



THE CONSORTIUM  
ACADEMY TRUST



## **Vacancy – Subject Leader, Maths Ref: TCAT000591**

Following the retirement of the current, long-standing post holder, Howden School is looking to appoint an outstanding maths practitioner to lead and further develop the maths department.

*'Mathematics is a universal language. Having a good understanding of key mathematical concepts, and an awareness of how mathematics impacts on your everyday life, will provide you with an understanding of how the world works. It will enable you to make sense of the world around you, to interpret the news media, to develop analytical and reasoning skills that help you to make good decisions in both your personal and professional life. A good grasp of mathematics will put you ahead of the rest in your job interviews and applications for university. It will provide you with opportunities not open to everyone and enable you to fulfil your ambitions in life'. – Mr Russell*

### **The Team**

The Maths team is an experienced, highly committed and effective group of six practitioners, who work closely with one another and under the direction of the SLT Link, the Headteacher. There is a strong focus on the development of good quality teaching and learning; students in both key stages are provided with stimulating and challenging lessons that are designed to develop and enhance their understanding of key mathematical concepts, in order to help them make sense of maths in the world around them.

We aim to help students become comfortable and confident with mathematics by encouraging a mastery of the subject through 'teaching for understanding'. Developing a broad and sound level of understanding of key mathematical concepts enables students to develop a fluency in the subject, whereby they have a 'mathematical toolbox' full of skills from which they can choose, to apply to solving problems.

There is a cohesive team ethos within the department and we work well together to create a supportive environment, where student progress is at the heart of all that we do. We always celebrate strengths, share ideas and seek areas for development. Opportunities will always be available within the team for leading initiatives, implementing new strategies and for increased professional development.

Exam results are consistently good, with progress 8 scores consistently positive and making a significant contribution to the overall school performance figures. Progress 8 performance is particularly strong for more able students in maths. Residuals for the maths department are always positive. We have closed the progress gap significantly between disadvantaged and non-disadvantaged students.

### **The School**

Howden School is a rural secondary school with over 690 students. As a relatively small secondary, there are numerous opportunities to undertake additional responsibility and be involved in the wider school community. The value and ethos of 'Team Howden' is evident across all departments and between both students and staff. Individuals respect each other and are aware of how their actions will affect themselves and others.

## Standards of Achievement at Howden School

In 2019, 68% of students achieved a 9-4 GCSE grade in English and Maths. An outstanding 64% of students achieved a 9-4 grade in Combined Science. 80% of students also achieved a 9-4 in GCSE Maths and 75% got 9-4 grades in GCSE English.

## The Trust

The Consortium Academy Trust (TCAT), based in the East Riding of Yorkshire, was formed in September 2017 by the coming together of Cottingham Academy Trust, The Hessle Community Academy Trust and Wolfreton School and Sixth Form College to form a new Multi Academy Trust. These three schools have a successful history of partnership working, having operated Consortium Sixth Form arrangements for over 25 years. The Trust seeks to build on these relationships to create a regional structure that will see like-minded schools working together effectively within a partnership based on mutual trust and shared values.

Although we are a relatively new Trust we have already grown from the three founding schools and TCAT currently comprises of six secondary schools and three primary schools, as well as two associate members, with a total of approximately 7700 learners and a significant staff team. Our academies include Croxby Primary, Cottingham High School and Sixth Form College, Hessle High School and Sixth Form College, Holderness Academy and Sixth Form College, Howden School, Keyingham Primary, Penshurst Primary, Winifred Holtby Academy and Wolfreton School and Sixth Form College.

## Our Vision

We believe in putting our children and young people first and that everything we do has that as its goal. Our vision is to be:

*A Trust that promotes academic excellence, where exciting opportunities allow students to excel in all that they do, and leave prepared to achieve all their ambitions.*

*A Trust whose schools deliver the maximum potential for progress through inspirational teaching and learning, and outstanding school-to-school support.*

*A Trust with a leading community role, whose schools are the preferred choice for students, parents and staff.*

Our core values underpin everything we do. They are developed in each academy to meet their needs.

**Aspiration.** We are ambitious and we aim high for ourselves and for others. We believe that we can make a real difference.

**Respect.** We respect ourselves and we respect each other. We respect our diverse environment and the community.

**Integrity.** We are honest with each other and ourselves. We do the right thing for the right reasons.

**Responsibility.** We take responsibility for everything we do. We see mistakes as an opportunity to improve and get things right next time. We do this in an environment where we can take appropriate risk in the pursuit of success.



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## Subject Leader - Maths Job Description



**Vacancy:** Subject Leader - Maths

**Responsible to:** Headteacher

**Teaching Commitment:** 18/25

**Scale Point:** MPS, UPS + TLR1b

### Main Purpose of the Role

- To lead and manage the implementation of a challenging, coherent and cumulative Maths curriculum
- To fulfil the Conditions of Employment of Teachers as set out in the current edition of the Schoolteachers' Pay and Conditions of Employment in the context of Howden School.
- To maintain high professional and academic standards and remain up to date in subject matter and current thought.

### Key responsibilities and outcomes

- Leadership and management of all aspects of the Maths Department
- Implementation of Maths curriculum and related projects
- Achievement of consistently outstanding teaching, learning and assessment in Maths
- Achievement of outstanding student progress and attainment in Maths

### Whole School Activities

- Lead and support all core school related activities
- Ensure employer engagement extends learning appropriately
- Promote the public image and engagement of the school

### Leadership and Management

- Performance Management - write a subject development plan, set teaching and academic targets and embed a meaningful monitoring and review process
- Participate in recruitment and selection activities
- Assist in the professional development of teachers
- Supervise and support RQT's and NQTs
- Develop strong employer partnerships
- Manage the department budget to ensure value for money and impact on teaching, learning and attainment
- Maintain regular and productive communication with students, parents, colleagues and partners
- Create an environment in which morale is high
- Teaching & Learning, Curriculum and Assessment
- Develop all Department teachers to ensure teaching is consistently outstanding
- Monitor and assess teaching, learning and assessment
- Develop and implement syllabi and schemes of work for all Key Stages that inspire, challenge and enable students to achieve high end grades that allow them to progress onto the next stage in their lives
- Set regular, meaningful and measurable assessments for students and recognise success

- Maintain accurate student data that can be used to make teaching more effective
- Produce and contribute to oral and written assessments, reports and references relating to individuals and groups of students

The duties and expectations of all teachers are to ensure the highest possible standards of learning, progress and achievement for all students taught through:

- working in accordance with school policies and routines;
- working as part of the staff team, attending department, pastoral and full staff meetings as appropriate;
- playing an active part in the life of the school community;
- providing excellent moral, social, spiritual and cultural role models for students and ensuring that the welfare of students is a paramount concern;
- creating a positive, exciting, stimulating, purposeful learning environment;
- actively promoting an enthusiasm to learn, promoting positive attitudes to learning and the development of thinking skills;
- following procedures for assessing, recording and reporting on student achievement and using these to set achievable targets for further improvement;
- meeting deadlines for reports and assessment information and reporting and discussing progress and student needs with parents through parents' evenings and written reports;
- working as a form tutor where appropriate;
- taking an active interest in the development of personal professional skills and participating in professional development activities which develop the skills of the teacher in the classroom;
- seeking to make contributions to the wider life of the school and support and develop its image and reputation in the community;
- undertaking any duties which may reasonably be given by the Headteacher.

#### **As a member of staff of Howden School**

- Role model appropriate behaviours within a professional environment including conduct, communication and personal appearance
- Demonstrate a commitment to the principles of Positive Behaviour
- Role model high levels of literacy and numeracy including modelling appropriate language
- Have high expectations of all students
- Aspire to develop your professional skills and qualifications
- Use all forms of social media appropriately
- Take responsibility for the reputational management of Howden School (and other schools within the community)
- Contribute to systems of evaluation and performance of the organisation positively.

The roles and responsibilities of the post holder will be reviewed periodically and form part of the agreed framework of performance management. The tasks and targets which arise from the role will be monitored and amended in-light of changing needs of the school and in order to provide further opportunities for the professional development of colleagues.

The job description is not intended to be a complete list of duties and responsibilities but indicates the major requirements of the post. The post-holder will undertake any duties at the request of the Headteacher appropriate to the post-holders remit.

Howden School is committed to safeguarding and promoting the welfare of children and young people. Clearance from the Disclosure and Barring Service (DBS) is required prior to appointment.

## Subject Leader - Maths Person Specification



The successful candidate will be an excellent teacher and leader of Maths, a good team player, and a career teacher who can communicate a love of the subject and contribute strongly to a committed team.

Category	Essential	Desirable	Evidence
<b>Qualifications and Training</b>	<ul style="list-style-type: none"> <li>Degree/Equivalent</li> <li>PGCE/Equivalent</li> <li>Commitment to further training</li> </ul>	<ul style="list-style-type: none"> <li>Good Honours Degree</li> <li>Evidence of management training</li> </ul>	Application form
<b>Experience</b>	<ul style="list-style-type: none"> <li>Significant teaching experience at KS3 and KS4</li> <li>Experience of playing a leading role in Curriculum Development</li> <li>Evidence of leading staff development</li> </ul>	<ul style="list-style-type: none"> <li>Interest in more able students and those with SEN</li> </ul>	Application form Interview References Lesson assessment at interview
<b>Skills, Knowledge and Aptitude</b>	<ul style="list-style-type: none"> <li>Thorough understanding of the Maths curriculum and skills required at KS3 and KS4</li> <li>Ability to communicate effectively and appropriately in a variety of situations.</li> <li>Understanding of issues around monitoring, evaluation and improvement</li> <li>Ability to work under pressure and achieve deadlines</li> <li>Understanding of uses around monitoring, evaluation and improvement</li> <li>Excellent teacher/classroom manager</li> <li>Ability to work with colleagues and give subject specific advice</li> <li>ICT competence</li> </ul>	<ul style="list-style-type: none"> <li>Understanding of a variety of staff development opportunities</li> </ul>	Application form References Interview
<b>Education &amp; Organisational Leadership</b>	<ul style="list-style-type: none"> <li>Current involvement in implementing School Improvement Planning</li> <li>Ability to use ICT as a management tool</li> </ul>		Application Form Interview References

	<ul style="list-style-type: none"> <li>• Excellent interpersonal and communication skills</li> <li>• Ability to communicate a clear vision for improving standards</li> <li>• Tangible evidence of driving performance upwards: staff and students</li> <li>• Able to demonstrate a pragmatic approach that is focused on delivering objectives, managing diverse priorities and workload</li> <li>• Able to demonstrate a commitment to the principles of diversity</li> </ul>		
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>• Commitment to raising standards and developing Maths skills</li> <li>• Energy, ambition and enthusiasm</li> <li>• High level of self-motivation</li> <li>• Good organisational skills</li> <li>• Good interpersonal skills</li> <li>• Good health record</li> <li>• Ability to establish good relationships with colleagues</li> <li>• Ability to meet deadlines</li> </ul>		Application form Interview References
<b>Community</b>	<ul style="list-style-type: none"> <li>• Commitment to the Team Howden ethos</li> <li>• Commitment to working closely with the Headteacher and Governing Body to action the school's vision</li> <li>• Commitment to safeguarding and promoting the welfare and safety of all children and young people</li> </ul>		Application form Interview

## The Application Process

We hope that our recruitment pack and website provides you with plenty of information about us. However, should you require any additional information, or would like an informal discussion/ visit, please contact Amy Orley Operations Manager on 01430 433101 or email [aoorley@howdenschool.net](mailto:aoorley@howdenschool.net)

**Please read the Staff, Volunteer, Contractor and Applicant Data Protection Statement in relation to your application. This can be found on our website in the vacancies section.**

To apply, please email your completed application to [aoorley@howdenschool.net](mailto:aoorley@howdenschool.net) or send it in the post to:

Mrs Amy Orley  
Operations Manager  
Howden School  
Derwent Road  
Howden  
DN14 7AL  
The East Riding of Yorkshire

All applications that have been submitted electronically will receive an email confirming receipt.

**Please note that Howden School is a safeguarding community and we do not accept CV's, applicants must submit an application form.**

An email and/or letter will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within 2 weeks of the closing date please assume, that on this occasion, your application has been unsuccessful.

Howden School is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment. The successful candidate will therefore be required to complete a DBS check in line with the Rehabilitation of Offenders Act (ROA) 1974 (Exceptions) Order 1975 and the Police Act Regulations. We are an Equal Opportunities employer.

**The closing date for applications is Friday 16 April at Midday** with interviews provisionally scheduled for the following week. However, candidates may be interviewed early and we reserve the right to close this vacancy early.



**Thank you for considering  
Howden School**

