

APPOINTMENT OF

KS5 LEAD TEACHER

OF MATHEMATICS

Required for September 2019

Closing date: 9am, Monday, 20th May 2019

Interviews: to follow thereafter

**Christ’s School, Queen’s Road, Richmond upon Thames, TW10 6HW**

**Tel: 020 8940 6982 e-mail: jralph@christs.school**

**www.christs.richmond.sch.uk**

May 2019

Dear Candidate

Thank you for your interest in the position of Key Stage 5 Lead Teacher of Mathematics at Christ’s School.

Christ’s School is a Church of England comprehensive school for 850 young people aged between 11 and 18. Our vision is to deliver Excellence as Standard to every member of our Christ’s family: excellent leadership; excellent staff; excellent outcomes and excellent partnerships.

Our school is situated on an enviable site adjacent to Richmond Park in Richmond upon Thames in South West London. We have very strong links with our feeder primary schools and the local community. We are proud to be a faith school and welcome students from Christian and other religious backgrounds or none.

At Christ’s School we combine our expectations for students' excellent academic achievement with an emphasis on their personal growth as well-rounded individuals. Our aim is for students to become confident, successful, responsible young people, who love learning, have a desire to lead and to serve, and are ambitious for their own futures.

Our learning environment is inspirational, supportive and happy, and based on the Christian values of Love, Justice and Peace. We provide outstanding educational opportunities and experiences for each of our students, to enable all to explore intellectually, to grow emotionally and spiritually and to achieve their full potential.

Our Behaviour for Learning approach focuses on restorative practice and recognises the importance of building positive relationships with individual students. It is based on the work of Paul Dix at Pivotal Education. We are proud to be a Regional Hub School for Pivotal and have achieved their Gold Award in recognition of our work in this area.

Our results continue to go from strength to strength. We were particularly pleased with our latest Ofsted inspection, in November 2016, where Christ’s performed strongly in every criteria. As a Christian School we were delighted that our work to ‘promote pupils’ personal development’ was judged as ‘outstanding’ and ‘the level of care and support for all pupils is of the highest standard’. Our SIAMS inspection report also found the school to be outstanding at meeting the needs of all learners. Our latest results and reports can be accessed via the school website.

There are currently 44 full time and 10 part time members of the teaching staff. We have 43 support staff on a variety of full and part time contracts.

Applications should be sent in the form of a completed online application form including a supporting statement.  The statement should include how your skills and experience fit the job and person specifications, outline the impact you have made in your current / most recent role and should be no longer than 3 sides of A4, font size 12.  Please email completed applications to Mrs Julia Ralph - [jralph@christs.school](mailto:jralph@christs.school).   Only complete application forms will be considered and forms with missing elements will be returned for completion.  We are looking for completed application forms (email only) to be returned by **9am** **on Monday 20th May 2019.** Interviews to follow thereafter.

Early applications are welcome and we reserve the right to appoint before the closing date if we find a suitable candidate.

Christ’s School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

References may be taken up before an offer of a post has been made.  In the interests of safeguarding we reserve the right to telephone referees to clarify any questions which arise from application forms, verify facts and investigate any inconsistencies between a written reference and the form.  Before an appointment can be confirmed an enhanced DBS disclosure will be required. Please also note that any appointment made will be subject to receipt of a satisfactory medical disclosure form.

Please visit our website where you will be able to find out more about our school, ethos and vision. If you have any queries about what is expected in a particular section of the form *or to arrange an informal visit,* please do not hesitate to telephone Julia Ralph on 0208 439 9652.

At Christ’s we deliver Excellence as Standard.  If you believe you can help us realise our vision, we look forward to hearing from you.

Yours sincerely,

**Phil Rushby**

**Chair of Governors**

Job description: KS5 Lead Teacher of Mathematics

**Job:** KS5 Lead Teacher of Mathematics

**Salary / Grade:** MS/UPS

**TLR**: 2.1 - £2,721

**Hours:** FTE 1.0

**Contract type:** Permanent

**Accountable to:** Headteacher

**Responsible to:** Subject Leader Mathematics

**Mission:**

At Christ’s School we combine our expectations for students' outstanding academic achievement with an emphasis on their personal growth as well-rounded individuals. Our aim is for students to become confident, successful, responsible young people, who love learning, have a desire to lead and to serve, and are ambitious for their own futures.

Our learning environment is inspirational, supportive and happy, and based on the Christian values of Love, Justice and Peace. We provide outstanding educational opportunities and experiences for each of our students, to enable all to explore intellectually, to grow emotionally and spiritually and to achieve their full potential.

Our ambition is that Christ’s is a community where students:

* achieve their full academic, sporting, musical and artistic potential
* have a life-long curiosity and passion for learning
* are creative thinkers, capable of taking risks in their learning and of studying independently
* are spiritual individuals, compassionate and sensitive to the needs of others and of self
* embrace diversity and have a commitment to equality and inclusivity
* are considerate, polite and always act respectfully towards others
* develop personal qualities of leadership, courage, integrity, resilience and determination
* make a positive contribution to their community and to society as a whole
* are team players, who work collaboratively to achieve shared goals
* feel comfortable socially and express themselves confidently in a range of situations.

**Job purpose**

The post holder would be expected to promote and deliver outstanding teaching, learning and attainment in Mathematics in Key Stages 5 and to ensure the highest standards of assessment and behaviour for learning are applied in all classes. The post holder will be responsible for promoting the safeguarding of all students and be always mindful of ensuring equality of opportunity for all students and staff. The post holder will adhere to the teachers’ professional standards and will also promote the school’s Christian ethos and vision.

**Duties and responsibilities**

**1. Teaching and Learning**

* Plan, prepare and deliver outstanding lessons to provide students with the opportunity to achieve their potential.
* Monitor the progress and achievement of students in Key Stage 5 and identify the appropriate intervention strategies for underachieving students.
* Ensure that lessons are relevant, engaging and stimulating taking into account individual needs of the students.
* Manage, develop, update and share resources to enhance the teaching of mathematics at KS5
* Contribute to objectives of the curriculum area within the school objectives and take part in an annual review of the subject and curriculum area.
* Co-ordinate preparation and update of planned schemes of work with team members.
* Assess appropriately the work of students in accordance with the school assessment policy
* Keep records of students’ progress and achievement and set appropriate targets.
* Maintain effective behaviour management in classroom using positive behaviour strategies to ensure learners’ engagement in the lesson.

**2. Leadership**

* To be a positive role model for teaching and learning
* To support the Head of Department in upholding standards in mathematics; liaising in regular departmental evaluation through data analysis, work sampling, lesson observations, student questionnaires, all of which are used to inform improvement planning
* To have oversight for mathematics across Key Stage 5; including having robust systems in place which identify students who need support and ensure that interventions are provided as appropriate.
* Use data provided to effectively plan intervention with classroom teachers and monitor levels of progress in mathematics in Years 12 and 13.
* To support all members of the KS5 team whilst ensuring the adherence to Section 1 above.
* To support new colleagues’ induction at KS5
* To communicate effectively with all stakeholders
* To promote high standards of learning and teaching through the sharing of best practice and utilising new technologies where appropriate
* To run KS5 items at meetings which have a published agenda and are minuted
* Liaise with the SEN and Curriculum Support Department when arranging and delivering literacy support for key students.
* To liaise with the Head of Department in overseeing all curriculum matters in KS5 including SoW and home learning
* To have some responsibility for Performance Management within the department and make appropriate pay recommendations.
* Take responsibility for a range of curricular events that ensure students have real chances to experience a full range of learning opportunities beyond the subject classroom.
* Ensure data collection is quality assured, moderated and reviewed in a timely manner
* Participate as required in meetings with colleagues in respect of the posts duties and responsibilities

**Note:**

The above outline is not intended as a list of tasks, but gives an overall range of duties and managerial responsibilities. The particular duties/responsibilities listed above may be reviewed from time to time at the request of the Headteacher. The general Job Description is not comprehensive and the post holder will be required to undertake such other tasks as appropriate to the level of appointment as the Headteacher may require.

**Christ’s School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants will undergo appropriate child protection screening including checks with past employers through the Disclosure and Barring Service.**

**Further particulars specific to this role:**

As a teacher of Mathematics you will:

* Convey enthusiasm, energy and passion for Mathematics to inspire students to develop a love of learning.
* Have knowledge of innovative teaching strategies that will raise attainment and instill a passion for learning Mathematics
* Have experience of teaching KS3, GCSE and A Level

**Additional information:**

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the school in relation to the post holder’s professional responsibilities and duties. Elements of this job description and changes to it may be agreed at the request of the Principal or the incumbent of the post.

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**Person Specification**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **CRITERIA** | **Essential / Desirable** | |  | **Assessed by application / interview process** | |
|  | **E** | **D** |  | **A** | **I** |
| **QUALIFICATIONS AND REQUIREMENTS** |  |  |  |  |  |
| Honours degree or equivalent | √ |  |  | √ |  |
| Qualified Teacher Status | √ |  |  | √ |  |
| Up to date CPD related to teaching and learning/pedagogy | √ |  |  | √ |  |
| In sympathy with the Christian values of the school |  | √ |  | √ | √ |
| Displays a commitment to the protection and safeguarding of children and young people | √ |  |  | √ | √ |
| **KNOWLEDGE AND UNDERSTANDING** |  | √ |  | √ |  |
| Good knowledge of national curriculum, relevant schemes of work and national strategy for secondary education | √ |  |  | √ | √ |
| Good understanding of assessment processes at KS5 and how to use these to support planning styles and raise student attainment | √ |  |  | √ | √ |
| Ability to use and understand assessment data | √ |  |  | √ | √ |
| Good knowledge of a wide range of pedagogic approaches to cater for different learning styles and ensure that all students are engaged | √ |  |  | √ | √ |
| Good knowledge and understanding of strategies for promoting good relationships with students and effective behaviour management techniques | √ |  |  | √ | √ |
| Excellent understanding of what constitutes effective teaching and learning | √ |  |  | √ | √ |
| Proven ability to teach mathematics at Key Stage 3,4 and 5 | √ |  |  | √ | √ |
| Familiar with effective learner and progress intervention strategies | √ |  |  | √ | √ |
| **SKILLS AND EXPERIENCE** |  |  |  |  |  |
| Proven track record of raising and maintaining high educational standards in mathematics | √ |  |  | √ | √ |
| Successful experience of teaching students of all abilities, including SEN and Able and Ambitious | √ |  |  | √ | √ |
| Excellent communication skills orally and written | √ |  |  | √ | √ |
| Effective and efficient use of data to improve learning | √ |  |  | √ | √ |
| Involvement in the planning and/or delivery of extracurricular/enrichment activities | √ |  |  | √ | √ |
| The capacity to make decisions based on sound judgements | √ |  |  | √ | √ |
| Evidence of innovative practice |  | √ |  | √ | √ |
| **PERSONAL ATTRIBUTES** |  |  |  |  |  |
| Good interpersonal skills | √ |  |  | √ | √ |
| A commitment to a team ethos | √ |  |  | √ | √ |
| Professional integrity and honesty | √ |  |  | √ | √ |
| Ability to meet deadlines | √ |  |  | √ | √ |
| Self-motivated with an ability to use own initiative | √ |  |  | √ | √ |
| Able and willing to scrutinise own practice and to make their practice accessible to others | √ |  |  | √ | √ |
| The capacity to form positive learning-centred relationships with other professionals | √ |  |  | √ | √ |
| Believe they can improve on their previous best | √ |  |  | √ | √ |
| Commitment to safeguarding children and young people | √ |  |  | √ | √ |
| Potential for promotion |  | √ |  | √ | √ |
| Ability to engage, motivate, enthuse and support colleagues | √ |  |  | √ | √ |