

Maths Teacher

Lynn Grove Academy
Recruitment Pack



**LYNN GROVE
ACADEMY**
*Creative
Education
Trust*



Dear Colleague

Thank you for your interest in Lynn Grove Academy.

Our pupils make Lynn Grove a great place to work. In our school, you will find lively positive young people with open minds who are ready to make the best of opportunities that come their way. They understand and uphold our core values of mutual respect, hard work and kindness. They are polite, considerate and engaging; we have many reasons to be proud of them.

We are a large and friendly staff team who understand the importance of collaboration to support all our pupils to achieve their full potential. We invest heavily in professional development and believe in working closely with our neighbouring primary schools.

Our ambition is that every young person should leave us with the attributes of a successful young adult ready for the next stage of their education or training. Through our lessons and through our extracurricular offer we aim to foster a love of learning and interests that will be enriching and sustaining well into adult life.

We are committed to offering a broad and balanced curriculum that allows all pupils to follow their interests and supports them to achieve highly. We never underestimate the importance of pastoral support and have structures in place to provide care and guidance through the challenges of teenage years. The pastoral team makes a significant contribution to the positive social, moral, cultural and spiritual life of the school.

We are proud to be members of the Creative Education Trust family of schools. As a CET school we have access to outstanding support from the very best experts in school improvement and professional development. Our pupils benefit from an exciting offer of cross trust enrichment activities and an innovative approach to cross-curricular development through the 'Knowledge Connected' programme.

We are fortunate to enjoy great support from Lynn Grove parents who show a real interest in the progress of their sons and daughters and contribute to the sense that our school is at the very heart of our community.

Lynn Grove is situated between Bradwell and Gorleston, which form part of Great Yarmouth. The school is situated in a quiet residential area surrounded by extensive playing fields. We are well positioned for very easy access from Norwich or North Suffolk and we have ample parking for all our staff. Our school is very popular and is expanding but remains oversubscribed; currently 1160 pupils attend.

I look forward to receiving your application.

Yours sincerely

Alison Mobbs
Principal

You can find out more at:

www.creativeeducationtrust.org.uk

“We know that every learner can be successful if we find a way to tap in to their interests”

ABOUT CREATIVE EDUCATION TRUST



Since our foundation in 2010 Creative Education Trust has grown in a gradual and considered way. We are now a network of 17 schools across the East and West Midlands and on the East Coast, educating 13,500 children and young people. All our schools provide a knowledge rich curriculum integrated with modern skills and technology. Our ambition is to prepare them all to be successful and contributing citizens, well prepared for the challenges of university and the world of work.

We provide our staff with rich opportunities for collaboration and professional development. Our schools have regular and timely access to school improvement expertise and the sharing of good practice across our schools is well established through our academic communities.

Creative Education Trust schools give children of all abilities and interests wide scope to discover what they are good at. Enrichment programmes extend these opportunities well beyond the classroom into challenges in dramatic and musical performance, sport, public-speaking, debate and leadership, creative writing and community service.

Our aims for our students are to:

- ★ Raise their attainment in exams and tests through excellent 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
- ★ Emphasis on professional development
- ★ Extensive enrichment programme
- ★ Organisational effectiveness
- ★ Emphasis on teamwork
- ★ Quality not quantity
- ★ Promoting practical creativity

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ABOUT LYNN GROVE ACADEMY



Our on-site facilities include:

- Library open daily from 0800 to 1730
- Suites of subject areas
- Excellent ICT provision
- Extensive playing fields
- 3G all-weather pitch
- Extensive indoor and outdoor social space for our learners



The Maths Department

The Mathematics Department at Lynn Grove Academy comprises of a team of nine teachers and one HLTA who work together in close collaboration. Andrea Morton skilfully leads the department and all members of the team are reflective practitioners who are ready to embrace new ideas to raise standards and inspire their pupils. Pupil progress and attainment in the department have been consistently strong over many years. Good teaching is based on careful planning and close analysis of pupils' strengths and areas to improve.

Maths is a popular subject at Lynn Grove and our pupils enjoy both their lessons and the wide range of enrichment activities provided by the department. We offer exceptional extracurricular and STEM activities making a substantial contribution to enriching the pupils' experiences. We work with a wide range of partners who support the pupils to make important links between their academic learning and the world of work.

The department is accommodated in a suite of spacious classrooms and comfortable Intervention spaces



Summary of Lynn Grove Academy's Progress Scores in 2022:

- Progress 8 score: +0.13
- Attainment 8 score: 49.7
- Staying in Education or entering employment: 99%

To see full details of the school performance data please visit:
<https://www.compare-school-performance.service.gov.uk/school/137541/lynn-grove-academy>

SUPPORT FOR OUR STAFF

For our pupils to achieve to their full potential we know that it is essential that our staff thrive professionally. We value teamwork highly and provide ample opportunities for all our teachers to work collaboratively with their colleagues. As teachers, we believe that we never stop learning and we support each other to develop professionally. We share ideas and good practice regularly and encourage everyone to contribute to the professional development programme.

With careful planning, we have arranged our school day to give everyone two hours a week in their teams to devote to professional development. The time spent with colleagues focussing on department and school improvement is much appreciated.

We understand the importance of working with other schools in our trust and beyond. Our senior and middle leaders have benefited from their participation in highly regarded professional development including Future Leaders and Ambition School Leadership Teaching Leaders Programme; several have successfully completed NPQ qualifications.

We value subject specific CPD highly and are active members of the Prince's Teaching Institute which provides access for our teachers to high quality subject specific professional development. CET provides many opportunities for professional development of staff at all levels. Initial Teacher Training is a high profile area of expertise at Lynn Grove.

We welcome trainee teachers from a range of different training pathways. We work in partnership with the University of East Anglia, Teach First, Norfolk Teacher Training Centre and Suffolk and Norfolk ITT. All trainee teachers receive an in-house professional development program that includes training sessions delivered by middle and senior leaders. The Maths department also participates in a prestigious undergraduate internship programme

Early Career teachers at Lynn Grove benefit from high quality mentoring and access to a customised induction course designed to develop their teaching practice. Subject mentors are trained to use a coaching approach to support ECTs and regular one to one meetings are timetabled from the start of the year. Working together, ECTs reflect on their practice and receive training on the latest pedagogical research.



You can find out more at:

www.creativeeducationtrust.org.uk

JOB DESCRIPTION AND PERSON SPECIFICATION

Purpose and Scope

- To be responsible for achieving the best possible standards of work and behaviour for all pupils in your classes
- To promote and safeguard the welfare of all pupils in the school
- All teachers are required to carry out the duties of a schoolteacher as set out in the current 'School Teachers' Pay and Conditions Document' and all teachers' job descriptions are linked to the DfE Teachers' Standards 2012.
- Teachers' work performance will be assessed against the Teachers' Standards as part of the annual appraisal process

Organisational Relationship

- The post holder is responsible to the Principal but to the Head of Maths in the first instance.

Principal Duties and Responsibilities

Teaching

- Teach pupils across key stage 3 and 4
- Plan schemes of learning
- Engage in short and medium term planning of lessons based on schemes of learning
- Establish clear targets for pupils' achievement and evaluate progress through the use of appropriate assessments
- Adapt lesson plans based on assessment of pupils' current progress
- Give pupils regular precise feedback
- Support pupils to respond to feedback, reflect on progress and take a responsible and conscientious attitude to their work
- Set homework in line with school policy
- Support the development of the pupils' numeracy skills as appropriate to the subject
- Promote high standards of literacy including the correct use of spoken English
- Use a range of appropriate teaching strategies so that all pupils can make good progress
- Monitor the progress of groups and take steps to close the gaps between them
- Use assessment for learning and assessment of learning opportunities to inform teaching and progress
- Maintain an up-to-date knowledge of developments in pedagogy and research informed practice

Leading Behaviour and Pastoral Care

- Implement whole school strategies to support pupil discipline
- Establish a safe learning environment in which students feel safe, secure and confident

- Support good behaviour by using a range of strategies including sanctions and rewards consistently and fairly and in line with school policies
- Maintain positive relationships with pupils
- Be a positive role model and consistently demonstrate the positive attitudes, values and behaviours, which we expect of pupils
- Contribute to developing pupils personal, spiritual, social, moral and cultural development
- Support the pastoral development of pupils by engaging actively as a form tutor
- Promote and safeguard the welfare of all pupils, raising any concerns in accordance with the school's safeguarding protocols and procedures
- Carry out morning, afternoon and break time supervision duties as directed

Supporting Teams

- Support the school's Initial Teacher Training activity
- Take opportunities to develop professionally and share good practice
- Work collaboratively with our partner junior schools to support pupils' transition
- Work collaboratively with teachers across the Creative Education Trust
- Support the Knowledge Connected Programme and the Ambition Curriculum
- Work collaboratively with support staff to enhance pupil progress
- Work collaboratively with parents and guardians to support pupil progress
- Uphold all school policies and uphold the staff code of conduct
- Make a positive contribution to the wider life and ethos of the school
- Attend parents' events and celebration events as appropriate
- Perform additional duties and tasks required for the effective operation of the academy
- Undertake other various responsibilities as directed by the Principal.

You can find out more at:

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PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • Qualified teacher status • Degree in relevant subject • Recent and relevant CPD 	<ul style="list-style-type: none"> • Masters level degree
EXPERIENCE	<ul style="list-style-type: none"> • Successful experience of teaching at Key Stage 3 and 4 	<ul style="list-style-type: none"> • Experience of teaching at KS5
KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> • Understanding of effective curriculum planning; sequencing and addressing misconceptions • Proven ability to deliver well-planned and stimulating lessons • Good knowledge of what constitutes effective teaching and learning • Experience of devising strategies to support less able children and extend the more able • Demonstrable knowledge of evidence informed pedagogic approaches • Understanding of the principles and practice of assessment for learning • Demonstrable knowledge and understanding of effective behaviour management strategies and the ability to put these into practice 	
SKILLS AND PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> • Data analysis skills • Good organisational skills • Good communication skills • Proven ability to establish productive professional relationships with children, colleagues 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.