

# Swavesey Village College

## *Teacher of Mathematics*

### Recruitment Pack



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## Welcome from our CEO, Mark Woods



Thank you for your interest in joining the Meridian Trust family.

The success and growth of our Trust has been based on remaining focused on some critical principles:

- Every child is known, equally valued and supported to achieve their potential in all our academies. Every community we serve benefits from the facilities and services we provide.
- Our staff benefit from strong networks, excellent career opportunities and a human approach where they are equally valued and supported.

- We ensure that well-run schools retain and develop their distinct contextual identity, while sharing and contributing to our common values, practices, curriculum approaches and operational systems

Since 2011, thanks to the fantastic work of our staff, our Trust has grown from 1 to 28 academies whilst retaining our focus on working within an area that enables easy movement between our schools. From first developing an application in 2007 to open schools in the new town of Northstowe, we have been committed to the vision of being an all-through and all-inclusive Trust. Our Trust currently consists of 14 primary schools, 12 secondary schools and 2 special schools. We are also currently developing 3 free school projects within our region.

Meridian also plays a key role in the wider development of education in the region. We are the home to the Cambridge and Peterborough Teaching School Hub and operate a vibrant Initial Teaching Training provider that trains upwards of 100 teachers annually. In addition, our commitment to the local community as an extension of our village college ethos means that we host a range of activity in our schools, including providing leisure and educational opportunities.

If being part of a dynamic, compassionate and dedicated group who believe we can really improve young people's life chances and opportunities by working together appeals to you, we very much look forward to receiving your application.



## A Brief History

Meridian Trust, formerly known as Cambridge Meridian Academies Trust (CMAT), is a values-led Trust and has risen to be one of the highest performing academy groups in the country. Our Trust was first formed as an educational trust to create a federation of schools in 2006 with a desire to provide high quality and dynamic education for everyone, right in the heart of our community. Through various government policies, our commitment to collaboration has remained consistent.

Meridian Trust was formed in 2011 to deliver more widely on that clear vision to provide high quality and dynamic education for all at the heart of the communities we serve. Our steady growth since then reflects our commitment to the communities we serve and our track record of success. The period since 2018 has seen an increase in speed of growth as many long term projects matured and our relationship with Sharnbrook Academy Federation emerged.

We are currently a family of 28 academies (including 14 primary, 2 special and 12 secondary schools). The secondary schools include a University Technology College, an Upper School, four 11-16 schools and six 11-18 schools. We also have 2 new secondary free schools in development. All within 20 miles of Cambridge and Peterborough and the main communication routes between. We merged with Cambridge Primary Education Trust to become the Meridian Trust in April 2022. In addition to operating schools, we are the home of the Cambridgeshire and Peterborough Teaching School Hub, and train more than 150 new teachers each year through Meridian Trust ITT. We retain a strong commitment to growing and

supporting staff throughout their training and career development. We have a proven track record of school improvement and transforming the lives of children and young people over the last 10 years.

Students thrive in Meridian Trust academies as a result of the implementation of our values, our successful and proven systems and our commitment to valuing people. We are among the highest performing multi-academy trusts in the country for student progress. Our academies are well-run and our staff benefit from excellent access to professional development.

Our commitment to the education system goes beyond just our own academies. We operate 'The Cambridge Partnership', one of the largest initial teacher training providers in the country which has recently merged with the SAF ITT, and 'Leadership East' these further strengthen our capacity and commitment to professional development. We also provide support through various SLAs to a number of other trusts and academies.

As a strong, regional multi-academy trust we currently operate schools across Bedfordshire, Cambridgeshire, Lincolnshire, Peterborough, and Northamptonshire. We are proud to have strong partnerships within all these communities.



## Trust Vision, Mission and Values

### Our values and who we are:

Meridian Trust is a successful multi-academy trust founded on its commitment to people and communities.

Our proven approach over more than a decade has elevated us to a respected and admired academy trust, a national leader in education and a source of great pride to the communities we serve.

Every child is known, equally valued and supported to achieve their potential in all our academies. Every community we serve benefits from the facilities and services we provide.

Our staff benefit from strong networks, excellent career opportunities and a human approach where they are equally valued and supported.

We ensure that well-run schools retain and develop their distinct contextual identity, while sharing and contributing to Meridian Trust values, practices, curriculum approaches and operational systems.

### Our Vision:

High-quality educational provision for all at the heart of local communities.

### Our Mission:

To deliver, promote and inspire high quality educational provision in schools at the heart of their local communities so that:

- Young people become successful learners and confident, empowered individuals;

- Young people are encouraged to think for themselves and act for others, equipping them with the values, attributes, knowledge and skills to make a rewarding contribution to society;
- Every school is a hub for community activities, a centre for extended services and a source of immense pride for students, their families, and other local stakeholders;
- Our staff benefit from strong networks, excellent career opportunities and a human approach where they are equally valued and supported;
- Well-run schools retain and develop their distinct contextual identity while sharing and contributing to the Meridian Trust values, practices, curriculum approaches and operational systems.

### The enactment of our values for staff:

- |   |   |
|---|---|
| <br>Valuing People                       | Engaged, developed, supported, and consulted.   |
| <br>High Quality Learning Environment    | Experts who strive for continual development. Collaborative networks, trusted to deliver. |
| <br>Pursuit of Excellence                | Set ambitious goals and model what success looks like. Eager to improve.                  |
| <br>Extending the Boundaries of Learning | Make connections, provide opportunities. Generous and sharing of knowledge and expertise. |
| <br>Achievement for all                  | Are accountable for the outcomes we contribute towards and strive for the very best.      |



## Why work for us

Meridian Trust aims to be the employer of choice for the communities we serve. Since 2010 we have nurtured and developed the careers of many people. You can read about some of those journeys in the 'Meridian Trust People' section of this website. We are committed to making a difference to young people's lives and the communities we serve. Help us make our mission a reality.

### Benefits:

Working with us brings with it a range of attractive benefits, including;

- Generous employer contributions to Local Government or Teacher Pension Scheme
- Free on-site parking
- Eyecare vouchers
- Access to a free Employee Assistance Programme, offering mental health and wellbeing support to staff
- Cycle to work scheme
- Reduced staff membership to the facilities at Academy Leisure, Sawtry
- Free tea and coffee making facilities
- Generous sick pay and annual leave



## How to apply

To apply please complete the online form on the TES. Your supporting statement should address and evidence the selection criteria detailed in the Person Specification.

### Closing Date:

9.00am Monday 13 March 2023

### Interviews:

TBC

### Applying:

For any questions about the application process please contact:

Claire Newman

[cnewman@swaveseyvc.co.uk](mailto:cnewman@swaveseyvc.co.uk)

*Meridian Trust is committed to safeguarding and promoting the welfare of children. All appointments will be subject to satisfactory pre-employment checks including enhanced DBS disclosure.*

*We are committed to diversity & inclusion and equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, race, religion or belief and marriage and civil partnerships.*

*Meridian Trust is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced disclosure and barring service check. We expect all adults who work for the Trust to share our commitment to safeguarding and the health and wellbeing of our students.*

## Why work for Swavesey Village College?

Swavesey Village College is a highly successful academy which is always amongst the top schools in the league tables for secondary schools in Cambridgeshire. In 2011, Ofsted rated the school “outstanding” in every category, and in our most recent Ofsted in February 2020 we have kept our Outstanding designation. It has a well-balanced intake and over-subscribed pupil roll and enjoys excellent facilities in a rural community college context.

Swavesey is a Teaching School and therefore works closely with other schools locally and nationally to support achievement and pedagogy. This partnership working helps us to energise our own practice and provides staff with wide ranging development opportunities beyond, as well as within, the school. Swavesey Village College is part of Meridian Trust, which gives staff further opportunities for advancement. You may have the opportunity to work across all schools within the Trust.

Swavesey is an outward looking school, strongly committed to continuous development and improvement. All staff at Swavesey have high expectations of their students, colleagues and own practice. We are firmly committed to the development of all staff and ensure everyone is involved in the direction and success of the College now and in the future.

## General Information

### THE SCHOOL

Swavesey Village College was founded in 1958 and has grown in its 60 years from a small village college to a nationally recognised highly performing 11 – 16 non-selective school with an outstanding academic record and educational experience for its students.

### EXAMINATION RESULTS

This year our GCSE results were amongst the best of all Cambridgeshire state schools, and once again well above national averages. Full exam results are [here](#) on our website.

Not only do we measure our success by these standards, but we are equally proud of the fact that all our students undertake a wide range of appropriate and



challenging courses and qualifications and we welcome the significant achievement of learners who are not recognised in Government league tables.

Our strong tutoring system ensured that every child achieves, and those at risk of underachievement are quickly identified and further supported.

	<b>Summer 2022</b>	<b>2019</b>
Attainment8	58.66	55.5
<i>Progress8</i>	<i>0.7</i>	+0.57
Grade 4+ in English and Maths	81%	77%
Grade 5+ in English and Maths	68%	56%
Grade 4+ in two Sciences	84%	80%
Ebacc	50%	51%
Total grade 4s achieved	88%	82%
Total grade 5s achieved	79%	69%
Total grade 7s achieved	40%	31%

## RECOGNITION AND AWARDS

The school has Artsmark Gold, Sport Quality Mark Distinction, World Class Schools Award, and we are a Teaching School and a Leading Edge School.

## THE LOCAL ENVIRONMENT

Swavesey is situated close to the A14 about 8 miles north-west of Cambridge in the village of Swavesey. A rural location but not far from the bustle of an internationally renowned city! The school receives children from seven local village Primary schools: Over, Swavesey, Bar Hill, , Papworth Everard, Fen Drayton, Fenstanton and Elsworth. Most children arrive at school using buses. We have excellent transport links to Cambridge and St Ives, and especially useful is the Guided Bus for those who do not drive, with a stop right in the village.



## STUDENTS

The school's pupil admission number is 240 per year group. The school is held in very high regard in the local community and is always over-subscribed in all years. Attendance is high. Students are friendly, well-behaved and proud of their school. Many visitors compliment us on the quality of relationships in the school. Ofsted said 'the students get on very well with adults and each other. Their behaviour makes an outstanding contribution to their learning.'

## CURRICULUM

We run a rigorous academic curriculum combined with a strong vocational option as students' progress through the school. We offer three Languages (German, French and Spanish), and most students study the three sciences separately. We operate a 3 year key stage 4. Students are guided with considerable support from form tutors and subject teachers onto the right course for each student, maximising the potential for success and onward progression to Further Education. About two thirds of Year 11 go on to Sixth Form Colleges to study A Levels, and a third follow apprenticeships or vocational courses at Cambridge Regional College.

## SENIOR LEADERSHIP TEAM

The Senior Leadership Team (SLT) consists of Headteacher, Deputy Headteacher and six Assistant Headteachers.

For lots of further information on our school please visit our website :

[www.swaveseyvc.co.uk](http://www.swaveseyvc.co.uk)



## RECRUITMENT

### Offers of Employment

All offers of appointment are subject to:

- at least two satisfactory references (usually requested prior to interview),
- a satisfactory Enhanced Disclosure and Barring Service (DBS) Disclosure and/or a Certificate of Good Conduct (if the candidate has lived or worked abroad in the last 5 years),
- proof of the candidate's identity and their right to live and work in the UK
- and verification of qualifications and professional status.

### Contacting Us

A list of current vacancies, Swavesey Village College's Prospectus and newsletters showing recent school activities can be found on our website. All candidates are welcome to contact us at any time for further information about the posts advertised if they wish, or if candidates want to visit us in advance of an application.

[www.swaveseyvc.co.uk](http://www.swaveseyvc.co.uk)

HR Officer: Claire Newman [cnewman@swaveseyvc.co.uk](mailto:cnewman@swaveseyvc.co.uk) on 01954 234461, or PA to the Headteacher Jo Gent [jgent@swaveseyvc.co.uk](mailto:jgent@swaveseyvc.co.uk) on 01954 234438.



## Job Description and Person Specification

**Post Title** : **Teacher of Mathematics**  
**Responsible to** : **Curriculum Leader of Mathematics**  
**Salary** : **Teacher Pay Scale**

### TEACHING AND LEARNING

**Teaching** - To plan and teach Mathematics effectively and creatively across the age and ability range, and to set personal objectives in relation to your teaching and role in the Maths Department and the school. To promote Maths in the School and contribute to extra-curricular and enrichment activities. To support student learning through regular target setting. To keep up to date with current thinking and new initiatives regarding Mathematics teaching.

**Organisation** - Maintain an orderly and pleasant environment in which staff and students can work effectively.

**Management of Student Behaviour** - Motivating and encouraging students, in line with School Policies on Attendance, Rewards and Health & Safety. Maintaining good order and discipline among students and ensuring their health and safety at all times. To undertake supervision duties at breaktime, after school etc, as directed.

**Assessment** - To ensure pupils are assessed as per department and School policy and use the assessments to motivate pupils and set targets to enhance student learning

**Student Support** - Undertaking responsibility as Tutor to a group of students and delivering appropriate support and guidance.

**Cover** - Teaching any students as fair and reasonable when their normal teacher is not available to teach them, according to the local agreements.

**Development** - Participating in further training, including reviewing methods of teaching and programmes of work. To keep up to date with current thinking and new initiatives regarding Science teaching.

**Evaluation** - Taking part in review, development and management of activities relating to the curriculum and organisation of the school.



**Administration** – Participation in administrative and organisational tasks related to the above duties, including the supervision of persons providing support for teachers and the ordering and allocation of equipment and materials. Registering students and attending assemblies, writing references. To attend and contribute to department meetings. To report to parents on pupil progress as per department and school policy. To follow department policies regarding schemes of work and where, if necessary, contribute to their development.

## **GENERAL**

**Marketing and Recruitment** – To work within the school framework and policies.

**Performance Management** – Participating in performance management cycles and following the respective policies associated with this process.

**Management** – Contributing to the selection and development of teaching staff. Co-operating with and co-ordinating the work of other teachers and support staff.

**Community** – Supporting the day-to-day community activities that take place at the school.

**Meetings** – Participating in meetings relating to the curriculum, administration, and organisation of the School.

**Other Duties** – Undertake other duties from time to time, as reasonably required by the Headteacher.

## **ADDITIONAL RESPONSIBILITIES**

This Job Description may be reviewed at the end of the academic year or earlier if necessary. In addition, it may be amended at any time after consultation and should be read in context of current Academy policies. The post holder is expected to undertake the duties of a school teacher, according to the current Teachers Pay and Conditions Document.

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. All staff will be subject to an enhanced check with the Disclosure and Barring Service.



**Teacher Person Specification.**

<b>Specification</b>	<b>Essential</b>	<b>Desirable</b>	<b>Evidence</b>
<b>Qualifications</b>	Good honours degrees Qualified teacher status Member of GTC	Post graduate qualification	Application form & certificates on appointment
<b>Teaching experience</b>	Successful teaching experience in subject(s) at KS3 and KS4	Experience of teaching across the age and ability range Experience of being a tutor within a year group or House system Experience of contributing to enrichment activities	References & lesson observation & interview
<b>Philosophy</b>	Commitment to continuous improvement and one's own professional development. Commitment to 'Every Child Matters' and 100% Philosophy of Swavesey Village College Commitment to sharing best practice. Belief in the positive difference high quality education opportunities make to people's lives.	Evidence of continued professional development (both practically e.g. coaching courses and theoretically e.g. reading, courses attended, pedagogical understanding)	Application letter & interview

<p><b>Professional knowledge and understanding</b></p>	<p>Ability to inspire high levels of student performance</p> <p>Detailed knowledge of subject(s) curriculum and experience of departmental monitoring and assessment methods</p> <p>Ability to work with clear and measurable objectives to provide year on year improvement</p> <p>Awareness of how to use comparative data for benchmarking target setting and monitoring.</p> <p>Ability to maintain confidentiality of pupil information.</p> <p>Interpersonal skills, with the ability to build strong relationships with students, parents, staff,</p>	<p>Ability to develop the use of ICT within Teaching and Learning</p> <p>Use of Learning Platform to enhance learning</p> <p>Evidence of previous impact on pupil attainment</p>	<p>Application letter &amp; interview</p>
<p><b>Skills attributes and personal qualities</b></p>	<p>High standards of communication and interpersonal skills to communicate effectively and professionally with staff, students, parents, governors and the wider community.</p> <p>Ability to create a happy challenging and effective learning environment.</p> <p>Ability to inspire the confidence of students, parents and colleagues.</p> <p>Ability to give and receive effective feedback and act to improve own performance and that of others.</p> <p>Ability to explain ideas clearly and succinctly.</p> <p>Competent user of ICT, including subject specific software.</p>		<p>References &amp; interview</p>

	<p>Willingness to ask for advice and support where necessary.</p> <p>Self-motivated with a positive can-do attitude.</p> <p>Ability to work as part of a team responsible for supporting the process of teaching and learning.</p> <p>Ability to work to deadlines and under pressure.</p> <p>Excellent attendance and punctuality record.</p>		
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## DEPARTMENT INFORMATION

**The Mathematics Department** is located in a purpose built block with interactive whiteboards fitted in all of our 11 classrooms. There are 10 specialist Maths teachers in the department. Our strong team also comprises of a Senior Tutor and our Principal. We are a cohesive team, priding ourselves on collaboration and team work. We set ourselves high standards of performance and we expect equally high standards of our students. Key features of our department include:

- Targeted intervention to support younger students, and also those preparing for exams
- Centralised schemes of work, homework and assessment
- Centralised lesson-by-lesson resources for all year groups
- A clear team ethos driven by supportive and experienced team leaders

Philosophy - We aim to foster enjoyment and interest in the subject for its own sake while emphasising its use as a tool across the curriculum, in the workplace and in everyday life. As teachers we aim to motivate students by providing a stimulating and supportive environment. Students are involved and their interest maintained through suitably demanding and varied work, including non-routine problems that require them to think for themselves. We continually strive to improve our students' learning experience.

Mathematics at Key Stage 3 - Students are taught in mixed ability groups. Lesson are carefully differentiated to allow all students to access the learning objective, whilst making sure that all students are suitably challenged. It is our intention that all students enjoy Mathematics and reach their fullest potential by removing the barriers created by a traditional setting system.

Mathematics at Key Stage 4 - Students are taught in mixed-ability groups within higher and foundation tiers. Our highest attaining students are given the opportunity to study Level 2 Further Maths alongside the GCSE.

Outside the Classroom - Our students actively participate in individual and team UKMT Maths Challenges, as well as other local team Maths challenges at both KS3 and KS4.



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Please do not hesitate to contact us to talk in detail about your application. You are also most welcome to visit the department before making your application.

Chloe Thompson and Chloe Haynes

Joint Curriculum Leaders for Maths

[cthompson@swaveseyvc.co.uk](mailto:cthompson@swaveseyvc.co.uk)

[chaynes@swaveseyvc.co.uk](mailto:chaynes@swaveseyvc.co.uk)



Valuing People



High Quality Learning Environment



Pursuit of Excellence



Extending the Boundaries of Learning



Achievement for all