

Teacher of Maths

Thistley Hough Academy
September 2021



THISTLEY
HOUGH
ACADEMY
*Creative
Education
Trust*



Dear Colleague

Thank you for your interest in the role of Teacher of Maths at Thistley Hough Academy.

Thistley Hough Academy joined the Creative Education Trust in September 2013 and has been on a journey to now become one of Stoke-on-Trent's most improved schools.

As our Academy sponsor, the Creative Education Trust is focused on the quality of the educational experience it provides for students. At Thistley Hough Academy we pride ourselves on delivering an ambitious, broad and balanced curriculum, enabling

“We believe every student is entitled to outstanding educational provision”

every student to be successful, responsible, resilient, confident and skilled young people.

In education there should be equity for all, and we strongly believe that a postcode should not influence the learning standard a student receives, or limit the aspirations they have for their future.

As well as academic excellence, we encourage pride, respect and commitment, which have become a mantra throughout our academy. Thanks to our high standards of behaviour teachers are free to teach, and students can develop a lifelong love of learning in a caring supportive environment.

At the heart of everything we do is a desire to create learners who are articulate, creative, resourceful and independent with a strong moral purpose. We aim to cultivate independent learners who make connections, who strive for academic success and for personal achievement.

We raise aspirations through a knowledge connected curriculum based on a sequence of learning aimed at developing the knowledge and thinking of all our students. This is achieved through a tailored curriculum, outstanding pastoral care, and an extraordinary range of extra-curricular activities which are the cornerstones of our academy.

We are looking for ambitious, experienced, committed and dynamic individuals to join our team. You must believe passionately in making a difference to the life of every student, and in return you will be rewarded with a highly competitive career package. I look forward to receiving your application.

Yours sincerely,

Jayne Schofield

Principal

You can find out more at:
www.creativeeducationtrust.org.uk

ABOUT CREATIVE EDUCATION TRUST

Creative Education Trust inspires and enables young people to build successful lives on foundations of learning, resilience and employability. We believe that a rewarding educational experience and the highest possible qualifications are the best way to ensure social mobility for young people.

Creative Education Trust is a growing multi-academy trust educating over 13,000 children in England. It was established in 2010 to work in England's post-industrial cities and coastal towns: areas of economic disadvantage and with a history of academic underachievement. We transform these schools by integrating a knowledge-rich curriculum with skills and creativity.

Creative Education Trust defines creativity as the ability to find connections between the things we know and turn these connections into new ideas and action. The academic arts and the sciences, practical subjects and life skills all need this creativity, and creativity is valued highly by employers. Our staff and expert advisers use imaginative methods for linking knowledge across subject boundaries, fostering personal development and resilience and developing practical skills that prepare students for their transition to adult life and employment.

Our aims for our students are to:

- ★ Raise their attainment in exams and tests through outstanding teaching
- ★ Make them intellectually curious with a sense of confidence
- ★ Increase their participation in HE, FE and apprenticeships
- ★ Ensure they have employable skills and attitudes
- ★ Create rounded individuals through a wide choice of co-curricular activities



We are achieving our aims through:

- ★ Educational rigour
- ★ Organisational effectiveness
- ★ Financial efficiency
- ★ Partnership & recognition of local identity
- ★ Respect for autonomous leadership
- ★ Quality not quantity
- ★ Promoting practical creativity

You can find out more at:
www.creativeeducationtrust.org.uk



ABOUT THISTLEY HOUGH ACADEMY



Thistley Hough Academy is a mixed school catering for students aged 11-16 located in the village of Penkhull, Stoke-on-Trent.

The Academy joined the Creative Education Trust in September 2013 and is now one of Stoke-on-Trent's most improved schools and is graded as Ofsted 'good'.

With strong pastoral support for both staff and students, coupled with a broad range of co-curricular activities, Thistley Hough Academy offers a supportive learning community where you can reach your full potential.

MORE ABOUT THISTLEY HOUGH ACADEMY

- £15m state-of-the-art building and facilities
- Rated 'Good' by Ofsted with 'outstanding features'
- Winner of the Happiest School Award 2018
- TES Community and Collaboration Award 2018 – shortlisted
- Dedicated staff CPD programme & wellbeing group
- Training and mentoring opportunities through the Creative Education Trust



Summary of Thistley Hough Academy's Progress Scores in 2019:

- Progress 8 score: **-0.3**
- Attainment 8 score: **37.0**
- Pupils entering EBacc: **53%**
- Staying in Education or entering employment: **98%**

To see full details of the school performance data please visit:

<https://www.compare-school-performance.service.gov.uk/school/139068/thistley-hough-academy>

SUPPORT FOR OUR STAFF

Our staff are dynamic individuals who believe passionately in making a difference to every student, and we are committed to providing them with the highest quality support and opportunities to increase their skills and progress.

Personal and professional development is supported through our **'Growing Our Own'** model of bespoke continuous professional development which enables professional learning pathways for individuals, departments and groups of staff.



OUR 'GROWING OUR OWN' MODEL

- Coaching entitlement at all career levels including mindfulness coaching.
- Undertake externally recognised accredited training e.g. for aspiring middle senior leaders NPQML, NPQSL etc.
- Leadership secondment opportunities.
- Subject specific development - exam specification training, teacher subject specialist training etc.
- Access to cross-trust learning support - focus groups, year-specific forums
- Weekly professional development entitlement – dedicated 2 hours for activities including research action groups, departmental development etc.



Staff well-being and work/life balance are central to the success of our academy. We openly consult with staff over changes which impact on their working day, and actively encourage participation in our staff wellbeing group.

You will find an academy that:

- Provides strong and effective leadership at all levels.
- Fosters and develops a strong team ethos among all its staff.
- Is highly supportive and values and develops people.
- Is forward thinking and outwardly facing.
- Is committed to developing staff and student leadership skills.
- Encourages wider participation in local and national agendas.
- Offers an exceptionally supportive Academy Council and local community.
- A staff wellbeing group to ensure their views are represented at senior leadership team meetings.



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TEACHER OF MATHS

JOB DESCRIPTION AND PERSON SPECIFICATION

LOCATION

Thistley Hough Academy, Stoke-on-Trent

SALARY

MPS/UPS as appropriate

CORE PURPOSE

The Core purpose of the teacher of Maths post is to provide an outstanding education to the students at the Academy and support the students to achieve the highest standards in all areas of the Academy's work. This includes embracing a culture that promotes excellence, equality and high expectations of all students.

TEACHING

- Plan work in accordance with departmental schemes of work and National Curriculum programmes of study.
- Liaise with relevant colleagues on the planning of units of work for collaborative delivery.
- Work in collaboration with Teaching Assistants attached to any teaching group.
- Take account of students' prior levels of attainment and use them to set targets for future improvements.
- Set work for students absent from school for health or disciplinary reasons.
- Maintain good classroom management by adherence to the advice given to staff in the staff handbook and elsewhere.
- Set high expectations for students' behaviour by establishing a purposeful working atmosphere in accordance with the Academy's behaviour code.
- Set appropriate and demanding expectations for students' learning, motivation and presentation of work.

ASSESSMENT, RECORDING AND REPORTING

- Maintain notes and plans of lessons undertaken and records of students' work.
- Mark monitor and return work in line with academy policy and provide constructive oral and/or written feedback and clear targets for future learning as appropriate.
- Carry out assessment programmes (e.g. reports) as agreed by the Academy policy.
- Attend the appropriate parents' evenings to keep parents informed as to the progress of their child.
- Be familiar with the Code of Practice for identification and assessment of Special Educational Needs and keep appropriate records on Individual Education Plans for students.

PASTORAL WORK

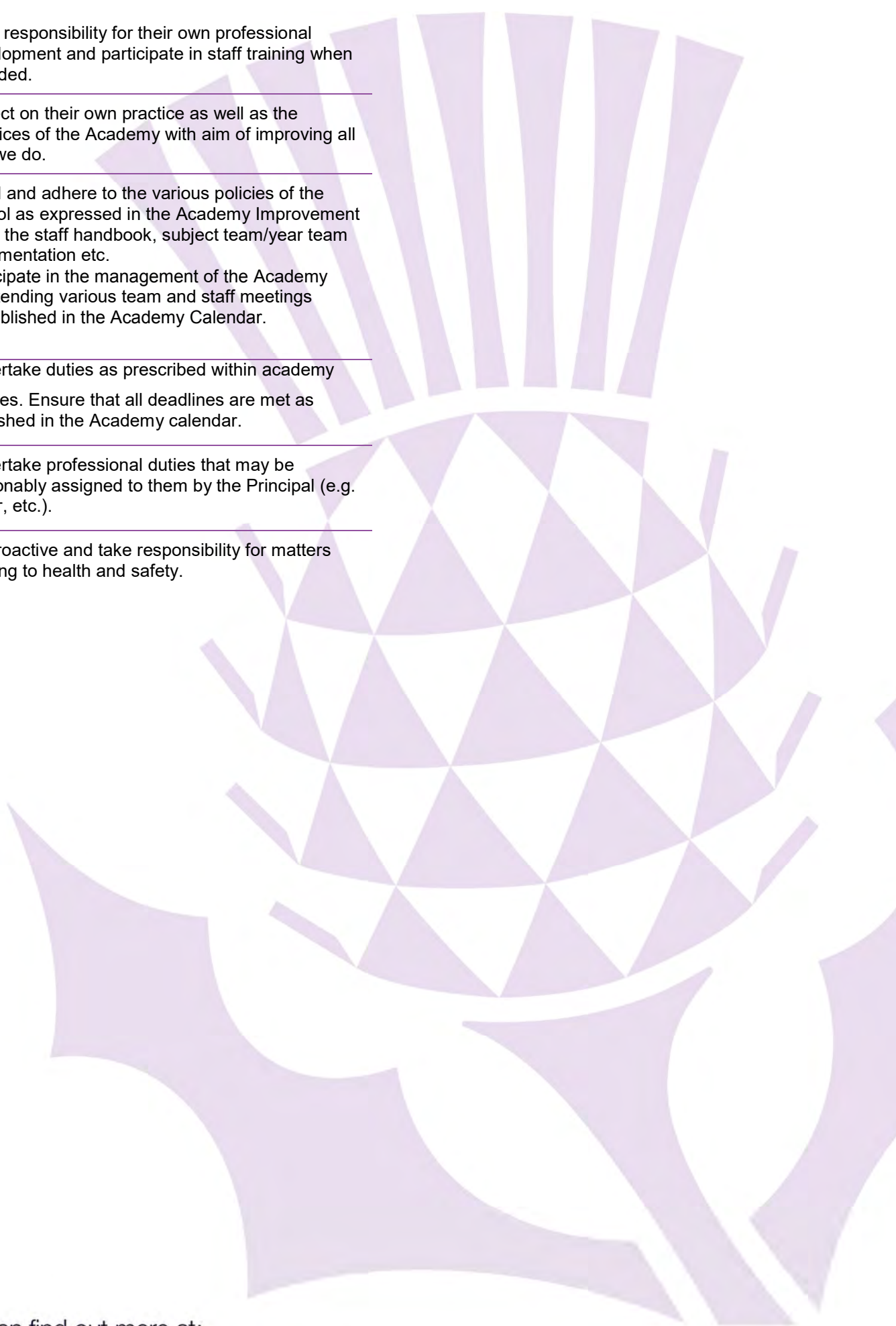
- Undertake responsibility for a tutor group as required including tutor/student interviews.
- Be the first point of contact for parents of students in the tutor group.
- Monitor the social and academic progress of individuals in the tutor group.
- Be prepared to undertake responsibility for the delivery of the Ambition Curriculum to one or more tutor groups.
- Promote good attendance and punctuality and monitor in accordance with the Academy's attendance procedures.

PROFESSIONAL STANDARDS

- Support the aims of the Academy to promote a "learning community".
- Treat all members of the community, colleagues and students, with respect and consideration.
- Treat all students fairly, consistently and without prejudice.
- Set a good example to students in terms of appropriate dress, standards of punctuality and attendance.
- Promote the aims of the Academy by attendance at and participation in events such as open evenings. (as appropriate to their responsibilities).
- Support the ethos of the Academy by upholding the behaviour policy, uniform regulations etc.

You can find out more at:

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- Take responsibility for their own professional development and participate in staff training when provided.
 - Reflect on their own practice as well as the practices of the Academy with aim of improving all that we do.
 - Read and adhere to the various policies of the school as expressed in the Academy Improvement Plan, the staff handbook, subject team/year team documentation etc.
 - Participate in the management of the Academy by attending various team and staff meetings as published in the Academy Calendar.
 - Undertake duties as prescribed within academy policies. Ensure that all deadlines are met as published in the Academy calendar.
 - Undertake professional duties that may be reasonably assigned to them by the Principal (e.g. cover, etc.).
 - Be proactive and take responsibility for matters relating to health and safety.

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	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • Qualified Teacher Status • Recent and relevant CPD 	<ul style="list-style-type: none"> • Degree in Mathematics, or related subject
EXPERIENCE	<ul style="list-style-type: none"> • Ability to successfully teach Mathematics at key stages 3 and 4 • Experience of the role as a Form Tutor Effective communicator 	<ul style="list-style-type: none"> • Experience of working with external stakeholders • The ability to plan and deliver high quality lessons
KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> • Proven ability to deliver well planned and stimulating lessons • Demonstrable knowledge and understanding of effective behaviour management strategies and the ability to put these into practice • Demonstrate understanding of the secondary national curriculum • Knowledge of current educational policy and initiatives 	<ul style="list-style-type: none"> • Deep knowledge of what constitutes effective teaching and learning
SKILLS AND PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> • Ability to evaluate the quality of pupils' progress using a range of evidence • Exceptional organisational skills • Exceptional communication skills 	<ul style="list-style-type: none"> • Proven ability to establish productive and collaborative working relationships with staff • Proven ability to establish productive professional relationships with children and parents
EQUAL OPPORTUNITIES	<ul style="list-style-type: none"> • A demonstrable commitment to supporting and promoting safeguarding, student welfare, equality and diversity 	
SAFEGUARDING	<ul style="list-style-type: none"> • A thorough understanding of up-to-date safeguarding requirements and best practice 	
OTHER REQUIREMENTS	<ul style="list-style-type: none"> • High expectations for every pupil and a proven track record of making a difference to the learning and experiences of pupils inside and outside the classroom. 	

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines

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