Parliament Hill School

Details about the post:	
Grade:	Main Scale/Upper Scale
Type of post:	Teacher of Mathematics- possibility for a TLR role
Start date:	September 2019
Reason for vacancy:	
This post has arisen due to an establishment requirement.	
Terms and conditions:	
This post is offered subject to the terms and conditions laid down in the School Teachers' Pay and Conditions Document.	
Equal opportunities:	
The school operates an equal opportunities policy. We believe in the right of all individuals, regardless of ethnicity, attainment, age, disability, gender or background to be treated with respect and fairness.	
Information about the recruitment and selection process:	
Closing date for applications:	Wednesday 22 May 2019
Interview date:	TBC
Interview panel:	Sarah Creasey, Headteacher Deb O'Connor, Deputy Headteacher Carly Sugarman, Team Leader
Safeguarding pupils:	
This school is committed to safeguarding children and promoting the welfare of children and young people/vulnerable adults and expects all staff and volunteers to share this commitment. We will ensure that our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks.	
Employment checks required:	
• **Fully** completed application form (curriculum vitae **NOT** acceptable) • Rehabilitation of Offenders Act declaration • Right to work in the UK • Enhanced DBS • Employment history including explanation of any gaps • Proof of academic and professional qualifications • Qualified Teacher Status • Statutory Induction Standards (if appropriate) • General Teaching Council registration • Occupational Health check • Professional character reference	

Parliament Hill School

PARLIAMENT HILL SCHOOL - JOB DESCRIPTION

Post Title:	**Teacher of Mathematics (pre-threshold)**
Purpose of the role:	To teach all Key Stages across the curriculum and where necessary within the LaSWAP Consortium.
Grade:	Main Scale
Responsible to:	Team Leader**:** Mathematics
Conditions of Service:	Reference should be made to the School Teachers' Pay and Conditions Document, including the specific provisions referred to in this job description and the National Standards for Qualified Teacher Status published by the Teacher Development Agency. This generic job description is not intended to be comprehensive. It will be reviewed annually but may need to be modified in the interim following negotiation.

Responsibilities and Accountabilities

- To meet the core professional Teacher Standards.
- To teach all Key Stages across the curriculum and where necessary within the LaSWAP Consortium.
- To do regular break duty as per the rota.

Outcomes

Attainment

- To know and be well informed of assessment requirements and arrangements for the subject area taught including those relating to public examinations and qualifications.

- To know how to use local and national statistical information to evaluate the effectiveness of teaching and learning.

- To know how to use reports and other sources of external information related to assessment in order to provide learners with accurate and constructive feedback on their strengths, weaknesses, attainment, progress and areas for development.

Quality of pupils learning and progress

- To ensure that the quality of pupil's learning and progress is good or better as demonstrated through lesson observations, work sampling, student focus groups.

- To demonstrate that pupils acquire knowledge, develop understanding and learn and practise skills very well and therefore they seek to produce their best work and show an interest and enthusiasm for the learning of the subject.

- To know how to use and adapt a range of teaching, learning and behaviour learning strategies, in order to personalise learning to meet their needs and provide opportunities for all learners to achieve their potential.

- Have teaching skills which lead to learners achieving above national expectations.

Pupil Behaviour

- Have high expectations of pupils including a commitment to ensuring that they can achieve their full potential.
- To establish a fair, respectful, trusting, supportive and constructive relationship with pupils.
- To demonstrate that pupil behaviour makes and strong contribution to excellent learning in lessons by pupils showing that they respond to school and teacher expectations, and they behave in a considerate way towards one and other.
- To commit to safeguarding and the promotion of welfare and equal opportunities amongst all pupils and colleagues.
- Where necessary to resolve conflict between pupils and staff and empower pupils to use appropriate strategies to settle differences.

Provision

Quality of Teaching and Assessment

- To ensure that teaching promotes excellent learning, progress and enjoyment for all pupils by:
    - Having high expectations of all pupils and ensuring that effective support is given to accelerate the progress of any pupil who is falling behind their peers.
    - By demonstrating a range of teaching styles and activities which sustain pupils' concentration, motivation and application
    - Using time, resources, technology and other adults to contribute to the quality of learning.
    - Having an excellent subject knowledge which is used to inspire pupils and build their understanding.
    - Planning lessons which are linked to current assessment of pupils' prior learning, and are differentiated in order to consolidate, build upon and extend learning for all pupils.
    - Using effective questioning techniques which gauge pupils' understanding and reshape explanations and tasks where this is needed
    - Assessing pupils' progress accurately, both orally and through marking and to allow pupils to make excellent progress.

Curriculum - Meeting the needs of students

- Have a developed knowledge and understanding of the subject, including how learning progresses within it.
- To ensure that the curriculum is well organised, imaginative and builds in opportunities for learning and a broad range of experiences which contribute well to pupils' development and well-being.
- To adjust the curriculum to effectively meet the needs of pupils.
- To support with cross-curricular provision including literacy, numeracy and ICT.

- To contribute to curriculum enrichment opportunities.

Leadership and Management

- Maintain an up to date knowledge and understanding of the professional duties of teachers and the statutory framework in which they work.
- Promote healthy working relationships within the school community for example by attending Parents' Evenings.
- Have a commitment to collaboration and cooperative working.
- Demonstrate a commitment to Parliament Hill's strategic intentions of striving to be an outstanding school.
- Contribute to the production, implementation, monitoring and evaluation of the subject area self evaluation form and subject development plan in line with the school priorities, incorporates the principles of best value and involves all team members in its design and execution.
- Provide regular feedback to line management in a way which allows for effective communication and dissemination, promotes excellent practice and, if necessary, addresses under performance.
- Participate in professional development opportunities.
- Support quality assurance processes such as collaborative planning, work sampling, learning walks, student voice activities and lesson observations which will allow greater consistency in teaching and learning.

Key Skills

- Demonstrate ambition and drive for improvement
- Act as a role model for pastoral care, classroom practice and behaviour management.
- Time management, flexibility and adaptability

Parliament Hill School

PARLIAMENT HILL SCHOOL - JOB DESCRIPTION

Post Title:	**Teacher of Mathematics (Post Threshold)**
Purpose of the role:	To teach all Key Stages across the curriculum and where necessary within the LaSWAP Consortium.
Grade:	Upper Scale
Responsible to:	Team Leader**:** Mathematics
Conditions of Service:	Reference should be made to the School Teachers' Pay and Conditions Document, including the specific provisions referred to in this job description and the National Standards for Qualified Teacher Status published by the Teacher Development Agency. This generic job description is not intended to be comprehensive. It will be reviewed annually but may need to be modified in the interim following negotiation.

Responsibilities and Accountabilities

- To meet the core and post threshold professional teacher standards.
- To teach all Key Stages across the curriculum and where necessary within the LaSWAP Consortium.
- To do regular break duty as per the rota.

Outcomes

Attainment

- To have extensive knowledge and well informed understanding of assessment requirements and arrangements for the subject areas taught including those relating to public examinations and qualifications.
- To know how to use local and national statistical information to evaluate the effectiveness of teaching and learning.
- To know how to use reports and other sources of external information related to assessment in order to provide learners with accurate and constructive feedback on their strengths, weaknesses, attainment, progress and areas for development.
- Have up to date knowledge and understanding go the different types of qualification and specification and their suitability for meeting learner's needs.

Quality of pupils learning and progress

- To ensure that the quality of pupil's learning and progress is at least good as demonstrated through lesson observations, work sampling, student focus groups.

- To demonstrate that pupils acquire knowledge, develop understanding and learn and practise skills well and therefore they seek to produce their best work and show an interest and enthusiasm for the learning of the subject.

- Have an extensive knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour learning strategies, in order to personalise learning to provide opportunities for all learner to achieve their potential.

- Have teaching skills which lead to learners achieving well relative to their prior attainment making their progress, as good as or better than, similar learners nationally.

Pupil Behaviour

- Have high expectations of pupils including a commitment to ensuring that they can achieve their full potential.
- To establish a fair, respectful, trusting, supportive and constructive relationship with pupils.
- To demonstrate that pupil behaviour makes and strong contribution to excellent learning in lessons by pupils showing that they respond to school and teacher expectations, and they behave in a considerate way towards one and other.
- To commit to safeguarding and the promotion of welfare and equal opportunities amongst all pupils and colleagues.
- Where necessary to resolve conflict between pupils and staff and empower pupils to use appropriate strategies to settle differences.

Provision

Quality of Teaching and Assessment

- To ensure that teaching promotes excellent learning, progress and enjoyment for all pupils by:
    - Having high expectations of all pupils and ensuring that effective support is given to accelerate the progress of any pupil who is falling behind their peers.
    - By demonstrating a range of teaching styles and activities which sustain pupils' concentration, motivation and application
    - Appropriate use of time, resources, technology and other adults to contribute to the quality of learning.
    - Having a excellent subject knowledge which is used to inspire pupils and build their understanding.
    - Planning lessons which are linked to current assessment of pupils' prior learning, and are differentiated in order to consolidate, build upon and extend learning for all pupils.
    - Using effective questioning techniques which gauge pupils' understanding and reshape explanations and tasks where this is needed
    - By assessing pupils' progress accurately, both orally and through marking and to allow pupils to make excellent progress.

Curriculum - Meeting the needs of students

- Have a developed knowledge and understanding of the subject, including how learning progresses within it.
- To ensure that the curriculum is well organised, imaginative and builds in opportunities for learning and a broad range of experiences which contribute well to pupils' development and well-being.
- To adjust the curriculum to effectively meet the needs of pupils.
- To support with cross-curricular provision including literacy, numeracy and ICT.
- To contribute to curriculum enrichment opportunities.

Leadership and Management

- Maintain an up to date knowledge and understanding of the professional duties of teachers and the statutory framework in which they work.
- Make a significant contribution, where appropriate, to implementing workplace policies and practices and to promote a collective responsibility for their implementation.
- Promote healthy working relationships within the school community, for example, by attending Parents' Evenings, school events.
- To effectively communicate with the Senior Leadership Team by providing regular feedback on the successes, areas for development or concerns.
- Have a commitment to collaboration and cooperative working.
- Contribute to the professional development of colleagues through coaching and mentoring, demonstrating effective practise, and providing advice and feedback.
- Demonstrates a commitment to Parliament Hill's strategic intentions of maintaining its status as an outstanding school.
- Contribute to the production, implementation, monitoring and evaluation of the subject area self-evaluation form and subject development plan in line with the school priorities, incorporates the principles of best value and involves all team members in its design and execution.
- Provide regular feedback to line management in a way which allows for effective communication and dissemination, promotes excellent practice and, if necessary, addresses under performance.
- To take responsibility for drafting performance management objectives and ensuring agreed evidence is available for review against agreed criteria.
- Participate in professional development opportunities.
- Support quality assurance processes such as collaborative planning, work sampling, learning walks, student voice activities and lesson observations which will allow greater consistency in teaching and learning.

Key Skills

- Demonstrate ambition and drive for improvement
- Act as a role model for pastoral care, classroom practice and behaviour management.
- Time management, flexibility and adaptability

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Person Specification for Teacher of Mathematics

The successful candidate will possess some, or all, of the following:

	Essential
Qualifications	• Good honours degree or equivalent • Teaching qualification • Qualified Teacher Status
Experience	• Experience of successfully teaching Mathematics at all Key Stages • Experience of working successfully as part of a team • Experience of assessment practices which maximise student progress and fulfil examination requirements where applicable • Experience of successfully managing classroom behaviour
Knowledge and Understanding	• Demonstrate a sound knowledge and understanding of current educational issues relating to the specialist subject area • Excellent knowledge and understanding of how to promote equalities and ensure inclusive teaching and learning • Excellent knowledge and understanding of effective practices to safeguard children and young people

Personal and Professional qualities and attributes	• Excellent skills as a classroom practitioner and commitment to ongoing development of personal classroom practice • Enthusiasm and energy for teaching in diverse and complex classroom setting • Excellent ICT skills and ability to use new technologies effectively to enhance students' learning • Ability to make students' learning relevant, and exciting • Excellent communication skills – in writing and verbally • High level of commitment to maximising achievement of all pupils • Ability to prioritise, plan time and organise themselves effectively • Eagerness to collaborate and network with others within and beyond the school • Willingness to listen to and reflect on feedback from others – colleagues, students, governors • Ability to build and maintain effective relationships with staff, students and parents

The duties on this list may vary from time to time as required by the Headteacher, without changing their general character or level of responsibility.

I have read the job description and agree to all the terms and conditions set out, I also agree to comply with all School Policies, Child Protection and Health and Safety regulations. I understand that this Job Description in not an exhaustive list and I agree, when required, to undertake any reasonable request made by the Leadership Group.

Name:……

Signature:……**Date**……