

# Lowton

Church of England High School

Role:	Teacher of Mathematics
Reporting to:	Head of Mathematics
Contract:	Permanent, full-time
Salary Range:	Main Scale
Start Date:	September 2020



*Caring, Learning and Succeeding*



## About us:

These are exciting times for Lowton Church of England High School. The school will have a new Headteacher in September 2020 when Kieran Larkin joins us from his current post as Director of Education at Star Academies. We are thrilled about this new chapter in the life of the school and believe that Kieran's leadership experience will accelerate our improvement journey.

We are a vibrant and inclusive 11-16 comprehensive school with an established reputation as a welcoming and forward-thinking learning community. Being located on the Warrington/Wigan border gives us a Warrington postcode but we are part of Wigan LA. We serve the community with most students living locally in the towns of Leigh and the village of Lowton. Our student intake is broadly average in terms of prior attainment and pupil deprivation. Most students speak English as a first language.

As a Church School our Christian identity informs everything we do. We strive to demonstrate to students that each one of them is of infinite worth as a child of God and they are the 'lights of the world', who can make a positive difference to the school. Our admissions policy does not require students to attend Church, rather we pride ourselves on being inclusive to all. Please explore more about our ethos and values on our website.



*Education breeds confidence. Confidence breeds hope. Hope breeds peace. - Confucius*

### About the role:

The position represents an excellent opportunity for an NQT or experienced teacher to join our ever-improving Mathematics department.

The Mathematics department has been on a journey during the past 5 years and is currently reaping the rewards of a continued pursuit of excellence from each and every member of the team. There is a strong emphasis on joint planning and reducing teacher workload through live marking.

Our most recent Ofsted report comments on how “Leaders have secured considerable improvements in the quality of teaching in Mathematics since the previous inspection”. Our continued aim is for excellence across the department.

So, if you:

- are an outstanding teacher committed to delivering excellent teaching and learning to all students
- can communicate the love of your subject to our students
- have the ability to fully engage students through teaching and learning
- have a strong desire to make a difference to the lives of our students

then this is the job for you.



*Teaching is the one profession that creates all other professions.*

### About you:

We are seeking to appoint an inspirational teacher who strives to make a positive difference to the lives of our students. As an outstanding practitioner we are looking for someone with expertise in Mathematics and a desire to use researched informed practice to improve outcomes for students.

### Are you:

- Someone who thrives in a busy working environment and who is committed to extra-curricular provision
- Someone who is committed to developing their own teaching and supporting a team of teachers
- Someone who will embrace our strong Christian Ethos

### Our offer to you:

- High quality CPD opportunities
- Become part of a progressive department which is on a strong trajectory of improvement
- Become a part of a small, friendly School which is an integral part of the local community

This is an excellent opportunity to join the Lowton family and make a major contribution to the school's continued success.



*Every child deserves a champion—an adult who will never give up on them, who understands the power of connection and insists that they become the best that they can possibly be. - Rita Pierson*

## Interested?

- Find out more about the school on our website and Facebook page.
- Speak to a member of staff about the school. We would usually encourage people to take a tour of the school but in the current COVID-19 crisis we cannot accept visitors. We would encourage you to phone school with any questions that you may have about the role.  
If you would like to have a conversation please email Heather Clare at: [clareh@lowtonhs.wigan.sch.uk](mailto:clareh@lowtonhs.wigan.sch.uk) with your details and a member of staff will get in touch.
- Complete the application form via TES online.
- Interviews will be held from 22<sup>nd</sup> - 28<sup>th</sup> April. More details will follow as these may be online rather than in person due to COVID-19

## Additional support for NQTs:

We give NQTs a bespoke and personalised package of CPD support.

NQTs follow a school-based CPD programme designed to support individual needs to ensure the continued progress of teaching and learning and wider professional development. This tailored NQT programme takes place alongside the whole school CPD programme, and is in addition to this. NQTs are assigned a Curriculum Mentor, an experienced member of your subject department, who will meet with you regularly to support your continued development. In addition, your Induction Tutor will coordinate all of these induction activities and meet with you regularly to discuss your overall progress towards NQT targets and continued progress in meeting the teacher standards.



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**LOWTON CHURCH OF ENGLAND HIGH SCHOOL**  
**JOB DESCRIPTION**

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<b>Job Title:</b>	Main Professional Grade Teacher
<b>Reports To:</b>	Head of Department
<b>Staff Responsibility for:</b>	N/A
<b>Liaising with:</b>	Department, Heads of Department, Student Support Services and relevant staff with cross-school responsibilities, relevant support staff and parents
<b>Salary Scale:</b>	MPS
<b>Term:</b>	Full Time as specified within STPCD
<b>DBS:</b>	Enhanced
<b>Job Purpose:</b>	

1. Implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support the curriculum area as appropriate.
2. Monitor and support the overall progress and development of students as a Teacher and Form Tutor.
3. Facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
4. Contribute to raising standards of student attainment.
5. Share and support the school's responsibility to provide and monitor opportunities for Personal, spiritual and academic growth.
6. Actively demonstrate the vision and values of Lowton Church of England High School.



## Teaching:

*The role of the main professional grade teacher is to deliver consistently high-quality lessons.*

1. Teach students according to their educational needs, ensuring that work is set and marked in line with school policies.
2. Provide high quality written and verbal feedback to help students make good progress and use the results to inform future planning, teaching and curriculum development.
3. Keep appropriate records on the attendance, progress, development and attainment of students.
4. Ensure that challenging yet realistic targets are set for all students and used to communicate high expectations.
5. Ensure that ICT, Literacy and Numeracy are incorporated in the teaching/learning experience of students in line with school policies in these areas.
6. Ensure that good and outstanding lessons are consistently taught in line with standards set out in internal and external quality standards.
7. Ensure that subject knowledge and materials are kept up-to-date and maintained to a high standard.
8. Use a variety of teaching methods which will stimulate learning appropriate to student needs, and to the demands of the programme of study/specification.
9. Use positive behaviour management within the context of the school's LEARN policy, in an environment of mutual respect which allows students to feel safe and secure and promotes their self-esteem.
10. Ensure that homework is set and marked regularly and recorded on the 'showmyhomework' website (and where appropriate, student planners).
11. Ensure that school policy with regards to the recording of rewards and sanctions is implemented consistently.
12. Work with SEND staff and support staff (including prior discussion and joint planning) in order to benefit from their specialist knowledge and to maximise their effectiveness in lessons.
13. Contribute towards the implementation of IEPs as detailed in the current Code of Practice, particularly the planning and recording of appropriate actions and outcomes related to set targets.
14. Undertake assessment of students as requested by external examination bodies.
15. Organise appropriate work for supply and cover staff when staff are absent (in conjunction with appropriate senior staff).
16. Keep an accurate register of students for each lesson and report unexplained absences or patterns of absence in line with school policies.

## Strategic/Operational Planning:

1. Adhere to the school data collection and analysis deadlines.
2. Work with colleagues to contribute to the formulation of aims, objectives and strategic plans for the school which have coherence and relevance to the needs of students.
3. Plan and prepare lessons.
4. Monitor and evaluate student progress in your classes.
5. Assist in the development of appropriate syllabuses, resources, schemes of work and teaching strategies in the department.
6. Contribute to the whole school's planning activities.



### **Curriculum Provision:**

1. Assist the Head of Department along with the Curriculum Director - Learning - to ensure that the curriculum area provides a range of teaching which complements the school's strategic objectives.

### **Curriculum Development:**

1. Assist the Head of Department to develop a curriculum-based assessment model.
2. Keep up to date with national developments, educational data and in teaching practice and methodology.
3. Keep up to date with curriculum development and initiatives at national, regional and local levels.
4. Assist in the process of curriculum development and change to ensure continued relevance to the needs of students, examining and awarding bodies and the school's aims and strategic objectives.

### **Staffing:**

1. Continue own professional development as agreed with the Head of Department.
2. Take part in the school's staff development programme and participate in arrangements for further training and professional development.
3. Engage actively in the Appraisal system.
4. Ensure the effective/efficient deployment of classroom support.

### **Quality Assurance:**

1. Implement and adhere to school quality procedures.
2. Contribute to the process of monitoring and evaluation in the department in line with agreed school procedures, including evaluation against quality standards and performance criteria.

### **Management Information:**

1. Ensure the maintenance of accurate and up-to-date information relating to MIS, SIMS etc.
2. Produce reports on examination performance of classes taught.
3. Complete the relevant documentation to assist in the tracking of students.
4. Track student progress and use information to inform teaching and learning.

### **Communication & Liaison:**

1. Follow agreed policies for communication within the school.
2. Ensure effective communication/consultation as appropriate with the parents of students.
3. Take part in liaison activities such as parents' evenings.
4. Where appropriate liaise with partner schools, higher education, industry, examination boards, awarding bodies and other relevant external bodies.



### **Management of Resources:**

1. Assist the Head of Department to identify resources needed and contribute to the efficient use of physical resources.

### **Pastoral System:**

1. Act as a Form Tutor to an assigned group of students in emergency cover situations
2. Promote the general progress and well-being of individual students and of the Form Tutor Group as a whole.
3. Liaise with a Head of Year to ensure the implementation of the school's pastoral policies.
4. Register students accurately, accompany them to assemblies and encourage their full attendance at all lessons and participation in other aspects of school life.
5. Evaluate and monitor the progress of students and keep up-to-date student records as may be required including Form Reviews.
6. Follow school policy regarding attendance and ensure that there is a regular dialogue with students about their attendance record.
7. Alert the appropriate staff to problems experienced by students and make recommendations as to how these may be resolved.
8. Promote the LEARN policy by ensuring that students are Ready to Learn in form time (through checks of equipment, uniform and the Student Planner).
9. Communicate as appropriate with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff.
10. Contribute to form tutor periods and registration time in line with school policies and support the Big Question and other activities in order to promote the school ethos.
11. Apply the behaviour management systems in a consistent manner so that effective learning can take place.

### **School Ethos:**

1. Play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage and ensure staff and students to follow this example.
2. Support the school in meeting its legal requirements for worship.
3. Promote actively the school's corporate policies.
4. Adhere to and support the school's dress code for staff.
5. Adhere to and support the school's Code of Conduct.



### Signatures:

1. The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.
2. This job description forms part of the contract of employment of the person appointed to this post and is current at the date below but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade.

<b>Signed Postholder:</b>		<b>Date:</b>	
<b>Signed Headteacher:</b>		<b>Date:</b>	



**LOWTON CHURCH OF ENGLAND HIGH SCHOOL**  
**Person Specification – Main Professional Grade Teacher**

				Assessed by:
No:	Categories:	Essential\ Desirable	App Form	Interview\ Task
<b>Qualifications:</b>				
1.	An honours degree	E	✓	
2.	Qualified Teacher Status	E	✓	
3.	Evidence of commitment to own professional development	E	✓	✓
<b>Experience: (the expectation is that the experience meets the post holder's current stage in their career)</b>				
5.	Experience of teaching, learning and assessment at KS3/4	E	✓	✓
6.	Proven skills when working with a wide range of students	E	✓	✓
7.	Experience of being a good/outstanding teacher/trainee teacher	E	✓	✓
8.	Experience of using progress data to inform teaching and learning	E	✓	✓
9.	Experience in a range of settings	D	✓	✓
10.	Experience of teaching a full GCSE specification	D	✓	✓
11.	Evidence of positive outcomes for GCSE students	D	✓	✓
12.	Experience in contributing to the curriculum outside of the classroom	D	✓	✓
13.	Experience of engaging with wider CPD	D	✓	✓



No:	Categories:	Essential\ Desirable	App Form	Assessed by: Interview \Task
<b>Abilities, Skills &amp; Knowledge:</b>				
14.	Ability to teach to GCSE standard	E	✓	✓
15.	The ability to create innovative resources and learning opportunities to engage students	E	✓	✓
16.	Ability to assess, record and report student progress and to use prior attainment and assessment data for target setting for students	E	✓	✓
17.	The ability to produce detailed schemes of work and sequential lesson plans	E	✓	✓
18.	Ability to communicate, verbally and written, with a range of people & groups	E	✓	✓
19.	Knowledge of effective intervention strategies to raise attainment	E	✓	✓
20.	Ability to meet deadlines using effective time management skills	E	✓	✓
21.	Knowledge of curricula, specifications and assessment criteria of specific subject	E	✓	✓
22.	An understanding of current educational developments and a clear grasp of issues relating to education in general and their subject specialism	E	✓	✓
23.	Ability to use ICT and technology in the classroom to deliver engaging lessons and monitor student progress effectively	E	✓	✓
24.	Up-to-date knowledge and experience of Safeguarding and Child Protection policies and procedures	E	✓	✓
<b>Personal Qualities:</b>				
25.	Commitment to delivering after-school and pre-exam sessions as required as well as enrichment opportunities for learners	E	✓	✓
26.	A strong belief in the value of education in developing citizens	E	✓	✓
27.	Highly organised, literate and articulate	E	✓	✓
28.	Highest levels of professional and personal integrity	E	✓	✓
29.	A strong commitment to inclusion and overcoming barriers to learning and achievement	E	✓	✓
30.	Personal resilience, persistence and perseverance	E	✓	✓
31.	Commitment to the pursuit of continuous professional development by oneself and others	E	✓	✓
32.	Able to maintain confidential issues within the working environment	E	✓	✓
33.	A willingness to contribute to extra-curricular activities/whole school events	E	✓	✓
34.	Actively demonstrate the vision and values of Lowton Church of England High School	E	✓	✓
35.	Commitment to support the school's policies on safeguarding and equality and diversity	E	✓	✓

