

# Key Information for Applicants

## Teacher of Maths

Weavers Academy

Start: September 2021 or sooner



"Striving for success, focusing on learning"

**WEAVERS  
ACADEMY**  
*Creative  
Education  
Trust*

# Dear Colleague



**Thank you for your interest in the role of Teacher of Maths at Weavers Academy.**

Working in partnership, Weavers Academy and the Trust have made much progress in recent years.

Underpinning our vision - *'striving for success by focusing on learning'* – the school has pursued a rigorous and continuous programme of educational improvement. As a result, curriculum planning, teaching strategies and assessment techniques have advanced

and driven student progress. Work that the school has done to further improve behaviour and attendance has resulted in students becoming increasingly ambitious for their futures.

Our unique Knowledge Connected approach teaches students to analyse and understand their curriculum of study through the application of six key concepts, encouraging them to identify and solve problems in practical and creative ways that give them a sense that they can have an impact on the world around them.

We were delighted to have been awarded a 'good' judgement from Ofsted in May 2017. However, we are not complacent and want to achieve much more for our students and to build on the school's strengths. We seek to appoint an ambitious, creative, committed and energetic colleague to be a key contributor to the achievement of this goal.

**“We seek to appoint an ambitious, creative, committed and energetic colleague”**

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- We are looking for a Teacher of Maths which will make a real difference.
  - Teachers need not come with a vast amount of experience, we are seeking colleagues who are open to development and collaboration;
  - We have a strong and dynamic leadership team who support each other and can offer an extensive level of coaching and expertise;
  - Our staff have great pedagogy, are open to learning and new challenge and importantly never give up;
  - We use a wide range of strategies flexibly to suit the needs of our students;
  - There is a learning culture for our staff, with extensive CPD on offer for effective and tailored professional development
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To ensure that our staff remain at the leading edge of educational thinking and practice we offer a wide range of professional development opportunities. In addition, in joining a growing group of schools, you will have the opportunity to have an impact on how the wider network develops through school-to-school support.

You can watch a short video on what it means to be part of Creative Education Trust, illustrating our 'Knowledge Connected' approach to learning on our YouTube channel: [www.youtube.com/user/creedacad](http://www.youtube.com/user/creedacad).

I look forward to receiving your expression of interest.

Yours sincerely

Vivien Swaida  
Principal

You can find out more at:

[www.creativeeducationtrust.org.uk](http://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 employability 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](http://www.creativeeducationtrust.org.uk)

# ABOUT WEAVERS ACADEMY



**We are a mixed secondary school, catering for children between the ages of 11 and 18 years and located in Wellingborough.**

Since September 2013 we have been part of the Creative Education Trust. This has enabled the school to rigorously pursue rapid improvement for the children we teach.

The school boasts many facilities and we strive to provide an inclusive and expansive education for all of the young people in our care.

**Our on-site facilities include:**

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## WORKING AT WEAVERS

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- We are looking for a teacher that can make a real difference to the teaching of Maths
- Teachers need not come with a vast amount of experience, we are seeking colleagues who are open to development and collaboration
- We have a strong and dynamic leadership team who support each other and can offer an extensive level of coaching and expertise;
- Our staff have great pedagogy, are open to learning and new challenge and importantly never give up;
- We use a wide range of strategies flexibly to suit the needs of our students; There is a learning culture for our staff, with extensive CPD on offer for effective and tailored professional development



**'Teachers are keen to develop their practice. They meet weekly to discuss innovative and creative ways to improve pupil engagement, which leads to pupils making greater progress'.**

**Ofsted – May 2017**

To see full details of the school performance data please visit:  
<https://www.compare-school-performance.service.gov.uk/school/139068/Weavers-academy>



# SUPPORT FOR OUR STAFF

**We are committed to providing our staff with the highest quality support and challenge to ensure that their schools excel and give our students the education they deserve.**

Our Principals and Headteachers have a good deal of autonomy as school leaders within a framework developed collaboratively with our Director of Education and our Director of Standards and Primary Education.

Each of the Creative Education Trust's schools benefits from a comprehensive programme of support and challenge, including working with former HMIs.

Creative Education Trust places a strong emphasis on CPD for teachers and for senior and middle leaders. We run a regular programme of training events to improve teaching performance and also provide focused management development and one-to-one coaching opportunities. We have an active cross-trust group on the Teaching Leaders programme and use Future Leaders and Teach First extensively.

We believe it is very important that each of our academies plans in such a way that financial and human resources are deployed to support their educational strategies fully. This is supported by our experienced Head Office team, who are available to advise on financial planning, audit, HR, legal and property matters either directly or by referral to our professional advisors.

Each of our Headteachers is a member of the Headteachers' Forum that meets regularly to help Creative Education Trust develop its ethos and strategy, and to share their professional expertise. As the network of Creative Education Trust schools grows, this forum has increasing value as a means of professional development and problem solving.

There are also a number of cross-group, phase leader and year-specific forums.



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# MATHS LEARNING AREA

We have high expectations that every student masters the key mathematical content relevant to their age, by ensuring that they receive the right level of support and challenge.

The mathematics teaching team is led and managed by a Head of Department and there are a range of TLR responsibilities for the quality of teaching and standards in Years 7-13.

New leadership in mathematics has prioritised the quality of teaching and learning and as a result, outcomes substantially improved in 2016: 68% of students achieved an A\*-C grade and 73% of students made expected progress (and 30% better than expected progress). In 2017 attainment stayed broadly similar.

There is a firm foundation in place. The team now seek additional skilful practitioners with the commitment and drive to join them in their pursuit of excellence for all.

Students have four 1 hour lessons each week and follow a 5-year curriculum programme that reflects high expectations for every young person. Inclusive learning is supported by effective differentiation with appropriate challenge for all and support for learning. Depth is prioritised before breadth and the curriculum programme is designed to enable students to study fewer topics each term in order to deepen understanding. This also enables concepts to be sequenced so that methods previously learned can be connected to new learning and applied in a variety of different contexts.

## Key Stage 4

Exam board: Edexcel. Qualification: Edexcel GCSE (9–1) in Mathematics

The qualification consists of three equally-weighted written examination papers at either the foundation tier (where grades 1 – 5 are available) or higher tier (where grades 4 – 9 are available). Paper 1 is a non-calculator assessment and a calculator is allowed for Paper 2 and Paper 3. Each paper is 1 hour and 30 minutes long and is worth 80 marks.

## Key Stage 5

Exam board: Edexcel

## AS / A2 Mathematics

We teach the AS/A2 Mathematics and Further Mathematics programmes.



You can find out more at:

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# Teacher of Maths

## JOB DESCRIPTION AND PERSON SPECIFICATION

### LOCATION

Weavers Academy, Wellingborough

### THE ROLE

- To contribute to raising standards of student attainment and to ensure outstanding progress in Maths.
- To monitor and support the overall progress and development of students as a teacher/form tutor.
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students studying Maths.
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth

### REPORTING LINES

The post will report to the Assistant Principal.

### TEACHING

- To undertake a designated programme of teaching according to your subject specialism.
- To teach students according to their educational needs, including the setting and marking of work.
- To assess, record and report on the attendance, progress, development and attainment of students in Maths and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure a high quality learning experience for students which meets internal and external quality standards.
- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the learning area.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the Maths curriculum.
- To maintain discipline in accordance with the school's procedures, and to encourage good practice with

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regard to punctuality, behaviour, standards or work and homework.

- To undertake assessment of students as requested by external examination bodies, departmental and school procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.
- Ensure that school policies, including the behaviour for learning, anti-bullying and attendance policies are rigorously implemented.
- Work closely with parents and students and respect the contribution that families make.

### COMMUNICATION

- To communicate regularly and effectively with a range of staff to ensure academic outcomes and personal development.
- Communicate effectively with the parents of students as appropriate.

### SCHOOL ETHOS AND COMMUNITY

- Work with parents and students to ensure that they have an understanding of the aims of the school, its policies and procedures and future direction.
- Foster a culture where students respect others and their physical surroundings through implementing a range of strategies developed with external consultants, monitoring their impact on outcomes.

### SUPPORTING THE WORK OF CREATIVE EDUCATION TRUST

- Develop strong, positive relationships with Creative Education Trust colleagues; participating in trust-wide work and projects as appropriate.
- Participate with internal and external partners and specialists to share best practice, contribute to the development of Trust strategies and policies and promote the school and Creative Education Trust in a national context.
- To take part in marketing and liaison activities such as Open Evenings, Parents Evenings, Review days and liaison events with partner schools
- To contribute to the development of effective subject links with external agencies
- Undertake any other reasonable duties deemed appropriate to the role.

## Teacher of Maths

### SELECTION CRITERIA

	ESSENTIAL	DESIRABLE
<b>QUALIFICATIONS &amp; KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status.</li> <li>• Expertise in planning the progression of subject skills within individual and across sequences of lessons</li> <li>• High standard of written and verbal communication</li> <li>• Successful experience of teaching Maths at KS3 and KS4</li> <li>• To be able to develop good learning relationships with students so that they are all motivated to learn and make good progress</li> <li>• To be able to develop effective relationships with parents and carers so that they work with the academy to support their children to learn</li> <li>• Able to deal with confidential information sensitively and appropriately in line with academy policies</li> <li>• Able to differentiate resources to meet the needs of all students effectively</li> </ul>	
<b>QUALITY OF TEACHING, LEARNING AND PROGRESS</b>	<ul style="list-style-type: none"> <li>• Proven track record of good Maths teaching, marking and assessment leading to good progress</li> <li>• A track record in school improvement and the raising of standards to the highest level</li> <li>• Proven track record of strong, effective behaviour management strategies</li> </ul>	
<b>INTERPERSONAL SKILLS &amp; PERSONAL QUALITIES</b>	<ul style="list-style-type: none"> <li>• Ability to communicate effectively and relate well to all stakeholders (including written, oral and presentation skills).</li> <li>• Ability to be flexible and adaptable.</li> <li>• Ability to work under pressure and be able to meet deadlines.</li> <li>• Ability to think creatively, be analytical and be able to prioritise.</li> <li>• Willingness to contribute to extra-curricular activities</li> </ul>	

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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