

Dear Candidate

Thank you for showing an interest in the position of mathematics NQT in our family of schools. If you want outstanding support and guidance to complete a successful NQT induction year, and the opportunity to then widen your experience across our MAT schools, then we want to hear from you.

We are committed to growing the number of our MAT schools in the northwest of England, and to do this we need highly motivated professionals who are determined to become the best in their field. We are experienced in school to school partnership working, and in joining a MAT we are able to provide opportunities that would not be available to NQTs working in a single school. Once you have completed your induction year, we are also able to provide experience of working in another school, or working across more than one school. These opportunities provide opportunities to gain a wealth of experience and provide the foundations for rapid future promotion.

We currently have positions available in Darwen Aldridge Community Academy (DACA) and Darwen Vale High School (DVHS) from September 2018. Both schools have outstanding facilities and very supportive staff and leadership teams. Both have been recently inspected in 2017, with DACA receiving a good grading and DVHS receiving a requires improvement grading although with a clear endorsement of the work we are doing to rapidly improve the school. We want to appoint the cream of the entrants to the profession to ensure that we improve both of these schools to become truly outstanding. We have many strong links between the schools and Lead Teachers who work across our schools to align our improvement strategies. In due course, for those colleagues who want a wider experience, we can also offer teaching opportunities in the primary phase and post-16 phase.

Darwen is a small town served only by our secondary schools. The town is located at Junction 4 of the M65 where it crosses the A666 with good connections to Manchester and Greater Manchester. Darwen is also served by its own station on the Clitheroe to Manchester rail line.

Our schools are leading on aspects of the Mathematics Hub initiative, delivering a number of key strands for nw schools, and are both affiliated to NCETM.

If you are excited by the prospect of working with us, please complete a letter of application outlining your philosophy of education, what makes you stand out from other trainees, and how you will build on your training experiences to ensure a successful start to your career, in no more than two sides of A4. Please also complete an application form. Our schools are broadly comprehensive in intake, multi-faith in nature and serve groups of students from some of the most disadvantaged wards in the country, so you would truly have an opportunity to 'make a difference'.

Our MAT is growing and has a national footprint with partner schools in London and the South East. To find out more about the MAT visit <http://aldridgeeducation.org/> and to find out more about our sponsors, visit <http://www.aldridgefoundation.com/>

I hope I receive an application form you. The closing date is Wednesday 31st January and we intend to interview during the week commencing 5th February.

Yours sincerely,



Brendan Loughran
Executive Principal
Aldridge Education north-west
Inspection reports:

<https://reports.ofsted.gov.uk/inspection-reports/find-inspection-report/provider/ELS/141321>,

<https://reports.ofsted.gov.uk/inspection-reports/find-inspection-report/provider/ELS/135580>

Aldridge Education

Job description – Teacher of Mathematics MPS

You are to carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document.

All colleagues are expected to demonstrate a wholehearted commitment to the development of the Faculty and a willingness to assist the Faculty Director of Learning in preparing for, and adapting to, the changing needs of the Faculty.

Your primary role as a Teacher of Mathematics is to assist in raising standards of Mathematics and numeracy.

You will model the entrepreneurial traits of having a determination to succeed and a positive attitude in all aspects of your work. You will endeavour to instil these attitudes in colleagues and students. You will be sincere in the belief that no barrier can prevent a student from achieving.

PURPOSE OF POST:

To teach a timetable of Mathematics at Key Stages 3 and 4, and across the ability range of the Academy, delivering agreed Schemes of Work, and to carry out the duties of a classroom teacher. As part of an on-going review of monitoring of student progress, you have three core roles within the faculty:

Making judgements about the standards of students' achievement.

The **teaching and learning** of students in your care.

Contributing to sustainable improvement by achieving those targets for improvement set by the head of the faculty.

Judging standards

You will work with the Director of Learning for Mathematics to make secure judgements about the standards of students' attainment, rates of progress and personal development within your classes, on the basis of evidence gathered from:

- Analysis and interpretation of data on students' attainment.
- Reviews with your Director of Learning of your assessments of progress for classes, identified groups and individual students.

Teaching and learning

You are accountable for the quality of teaching and learning within your classroom. Your understanding of what makes effective teaching in Mathematics and the sharing of that with other colleagues is a core part of this role.

As a classroom teacher you are to carry out the day to day duties which include:

- using knowledge of academy policy, plan, deliver, evaluate and assess lessons differentiated to meet the needs of individuals and groups promoting progression, continuity and quality of learning;
- using a variety of suitable teaching and learning styles and clearly communicate learning objectives and expectations;
- taking every opportunity in all academy activities to raise standards of literacy, numeracy, ICT and other key skills to give students access to all curriculum areas as well as enabling them to become lifetime learners;
- using relevant classroom management strategies to ensure a purposeful environment for teaching and learning to take place;

- using agreed procedures for assessing, recording and reporting on progress and attainment of students;
- preparing students for internal and external tests and examinations informing and using whole-school data to raise expectation and standards of achievement;
- setting and effectively marking homework;
- working as a team member, planning co-operatively, sharing information, ideas and expertise;
- playing an active part in school meetings and working groups.

Sustainable improvement

You will need to ensure that the review, construction and resourcing of your lessons bring about improvements.

- You will agree targets for raising students' attainment in the classes you teach.
- You will work with other subject and Faculty staff in the development of the new Programmes of Study, Schemes of Work and lesson plans for the Academy lesson delivery structure in preparation for the new qualifications at Key Stages 4 and 5.

General Duties

- You will work in accordance with current health and safety requirements: Local Governing Committee, DfE, and Government policies.
- You will abide by the Conditions of Employment set out in the relevant paragraphs of the School Teachers' Pay and Conditions document in operation at the time when you are carrying out your duties.
- You will carry out any other duties relevant to your post designated by Senior Staff and Director of Learning.
- To participate in induction and / or Teacher Appraisal arrangements.
- To take an active part in the pastoral care and discipline of students within your classes and set appropriate sanctions as set out in Academy policies.
- To carry out the role of Form Tutor, according to the Academy policy.
- To carry out a share of supervisory duties in accordance with the duty rota schedules.

Relationships

- You are responsible to the Principal or Vice Principal as delegated.
- You are responsible to the Director of Learning within the Mathematics Faculty.

Additional Note

The above represents a broad outline of the duties and responsibilities currently attached to the post of Teacher of Mathematics. Depending on the needs of the Academy, these may be altered from time to time in accordance with the conditions set out in the currently operating School Teachers' Pay and Conditions Document and the relevant Governors' Policy Documents.

PERSON SPECIFICATION – TEACHER OF MATHEMATICS

	Essential	Desirable	Evidenced by
Experience	Relevant teaching experience 11-16	Recent, relevant teaching experience either Key Stage 2 and 3, or 11-18 Recent experience of delivering consistently good and outstanding lessons Recent experience as a form tutor	Application form Interview
Qualifications	Qualified Teacher Status Suitable qualification for the subject required	Higher degree or advanced qualification A commitment to pursuing further qualifications	Application form
Professional Development	Evidence of responsibility for own professional development	Recent, relevant in-service training in current educational practice related to developments in Mathematics, affiliation to NCETM	Application form
Skills and abilities	Evidence of successful teaching which is consistently good or better, with the potential to become routinely outstanding Excellent ICT and pedagogical skills Excellent classroom management skills Knowledge and use of a range of appropriate teaching and learning styles including strategies for differentiation Enthusiastic and creative approaches to teaching and learning which maximise students' abilities Able to develop others' capabilities and help them realise their full potential Effective organisational skills and the ability to meet deadlines Ability and willingness to work effectively in a team, planning co-operatively, sharing information, ideas and expertise Proven ability to transfer enthusiasm and understanding of maths to students	Proven ability to inspire and motivate young people to achieve high standards The ability to create and maintain a teaching environment which promotes effective learning and strives for achievement and excellence Ability and willingness to initiate and participate in both cross curricular and extra-curricular activities, as well as demonstrating successful involvement in all aspects of Academy life Evidence of excellent student achievement A broad knowledge of relevant curriculum areas and current national initiatives including a sound understanding of assessment and monitoring	Application form Interview References Lesson observation

Other	<p>Commitment to working across the cluster and in more than one school over time.</p> <p>Commitment to the safeguarding and welfare of students</p> <p>Commitment to the aims and values of the Academy</p> <p>Commitment to academic excellence and high standards</p> <p>Presentational skills, confidence and fluency to deal with students, parents and others</p> <p>Awareness, understanding and commitment to inclusion and equal opportunities</p> <p>An understanding of the needs of young people</p> <p>Capacity to work hard with all students</p> <p>Energetic, positive and cheerful attitude</p> <p>Is a strong role model for staff and students including having excellent attendance and punctuality</p>	<p>Ability to contribute to the Academy specialism of Entrepreneurship</p> <p>A good sense of humour, able to work under pressure and the ability to keep things in perspective</p>	<p>Interview</p> <p>Lesson observation</p>
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