



# *The Knights Templar School*

## **Application Pack – Teacher of Maths**

November 2017



**We are proud of our School as a community comprehensive serving the people of Baldock and the surrounding villages and our pupils' learning is greatly enhanced by the strong links with our local area.**

# Our Vision

## Excellent academic achievement

Academic achievement, underpinned by the highest quality teaching.

## Committed to developing well-rounded individuals

We believe strongly in exposing our students to the widest possible range of experiences and opportunities that will enable them to achieve their maximum potential. We consider it our responsibility to ensure they leave the school respectful, successful, happy, well-rounded individuals who are a credit to themselves and their community.

## All abilities and backgrounds welcome

Success to us is not, however, simply about focusing on the brightest and most gifted. The school is open to children of all abilities and our pastoral care ensures that every student receives the nurturing, support and guidance they need. As an integral part of our community, we accommodate students from all backgrounds and while the school is broadly Christian, we are equally welcoming to those of other faiths and no faith.



# An Introduction to the School

“The Academy motto “Courage and Courtesy” is evident in the excellent relationships between all students and with adults.” (Ofsted)

Knights Templar School is both a successful and happy school. Students’ results are good and behaviour is excellent. The school is highly regarded locally, being regularly oversubscribed. There were over 600 applicants for 210 Year 7 places this year.



Students of all abilities achieve well and make good progress. Young people have an excellent attitude to learning. They enjoy school and want to succeed. Examination results at GCSE and A level are consistently good. In 2017, 71% of students achieved English and Maths at grade 4 or above (National = 59%); The School has a strong Sixth form, most progress on to University degree courses, including places at Oxford or Cambridge.



Knights Templar offers a very broad range of opportunity beyond the classroom. The School was a Specialist School in Sports and Performing Arts in 2005 to 2013 and in these areas still offer a very broad range of extra-curricular provision. There are school teams in all years in several sports with traditional house matches and a sports day. Some 250 students learn a musical instrument and there are many school concerts. Drama, too is very strong with regular school productions.

The Duke of Edinburgh Award Scheme is particularly vibrant with 200 young people participating at Bronze, Silver or Gold level. We run a wide range of trips and visits both curriculum-based and of a wider educational nature. Staff are very generous with their time in supporting this wide range of activities.



We provide a disciplined, caring, fair and moral environment in which individuality is encouraged and equality of opportunity promoted, in order to allow students to develop personally and socially. There is a mutual respect and good relationships between students and also between staff and students, with the students being given responsibility and feeling valued whilst knowing that support and advice will always be available when needed. We have an excellent Pastoral system to support and encourage this.

Pastoral care is a strength of the school. It is based on tutor groups, horizontally organised within Year Teams. Ofsted reported that "Pupils were particularly positive about the extent to which you encourage them to be independent. They value being asked to take on responsibilities. Pupils learn to treat others with respect. You promote the school values of 'courage and courtesy' well. "

Staff at Knights Templar "go the extra mile". They give their time, effort and commitment to ensure high standards in the classroom and in the wider life of the school. Ofsted also reported that "Pupils value the extra-curricular activities available to them, and spoke with enthusiasm about the range of trips on offer." The school has high expectations of its staff as well as its pupils.

The school's name often provokes interest. The Knights Templar developed the town of Baldock in the Middle Ages. The school has been an all-ability mixed comprehensive school for over 40 years. In 2011, the school became an academy retaining its status as a community comprehensive school, serving the needs of Baldock and the surrounding villages that form our catchment area.

Accommodation varies and some of the buildings are certainly showing their age. We do have an excellent modern Sports Centre with a floodlit all-weather pitch. A new purpose- built Sixth Form teaching block opened in September 2013 and in 2016, we were very proud to open our new Science Centre. The school has further plans for redevelopment of the site.

Knights Templar is doing well but we have the potential to do even better in future. Our focus is to improve standards by constantly improving the quality of Teaching and Learning.



Sue Welch  
Chair of Governors

Tim Litchfield  
Headteacher



## Ofsted

Last year, when he was launching the revised and enhanced school inspection procedures, Her Majesty's Chief Inspector of Schools, Sir Michael Wilshaw said, *"I believe all children have the right to a good education and that belief is at the heart of our work at Ofsted. I make no apology for introducing an inspection framework that raises expectations and focuses on the importance of teaching."* We were most pleased, therefore, when in September the Knights Templar School was inspected that it was judged to be a good school offering a "great education". We are certainly not complacent, however, we want the very best for our pupils and whilst most teaching seen was judged to be good or outstanding, we want all of it to be so. Whilst our results are good, we want them to be even better. We were particularly pleased that the inspectors' views as to how we can improve totally matched our own improvement plan: their priorities are our priorities. The pupils of our school have every right to be proud. The inspectors saw them both in the classroom and around the school; their conclusion was very clear, they found their behaviour and general manner to be outstanding.

## Teaching and Learning

Purposeful learning is at the heart of everything we do. Our dedicated and hardworking teaching staff ensure that students are engaged, challenged and able to succeed within a culture that values both tradition and innovation. We encourage a range of approaches to teaching that ensures that students have a rich and varied learning experience.

It is important that teachers have time to reflect, share ideas and develop their own practice. We have a structured programme of Continued Professional Development, offering a range of ongoing opportunities. Our "Lead Learners" run themed sessions throughout the year, which both stimulate and challenge teachers to broaden their approaches in a safe and non-judgemental environment. This is supplemented by external courses and trainers. Lesson observations are geared to improving practice and offering professional support and development opportunities appropriate to individual needs.

We encourage teachers to share their expertise through mentoring trainee teachers, NQT s and those who have taken on new roles and responsibilities. We are also developing a coaching programme.

## Staff

The Knights Templar School currently employs 103 teaching staff and 60 support staff, many of whom have positively contributed to the school for a number of years. Many of the staff have children who are currently at the school or have passed through our school system. There are also members of staff who are past pupils.

## Community

The Priority Area for the School consists of Baldock, and surrounding villages. We are fortunate to have good relationships with the primary schools in the area with teachers and students from Knights Templar regularly running events for our primary partners. Our primary schools will often visit for a variety of activities in PE, music, drama, dance, maths and science to name but a few.

# The Maths Department

We are looking for a teacher to join a very successful, forward looking, well-organised and friendly department. The person appointed will have the opportunity to teach across all Key Stages including A Level for a suitable candidate.

Knights Templar is situated in the pleasant market town of Baldock and is heavily oversubscribed. In our last Ofsted in September 2017, we were described as a 'Good' school. At Knights Templar, seven full time and four part time teachers staff the department. We also employ a gap year student each year to work with our disadvantaged pupils. All department staff share a willingness to work together and are keen to try new initiatives to raise standards even further. Our aim is always that all learners achieve the maximum they can. This underpins all our initiatives. The department has its own suite of rooms and faculty room and each classroom is equipped with a Smart Interactive Whiteboard. Each full time member of staff is linked to a Primary feeder school and we visit the year 6 classes once a year. The year 6 Gifted and Talented pupils also visit Knights Templar.

## Results

The department consistently achieves excellent results across all Key Stages.

At KS4 our students make exceptional progress and KS4 value added has been significantly above average since 2011 (2017 Progress +0.39). The pupils also achieved an outstanding 21 grade 9s.

At KS5 – three Maths courses run in our high achieving sixth form with large numbers of students opting for either:

A level Maths (2017 – 91% of pupils achieved A\* - C

A Level Further Maths (2017 – 89% achieved A\* - C

A level Statistics (2017 – 78% achieved A\* - C

There are currently 100 pupils studying Maths, Further Maths and Statistics at A level in the sixth form. Our Further Maths class runs as a separate group, and there are currently 17 pupils following the course in total in years 12 and 13.

## **The Curriculum**

Pupils are banded according to ability on entry to the school and then set according to Maths ability for Years 8 to 11.

At KS3, the department use the Collins New Maths Frameworking books with Years 7, 8 and 9. There are detailed schemes of work for all classes.

At KS4, we use the Edexcel syllabus and pupils at both Foundation and Higher use the appropriate Michael White Essential Maths for GCSE textbook. We have nine sets in years 10 and 11 and of these, four currently sit the Higher exam and the five smaller sets the Foundation exam. Set 1, also study for the Edexcel Level 3 Award in Algebra alongside their Maths GCSE.

At KS5 for Maths, we use the new Pearson Edexcel AS and A level Maths textbooks series of textbooks. For Statistics, we use the Advancing Maths for AQA series for the new Edexcel specification.

At all levels, textbooks are supplemented with common resources that have been built up over time and which are continually being expanded.

## **Extra-Curricular**

- We offer a program for Gifted and talented Year 6 Mathematicians
- Support and tuition for Step Mathematics and Advanced Extension support at A level is provided
- Maths Club operates weekly
- Pupils take place in the Junior, Intermediate and Senior Maths Challenges

# Teacher of Maths - Job Description

**Reports To:** Head of Maths Department

**Purpose of the Job:** To prepare and teach appropriate lessons in accordance with the policies of the school and the department using appropriate resources

## Key Responsibilities:

- To encourage students to achieve the highest standards of work possible
- To set and mark students' work regularly and in accordance with the department's and school's policy; to record marks, monitor progress and write reports as required.
- To participate in the arrangements for preparing and assessing students' work for examinations and to supervise students during such examinations.
- To co-operate in developing appropriate departmental teaching materials and to contribute to the development of new courses.
- To review from time to time methods of teaching and programmes of work and to participate in arrangements for further training and professional development.
- To participate in the agreed performance management process.
- To share in the pastoral responsibility for students in their teaching groups and where appropriate liaise with the Form Tutors and Year Leaders.
- To maintain good order and discipline among students and to safeguard their health and safety at all times when they are the responsibility of the School.
- To ensure that the learning environment for their lessons is neat and well organised.
- To share in supervisory and general duties during the working day.
- To cover classes for absent colleagues in accordance with the School's policy.
- To attend staff and departmental meetings.
- To undertake professional development as appropriate.
- To undertake any designated Form Tutor responsibilities.
- To attend assemblies.
- To attend Parent Consultation Evenings and to communicate with parents when appropriate.

## Job Context:

- The Department consists seven full time and four part time teaching staff.

## Review of Duties:

- The specific duties attached to any teacher are subject to annual review and may, after discussion with the teacher, be changed.

# Teacher of Maths - Person Specification

## Qualifications:

- Qualified Teacher Status (or working towards QTS)
- Evidence of continuing professional development where relevant

## Professional Experience:

### *Essential:*

- Ability to teach Maths to KS3 and KS4. (KS5 for a suitable candidate)
- Committed to comprehensive education and the entitlement of all students to succeed
- Passionate about your subject
- An excellent classroom practitioner
- Enthusiastic and able to make teaching and learning in Maths interesting and enjoyable
- An up to date knowledge of recent trends in the teaching of Maths
- A well-organised, efficient team worker
- To be able to get the best out of students at all levels of ability
- Good knowledge of and confidence in the use of student performance data to be able to get the best out of students at all levels of ability
- Excited by opportunities to learn from colleagues, and also to share your expertise with them
- Committed to your own professional development
- Committed to the important role of Form Tutor
- ICT literate, making appropriate use of IT as a teaching and management tool

## Personal Qualities:

- Willing to actively support and contribute to the school's ethos
- Excellent communication and interpersonal skills
- A willingness to participate in trips and other extra-curricular activities
- Approachable and flexible
- An excellent record of personal attendance, punctuality and health
- High personal standards – dress, conduct and presentation

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

# How to apply

Use **our Application Form**, which is a version of Hertfordshire's standard application form. *Please fill it in fully.*

You must include a **Letter of Application**. This does not in fact have to be in the form of a letter; a document using bullet-points will be very acceptable. It should be no more than two sides of A4.

Please send your application to the school, by post or email to [vacancies@ktemplar.herts.sch.uk](mailto:vacancies@ktemplar.herts.sch.uk)

## Further notes for applicants

### Visits

If you wish to visit the school, you will be made welcome, though this is not a requirement at this stage. Please telephone to make an appointment; your chances of getting the post will not be affected by whether or not you make such a visit. Those invited for interview will, of course, be given plenty of chance to see the school.

### Moving house

If you would need to move nearer, consider investigating property prices before deciding whether to apply: information is readily available via the web. You might also be interested to look at the website of North Hertfordshire District Council ([www.north-herts.gov.uk](http://www.north-herts.gov.uk))

### The Knights Templar

The school is named to commemorate the connection between Baldock and this ancient Order, which founded the town in the twelfth century. Readers of *The DaVinci Code* and similar works may be disappointed to find that we have no other connection with Templar organisations!