

HIGHGATE

Teacher of Mathematics September 2019



An able mathematician who is also an inspiring teacher is required for this large and successful department to teach full-time across the entire range of ages and attainment at Highgate from Year 7 to STEP and Oxbridge preparation. There are twenty-four specialist teachers, who work in well-resourced classrooms. The Department and the School have a proud record of both training teachers who enter without formal qualifications, and of providing suitable opportunities for professional development for established teachers.

Applicants should be academically well qualified: it is expected that an applicant will have excellent grades in both Mathematics and, preferably, Further Mathematics at A-level or equivalent, and have taken a degree, or pursued a career, containing a significant amount of Mathematics. Applicants will look forward to the opportunity to inspire all pupils through their high standards of scholarship, their ability to relate to young people and the example they will set of innovative, clearly focused and responsive teaching, which goes the extra mile, and encourages pupils to do the same. Opportunities, subject to candidates' experience, will be legion for those who wish to contribute.

The Department teaches students to understand mathematical concepts, enabling them not only to apply methods correctly, but to enjoy doing so. Considerable effort is put into ensuring the experience of Mathematics that our students have is an interesting and engaging one. The fact that our students enjoy the subject is evident: Mathematics is the most popular A-level choice at Highgate with over half of our sixth form choosing to study it. Standards of achievement are high: this summer 79% of A Level candidates were awarded a grade A* or A. There are around 35 Further Mathematicians in each year from which there are usually a number of successful Oxbridge applicants, both in Mathematics and related subjects. All pupils at Highgate study Mathematics in the core curriculum up to Year 11. In 2017-18, all pupils in Year 11 took the new AQA 1-9 GCSE qualification. 69% of pupils attained a grade 8 or a 9 (equivalent to an A* in the old grading system),

and 99% a grade 6 or above. We are equally proud of our record in helping students who find it difficult to develop confidence in the subject or to achieve strong examination results; we have a Mathematics specialist working full-time in the School's excellent Learning Support team.



There is a suite of classrooms dedicated to Mathematics in Central Hall, the heart of the school, and a departmental office is located in the same building. The Department organises regular mathematical events, such as attending public lectures and inviting guest speakers to the School. The Mathematics Society is strong: this pupil led society meets regularly and well-researched ideas are presented by both pupils and teachers on a wide range of topics. About 220

students enter each of the UK Mathematics Challenges and a good number of Gold and Silver awards are awarded, with around twenty students qualifying for follow on rounds. In recent years we have had pupils placed in the top fifty nationally in both the Intermediate and Senior Olympiads.

The Mathematics Department has pioneered partnership programmes with local Haringey schools, through which it hopes to reach out to pupils interested in the subject and provide them with opportunities to interact with each other as well as with our own pupils, so that they might share and develop their enthusiasm. The successful candidate will be willing to contribute to these programmes, and will be one of a team of teachers so doing.



The School has in place DfE recognised arrangements for the Induction Year and the confirmation of NQT status and has considerable experience of and success in guiding entrants to the profession to qualified status. For all teachers new to Highgate, regardless of experience, there is a strong and supportive framework of induction to the School.

Teachers at Highgate enjoy a welcoming, comfortable and exceptionally well-resourced environment and are provided with significant assistance from a range of support staff. Salaries are competitive. The School pays the employer's contribution to the Teachers' Pension Scheme. Terms are shorter than in the maintained sector. Staff have free access to the School's sports facilities.

The Heads of Mathematics, Polly Brownlee and Jonathan Wright (polly.brownlee@highgateschool.org.uk and jonathan.wright@highgateschool.org.uk), or James Newton, the Deputy Head (Academic) (james.newton@highgateschool.org.uk) will be happy to answer any questions.

APPLICATION PROCEDURE

Please complete the on-line application form and attach a full curriculum vitae - including the names, addresses, telephone numbers and email contacts of two referees.

Closing date 8:00am on 28 January 2019 but applications will be considered as they are received.

Criteria for the post of Teacher of Mathematics

(to be read in conjunction with the details of the post)

1 Essential professional criteria

Criteria	How will these be tested or verified?
Excellent grades in A-level Mathematics and Further Mathematics, or equivalent qualifications	Original certificate(s) Questions about subject specialisation
A good honours degree in Mathematics, or a subject with a significant amount of mathematics	Original degree certificate(s) Questions about subject specialisation (and course content for more recent graduates) Opportunities at interview to discuss techniques for teaching set topics
The ability to establish good relations with colleagues and pupils.	Opportunities at interview to recount experiences where these skills have been demonstrated Questions which referees will be asked as part of the confidential reference request A 50-minute lesson to be taught to a Key stage 3 or 4 class
Excellent communication skills, both generally and in particular when communicating mathematical ideas	Two panel interviews Opportunities at interview to explain a mathematical concept Lesson, as above
The ability to reflect sensitively and constructively on their teaching practice	Opportunities at interview to reflect on the taught lesson
Willingness to work within the framework of the departmental ethos	Opportunities at interview to discuss this ethos
Sympathy with and knowledge of fundamental British values	Question at interview to test this
Awareness and understanding of safeguarding and welfare of children	Questions at interview to test attitudes towards and knowledge of children's safeguarding and welfare Questions which referees will be asked as part of the confidential reference request

2 Desirable professional criteria

Criteria	How will these be tested?
A teaching qualification (eg PGCE, GTP)	Original certificate
Experience of working with young people in an academic environment	Lesson, see above
A willingness to be involved in the wider life of the department (eg Mathematics Society, competitions) and school.	Opportunities at interview to recount experience of running or participating in such activities or to give ideas for these

3 Person specification

Highgate seeks to appoint teachers who will have, in addition to the professional qualities outlined above, the following proven personal qualities, or the potential to develop them. At interview, candidates will have the opportunity to demonstrate or give an account of these attributes.

- Profound and continuing interest in the academic subject / s to be taught.

- The depth of knowledge and agility of mind to allow flexibility in lessons, adapting delivery as appropriate in the light of pupils' responses.
- Empathy with pupils across the age and ability spectrum at Highgate and the ability to implement a range of teaching strategies to cater for each individual pupil.
- Capacity to deal sensitively with problems raised by pupils, in line with Highgate's pastoral policies and sanctions system, working in partnership with Highgate's designated staff i/c pastoral care.
- Ability to create effective rapport and a sound relationship with pupils, earning their respect and trust but maintaining proper professional boundaries by not deliberately courting popularity or friendship.
- The energy, dynamism and stamina to contribute broadly to the life of a busy co-educational independent day school.
- Willingness to contribute to the extensive range of activities provided for pupils and to support them in their co-curricular pursuits.
- Capacity for industry and initiative in both independent work and as part of teams of colleagues in academic work, pastoral care, sports and co-curricular activities.
- Awareness and understanding of matters relating to the personal, social, health and emotional development of Highgate's pupils.
- Willingness and ability to liaise effectively and professionally between pupils, staff and parents when required, making accurate records of these exchanges.
- Patience and thoughtfulness to see any issues that may arise with pupils, parents or colleagues from a variety of perspectives.
- The ability to defuse difficult situations using different strategies such as careful listening, sensitive use of humour, praise and recognition where due, utilising the School's reward system.
- Retention of a sense of perspective and, on occasion, the invaluable ability to laugh at oneself.