-employment vetting checks prior to appointment including enhanced Disclosure and Barring Service criminal records check for work with children including barred list check. We will also undertake checks on your identity, qualifications, medical fitness and take up employment references before interview, unless you have asked us not to.

*Applicants should assume they have been unsuccessful if we have not contacted them within 28 days of the post closing.*

# Safeguarding Information

## Trust Safeguarding Commitment

New College Durham Academies Trust is committed to safeguarding and promoting the welfare of our students and young people. We have a robust Safeguarding Policy and all staff will receive training relevant to their role at induction and throughout employment with the Trust. We expect all staff and volunteers to share this commitment. This post is subject to a satisfactory enhanced Disclosure and Barring Service criminal records check for work with children.

## Safeguarding Policy

You can find the academy safeguarding policy using the link below:

[Policies | \(northdurhamacademy.co.uk\)](https://northdurhamacademy.co.uk/Policies)

## Recruitment of Ex-offenders Policy Statement

The trust has a policy in the recruitment of ex offenders which can be found on the Academy website on the job vacancy page should you need to refer to it.

This post is included in the rehabilitation of Offenders Act 1974 (exceptions) order 1975 the successful applicant will be required to obtain a satisfactory enhanced Disclosure and Barring Service check with children's barred list check. It is a condition of employment that the employee should not have been convicted of a criminal offence against children, nor have been dismissed from or resigned from a previous employer for misconduct of a similar nature.

