



# Bishop Perowne

*Church of England College*



<https://bishopperowne.co.uk>

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Dear Candidate,

Thank you for your interest in the role of Second in Charge of Mathematics at Bishop Perowne Church of England College. This is an exciting opportunity for an aspirational teacher to join our team in ensuring the welfare and progress of students in their learning and personal development.

We are based in Worcester City in Worcestershire which is a beautiful area of the country and provides good access to Birmingham. The area we serve is diverse, and our catchment and students offer a range of expectations and challenges, therefore being able to drive ambitions is key. Our ambition for our students to have the best chance of success is central to our drive and vision. This is best evidenced by our improving results in the summer exams of 2023 and 2024.

The school is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

At Bishop Perowne, safeguarding our students is at the heart of everything we do. We are committed to ensuring their safety, well-being, and ability to learn in a secure and supportive environment. As part of our duty of care, we work tirelessly to protect children from harm, abuse, and neglect. We never do nothing! We create an environment where every student feels valued, supported, and empowered. By prioritising safeguarding, we aim to create a nurturing environment that allows students to thrive academically, socially, and personally. Providing them with the confidence and security needed to reach their full potential.

We are a school that is continuing to grow, recently undergoing a PAN increase from 210 to 240 per year group and we are full across all year groups, being over PAN in KS3

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We strive to be an inclusive and diverse employer, and we encourage applications from underrepresented demographics. We recognise the need to achieve a good work-life balance and discuss our workload and well-being charter annually with staff. We aim to create the conditions under which our colleagues are able to thrive and to deliver exceptional work for the young people and communities which we serve.

To get a feel of life at Bishop Perowne, please feel free to contact us to arrange a visit. We will always make time to show potential candidates around the school in order for them to see our provision and meet key people.

Bishop Perowne is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure. The school website, Facebook and Instagram pages provide a clear picture of our aspirations and our vision; however, please do not hesitate to contact Karen Wigley, Headteacher's PA/HR on [kwi@bishopperowne.co.uk](mailto:kwi@bishopperowne.co.uk) to seek further information or book a visit. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.

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## Bishop Perowne Church Of England College Vision Statement:

We are proud to be a Church of England School.

Our vision statement of *'At Bishop Perowne , we do nothing from selfish ambition or conceit, but humbly count others more significant than ourselves.'* is lived through an approach of servant leadership and putting one another first.

Our four values of Compassion, Respect, Resilience and Integrity are central to the school featuring frequently in all aspects of life at Bishop Perowne.

We believe that there is no ceiling on what can be achieved by anyone, regardless of their circumstances or background. We are committed to providing a supportive and inclusive learning environment, giving every young person the opportunity to fulfil their potential now, and in the future. We recognise that we can always improve.

In light of this, our vision statement is often shortened to 'at Bishop Perowne we celebrate diversity'.

Applicants are welcome from all faiths and none, but should share in our core values.



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## **Bishop Perowne Employee Benefits:**

Bishop Perowne recognises that our employees are our most important asset, and we are aware that the quality and commitment of our employees is critical to our success. We offer all our employees the following staff benefits:

- A supportive ethos and concern for the well-being of all colleagues
- Clear and transparent calculation of 1265 working hours (with no roles reaching the maximum figure)
- Excellent CPD opportunities and career progression
- Employer contributions to Local Government (LGPS) or Teachers Pension Scheme
- Access to Blue Light Card Scheme
- Access to the Bishop Perowne Golden Ticket and Club Card Scheme
- Cycle to Work scheme
- Health Assured Programme
- Free eye tests



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## Routines and Expectations:

At Bishop Perowne it is really important to us that our classrooms are disruption free and the school is calm and orderly.

Our collective behaviour policy assists in making this happen and enables our teachers to have the greatest impact on the educational outcomes of the children in their classes.

Simple routines, high expectations and shared language support staff with behaviour management. Senior Leadership have a strong presence around school and are quick to support a member of staff should they need it.



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## CPD and Leadership Development:

At Bishop Perowne, leaders at all levels are encouraged to participate in 1:1 and small group leadership coaching. This is designed to develop the essential skills required to maximise our impact on student experiences, outcomes and wider staff development. We also facilitate staff to complete National Professional Qualifications of their choice.

We work closely with a number of local schools to share best practice and will always facilitate our staff visiting other settings to discover new ideas that can improve the experiences for our students.

Our CPD programme is closely linked to instructional coaching via the Step Lab model and each year a whole school focus for teaching and learning means our CPD is aligned directly with our appraisal process.



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## JOB TITLE:

Second in Charge: Mathematics

## SALARY RANGE:

Main/Upper Pay Scale plus TLR2.2

## LINE MANAGEMENT:

Subject Leader

## LIAISING WITH:

Teaching and Support Staff

Classroom teaching, its quality and content, ultimately determine Bishop Perowne's success or failure. All staff share a collective responsibility to support each other and to positively promote the school ethos and policy. All other staff responsibilities, whether pastoral or administrative, exist to support the teaching programme. Every teacher, regardless of status, is responsible for the effectiveness of their teaching and has a duty to ensure that it is carried out to the best of their ability. For this aspect of work a teacher is accountable to the Subject Leader.

### Key responsibilities

- To build a culture of high expectations in Mathematics and to deliver great outcomes
- To plan, resource and deliver lessons and sequences of lessons to the highest standard, thereby ensuring meaningful learning takes place and students make rapid and sustained progress
- To continue the development of the curriculum in Mathematics – at Key Stage Three through alignment to and development of Mathematics Mastery; at Key Stage Four through rigorous planning towards the GCSE specification
- To coach and mentor developing teachers within the department
- To fully implement all school routines and techniques for creating a culture of high expectations
- To contribute to the enrichment, extra-curricular and raising aspirations programmes

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- To contribute to the effective daily working of the school.

## Outcomes and Activities

### Teaching and Learning

- With direction from the Director of Mathematics and within the context of the school's curriculum and schemes of work, to plan and prepare effective teaching schemes and lessons - including development of Mathematics Mastery at Key Stage Three
- To teach engaging and effective lessons that motivate, inspire and improve student attainment
- To use regular assessments to set targets for students, monitor students' progress and respond accordingly to the results of such monitoring
- To produce/contribute to oral and written assessments, reports and references relating to individual and groups of students
- To develop plans and processes for the classroom with measurable results and evaluate those results to make improvements in student achievement
- To ensure that all students achieve at least expected progress and the majority of students make more than expected progress
- To maintain regular and productive communication with students, parents/carers, to report on progress, sanctions and rewards and all other communications
- To direct and supervise support staff assigned to lessons and when required participate in related recruitment and selection activities
- To implement and adhere to the school behaviour management policy, ensuring the health and well-being of students is maintained at all times
- To participate in preparing students for external examinations

### School Culture

- To support the school's values and ethos by contributing to the development and implementation of policies, practices and procedures
- To help create a strong school community, characterised by consistent, orderly behaviour and caring, respectful relationships
- To help develop a school/department culture and ethos that is utterly committed to achievement and good discipline

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- To be alert and active on issues relating to student welfare and child protection
- To support and work in collaboration with colleagues and other professionals in and beyond the school, covering lessons and providing other support as required.

## Other

- To undertake, and when required, deliver or be part of the performance management system and relevant training and professional development
- To undertake, within reason, other various responsibilities as directed by the Director of Mathematics and Headteacher.



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## Person Specification:

Education and Qualifications	Essential	Desirable
Qualified teacher status First degree in relevant subject	X	
Further study in related areas		X
Experience	Essential	Desirable
An outstanding classroom practitioner whose teaching has a significant impact on learning.	X	
Extensive knowledge of the demands of the National Curriculum for Mathematics across the Key Stages	X	
Experience of monitoring and evaluation	X	
Experience of analysing and using data to raise attainment	X	
A well-developed understanding of the ways in which children learn and knowledge of appropriate strategies that can be employed to raise achievement	X	

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## Person Specification:

Skills and Abilities	Essential	Desirable
The ability to teach creatively through a variety of teaching and learning styles	X	
Proven classroom management ability	X	
The ability to develop very positive relationships with children of all abilities and with parents.	X	
Well developed ICT skills	X	
Proven track record in 'adding value' to students and achieving targets	X	
Motivation and Personality		
A person with energy and enthusiasm who finds it easy to work with staff and motivate others, both students and staff	X	
A person ready to promote an ethos in a College that is distinctly Anglican and in which those of all faiths or of no faith can feel accepted	X	

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## Person Specification:

A leader who can lead by example, able to motivate others and boost self esteem and self confidence, able to counsel and advise	X	
A good team worker and a colleague who commands the professional respect of their colleagues	X	
A person who believes in the education of the whole child, who will value each as an individual regardless of their actions	X	
A person who relishes the opportunity to make a real and positive change in the delivery of the curriculum and to staff development	X	
A well organised person who is able to organise others	X	
An efficient and tenacious person determined to follow initiative through to a satisfactory conclusion	X	
A person with the highest standards of loyalty and professional integrity	X	
A personal commitment to own professional development	X	

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## Person Specification:

Circumstances and Health	Essential	Desirable
A very good health, attendance and punctuality record.	X	