

Huxlow Science College
Opening Doors to Brighter Futures

Job Application Pack
Teacher of Maths

For September 2019
Salary: MPS/UPS + £3000 Market Forces Payment & £2000 Huxlow welcome handshake
Contract: Permanent
Closing Date: Monday 18 March 2019 @ 09:00
Interviews: Thursday 21 March or Friday 22 March 2019

Huxlow
Science College

Dear Applicant,

Huxlow Science College is a medium sized secondary school (11-18), located in Irthlingborough, East Northamptonshire. We converted to Academy status in 2013. We are progressing well on our journey to becoming an outstanding school.

2018 saw Huxlow beat the national figures for the number of students gaining a grade 4 or above in English and Maths and exceed the national average for achieving a grade 5 in English and Maths. We had the highest number of grade 9s achieved by any school in the area and students at Huxlow made more progress than all other local schools. This has strengthened our position on our journey to becoming an outstanding school.

Results for the Maths Department are strong. In 2018 66% of students gained a grade 4 or above and 53% gained a grade 5 or above.

At Huxlow we believe that students who are happy, feel safe and are taught well will enjoy school and as a result be successful.

We are passionate about caring for our students, ensuring that they are all known as individuals. Ofsted stated that "everyone in the school puts pupils' well-being at the centre of everything they do".

Students are challenged to be as good as they possibly can be and are supported to achieve this. Academic success is hugely important to us. We have a rich history of students of all abilities and from a wide variety of backgrounds achieving as well as they could.

We have highly effective support and guidance mechanisms to meet all students' needs. As a result our pupils behave well. Ofsted stated "Pupils know the high standards of behaviour expected of them" and "as a result, they behave well in lessons".

Please explore our website to gain a flavour of what it means to be part of the Huxlow Science College community. We hope you are as impressed by our school as we are and are encouraged to join us.

Brilliant students, supportive staff, excellent resources and outstanding professional development make this a fantastic school to progress your career.

Yours sincerely

Steve Gordon
Headteacher

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We are a secondary school with a fantastic student body and dedicated and talented staff. You will join us at an exciting time as we continue our journey to become an outstanding academy.

Our vision for the school is to deliver outstanding education to our students, not only in terms of academic success, but by ensuring we develop the "whole child". In order to enjoy a successful adult life it is important that our students develop characteristics such as leadership, organisation, resilience, initiative, and communication.

If you are an experienced and effective Teacher of Maths looking for an excellent team to progress your career with or an NQT looking for their first role, this is an excellent opportunity. We will commit to improving your pedagogy and you will enjoy working in a school where the students are hugely positive and keen to learn.

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We know that to realise our vision we need to attract, develop and reward our people. We are committed to the professional development and career progression of our employees.

The successful candidate will:

- Improve as a teacher through our tailored professional development programme (we run weekly training sessions that all staff have access to in addition to bespoke individual development)
- Have opportunities for promotion (in a relatively small College new opportunities for leadership and personal development frequently arise)
- Be supported by a performance management system that rewards excellence
- Have access to national ground-breaking Maths CPD

The essential qualities for the Teacher of Maths include:

- A qualified and effective classroom practitioner with experience of teaching KS3 & KS4
- A commitment to, and a passion for, the teaching of Maths
- A commitment to developing their own pedagogy and that of others
- A commitment to meeting all the requirements for safeguarding children
- Effective organisation and communication skills
- A commitment to Inclusion

Opening doors to brighter futures

How to apply





How to apply

If you wish to join Huxlow Science College, please download our Application Form from our website http://www.huxlow.northants.sch.uk/join-us/staff/ or contact the College:

Tel: 01933 650496 e-mail: hr@huxlow.northants.sch.uk

Prospective applicants are very welcome to visit the college and meet staff and pupils. If you are interested in visiting the College, please contact Karen Squires (HR Manager) on 01933 650496.

All completed applications should be sent FAO Karen Squires (HR Manager) to hr@huxlow.northants.sch.uk or to Huxlow Science College, Finedon Road, Irthlingborough, Northamptonshire, NN9 5TY.

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Equal Opportunities

We are an Equal Opportunities employer and welcome applications from all members of the community.

Safeguarding

Huxlow Science College is committed to safeguarding & promoting the welfare of children & young people and expects all staff & volunteers to share this commitment. Identity, Prohibition, Qualification, Barred List, Enhanced DBS, Section 128, Overseas, Right to work, Reference, Criminal Record and Medical Checks are essential for all applicable posts at the College.

Job Description

POST TITLE:	**TEACHER**
SALARY POINT/TLR:	MPS/UPS
REPORTS TO:	Learning Leader for English
PURPOSE OF POST:	• To contribute to raising standards of student attainment • 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 and to support a designated curriculum area as appropriate. • To share and support the College's responsibility to provide and monitor opportunities for personal and academic growth.

SPECIFIC RESPONSIBILITIES:

Strategic Planning:

- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Curriculum Area.
- To contribute to the Curriculum Area Development Plan and its implementation.
- To contribute to the whole College's Development Plan and its implementation.
- To plan and prepare courses and lessons.

Curriculum Provision:

- To assist the Curriculum Area Learning Leader and the Assistant Learning Leader, to ensure that the curriculum area provides a range of teaching which complements the College's strategic objectives.

Staffing:

- To take part in the College's staff development programme by participating in arrangements for further training and professional development.
- Staff Development – to continue personal development in the relevant areas including subject knowledge and teaching methods.
- To engage actively in the Performance Management Review process.
- To ensure the effective/efficient deployment of classroom support.
- To work as a member of a designated team and to contribute positively to effective working relations within the College.
- To help manage and co-ordinate the work of other staff where appropriate.

Job Description

Quality Assurance:

- To help to implement College quality procedures and to adhere to those.
- To contribute to the process of monitoring and evaluation of the curriculum area in line with agreed College procedures, including evaluation against quality standards and performance criteria. To seek/ implement modification and improvement where required.
- To review from time to time methods of teaching and programmes of work.
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the College.

Management Information:

- To maintain appropriate records and to provide relevant accurate and up-to-date information for registers, information management systems, etc.
- To complete the relevant documentation to assist in the tracking of students.
- To track student progress and use information to inform teaching and learning.

Communications:

- To communicate effectively with the parents of students as appropriate.
- Where appropriate, to communicate and co-operate with persons or bodies outside the College.
- To follow agreed policies for communications in the College.

Marketing and Liaison:

- 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.

Pastoral System:

- To be a Form Tutor to an assigned group of students.
- To promote the general progress and well-being of individual students and of the Form Tutor Group as a whole.
- To liaise with the Pastoral Leader to ensure the implementation of the College's Pastoral system.
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of College life.
- To evaluate and monitor the progress of students and keep up-to-date student records as may be required.
- To contribute to the preparation of progress files and other reports.
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
- To communicate as appropriate, with the parents of students and with persons or bodies outside the college concerned with the welfare of individual students, after consultation with the appropriate staff.
- To contribute to PSHE and Citizenship and Enterprise according to College policy.
- To apply the behaviour management systems so that effective learning can take place.

Job Description

Teaching:

- 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 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 that ICT, Literacy, Numeracy and College subject specialism(s) are reflected in the teaching/learning experience of students.
- To undertake a designated programme of teaching.
- To ensure a high quality learning experience for students which meets internal and external quality standards.
- To prepare and update subject materials.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and the demands of the syllabus.
- To maintain discipline in accordance with the College's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To undertake assessment of students as requested by external examination bodies, departmental and College procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.

Other Specific Duties:

- To play a full part in the life of the College community, to support its distinctive aims and ethos and to encourage staff and students to follow this example.
- To promote actively the College's corporate policies.
- To continue personal development as agreed.
- To comply with the College's Health and Safety policy and undertake risk assessments as appropriate.
- To take an equitable part in the cover system of the College according to policy and regulations.
- To undertake any other duty as specified by STPCB not mentioned in the above.

It is the post holder's responsibility for promoting and safeguarding the welfare of children and young people for whom s/he comes into contact with and adhering to and ensuring compliance with the College's Safeguarding and Child Protection Policy at all times. If, in the course of carrying out the duties of the post the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the College ..s/he must record the details and take appropriate action, according to the nature of the concern, to safeguard the young person and inform the relevant staff within school, including the Designated Safeguarding Lead.

This job description will be reviewed and updated periodically in order to ensure that it relates to the job performed, or to incorporate any proposed changes. This procedure will be conducted by the Manager in consultation with the post holder. In these circumstances it will be the aim to reach agreement on reasonable changes, but if agreement is not possible management reserves the right to make changes to the job description following consultation.

As a term of your employment you may reasonably be expected to perform duties of a similar or related nature to those outlined in the job description

Person Specification

POST TITLE: Teacher of Maths
CRITERIA: Applicants will need to provide evidence of meeting the following criteria

	ESSENTIAL	DESIRABLE
PRE-EMPLOYMENT CHECKS		
Criminal Records	*	
Enhanced Disclosure and Barring	*	
Proof of identity	*	
Medical Questionnaire	*	
Satisfactory References	*	
QUALIFICATIONS/TRAINING		
Must hold QTS or NQT	*	
COMPETENCIES		
An effective classroom practitioner with the capacity to improve.	*	
A commitment to, and a passion for, the teaching of Maths.	*	
The ability to teach KS3 and KS4	*	
The ability to teach KS5.		*
Good subject knowledge and a clear understanding of recent subject developments.	*	
A commitment to work with other teachers in the Curriculum Area.	*	
The ability to be a good form tutor.	*	
A commitment to Inclusion.	*	
An enthusiastic practitioner able to inspire learning through excellent teaching.		*
PREVIOUS EXPERIENCE		
Effective organisation and communication skills.	*	
The ability to use ICT to raise standards.		*
Is committed to and meets all the requirements for safeguarding children.	*	

Vision, Goal, Values

OUR VISION

"Safe, happy and successful students who go on to become safe, happy and successful adults"

OUR GOAL

"At Huxlow every individual is empowered to fulfil their potential"

OUR VALUES

- Students and staff feel safe and happy at school
- Everyone is ambitious and welcomes the challenge of being the best they can
- High quality teaching challenges every student and develops their creativity, skills and knowledge
- We grow to meet the needs of our wider community who trust and value the school
- Students and staff are resilient, reflective, independent and take responsibility for their own performance
- We foster a love for learning across our entire community
- We are active and positive members of all our partnerships
- We celebrate everyone's successes

School Information



Students and staff feel safe and happy at school

The well being of our students and staff is integral to the success of our school.

Every individual matters at Huxlow and this underpins our College ethos.

Staff are encouraged to join our Well Being Group where we introduce initiatives and improvements to continually improve staff well being.

"There are excellent relationships between pupils and staff and this has created a calm, positive and purposeful climate for learning around the school" OFSTED



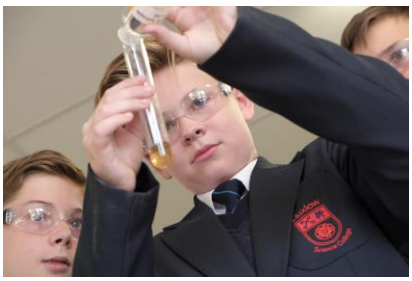


School Information

The Curriculum at Huxlow

Our curriculum has been designed to deliver an exciting and stimulating five year progressive programme.

We focus on key skills at Key Stage 3 for two years where we foster a love of learning through a broad and balanced curriculum.


Our Key Stage 4 programme is extended over three years to develop a deeper understanding and mastery of subjects at GCSE level, in order to achieve the highest outcomes and to aspire for every student to reach their potential.

- All students study English, Mathematics, Science, Religious Studies, Physical Education, French and Technology.
- At Key Stage 3 (Years 7 and 8) students also study History, Geography, Music and Drama.
- At Key Stage 4 (Years 9, 10 and 11), alongside our core subjects, students make a number of option choices from a range of subjects including History, Geography, Additional Sciences, Drama, Music, Examined Physical Education, Psychology, Business and Travel and Tourism.

Our Key Stage 5 provision is delivered alongside our partners - as part of The East Northamptonshire College (TENC) - The Ferrers School and The Rushden Academy. Our joint provision has the most comprehensive choice of subjects in the County, consisting of twenty nine A Levels plus ten BTEC additional Level 3 courses and four Level 2 post-sixteen options.




School Information



Extra Curricular and Enrichment

At Huxlow, there is a strong commitment from staff to offer our students an inclusive and enriching educational experience, both within the curriculum and through a wide range of extra-curricular opportunities.

An exciting array of clubs, activities and trips provide a springboard for developing Leadership, Organisation, Resilience, Initiative and Communication (LORIC) skills.

Inspiration is achieved through our many day and residential trips. The following highly popular residential trips enrich the educational experiences of many young people year on year:

- Normandy/Paris/Holland – cultural trips
- Belgium – WWI Battlefields
- Austria – ski trip
- Uganda – International Youth Conference.

Students also have the opportunity to visit places of interest in the UK, including the theatre, university campuses, science conventions and career opportunities. They will also experience visiting speakers, authors and theatre groups during their time at Huxlow.

We are extremely proud of our sporting achievements. Huxlow students repeatedly achieve excellent results at district, County and National level in this competitive arena. Many team and individual sports are run as clubs and activities by our motivated and competitive Physical Education team.

"Everyone in the school puts pupils' well-being at the centre of everything that they do" OFSTED

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