



Hockerill
Anglo-European College

Job Description

Director of Mathematics



Hockerill Anglo-European College is a co-educational 11-18 state school, set in a leafy parkland campus in the market town of Bishop's Stortford. Hockerill is an International Baccalaureate (IB) World School, a thriving and caring academic community, which places a very strong emphasis on international outlook and global citizenship.

The College currently has 837 students, almost 300 of whom are residential boarders and there are 75 flexi/day-boarders. As a 24-hour community, the College offers a wealth of extra-curricular activities and an unstinting commitment to pastoral care. With a vibrant, international ethos, it attracts students from both the UK and overseas. The College timetable reflects the boarding nature of the school with lessons on approximately half of the Saturday mornings in the year (23).

Hockerill is committed to engaging and motivating its students through high academic standards, innovation and diversity and we offer a wide-ranging and exciting provision.

THE CURRICULUM

The IB is at the heart of everything we do. The Diploma Programme is now in its twentieth year and numbers in the Sixth Form stand at 252. There is a very wide range of Diploma Programme subjects and nearly all teachers have the opportunity to teach Sixth Form classes.

Hockerill has the Middle Years Programme in place in Years 7-9, however the IB Approaches to Teaching and Learning philosophy is active in all classes. MYP students choose either French or German in Year 7 and study Music bilingually. In Year 8 students start a second Modern Foreign Language with a choice of French, German, Spanish, Mandarin, Japanese and Italian. Students have a broad and balanced curriculum which encompasses all areas of the MYP. We ensure that students nurture the big ideas with concept-based teaching and learning securely rooted in global contexts.



The College's mission "to develop enquiring, knowledgeable, responsible global citizens through academic excellence" is very important as are its values of high aspirations; strong community; progressive curriculum; international outlook; and traditional approach. Hockerill is an environment in which the individuality of each of its students is valued and there is mutual respect between staff and students. There is a deliberate focus not only on realising students' academic potential but also on excellent behaviour, kindness, manners, correct and smart uniform, and activities outside the classroom. Developing an all-round student is very important at Hockerill and we consciously look to enhance and improve what we offer to our students.

Hockerill is currently ranked top of the UK Comprehensive (and partially selected) schools list compiled by the Sunday Times Parent Power, based on both its IB and GCSE performance in 2017. This summer our Year 13 students gained an average point score of 36 points, while 21% achieved 40 points or above, which placed them in the top 5% globally and equated to 4A* at A Level. 98% of students secured their place at their chosen university or higher education institution with 77% of students securing a place at a Russell Group university. Hockerill is also a previous recipient of the Sunday Times IB School of the Year.

Hockerill's GCSE results are also consistently high with its best-ever results in 2017 when 58% of students achieved A*/A/9/8/7. Hockerill also performs very strongly in its Progress 8 scores. Year 10 and 11 students follow a broad and academic curriculum and typically take 10 GCSEs, including two modern languages and combined or triple award science. They also study at least one humanities subject (which is often taught bilingually). Hockerill offers PE, Economics, Japanese and Mandarin, as well as a variety of technology subjects. The College also offers the Certificate of Personal Effectiveness, as an additional course of study in Years 10 and 11.

Hockerill has also received Outstanding in all categories in its recent Ofsted boarding inspection (2016) and its last academic Ofsted inspection (2007).

EXTRA-CURRICULAR ACTIVITIES

Hockerill actively promotes internationalism and the concept of the Global Citizen through its rich programme of overseas trips and exchanges in Europe, Africa, Asia and North America.

Students are encouraged to participate in trips and exchanges abroad. By the end of Year 11 almost all students will have experienced school and family life in a different language and country and a number will have had several such experiences. Some students also have the opportunity to undertake work experience abroad. This year our students will visit, amongst other places, Münster, Berlin and Potsdam in Germany, Versailles in France, Liège in Belgium, Maniago in Italy, Santiago di Compostela in Spain, Tokyo in Japan, Mumbai and Tamil Nadu in India, Kampala area and Misindi District in Uganda as well as being able to practise their German on the annual skiing trip to Zell am See in Austria. There was a Rugby trip to Canada this summer, and our Musicians visited the Netherlands, France and Belgium. Our Scientists had the opportunity to participate in an annual field study trip to Greece or Croatia.

The Sports, Music and Extra-Curricular provision at Hockerill is wide-ranging and supports the College's philosophy of educating the whole person. Hockerill's musical provision is extensive, passionate and diverse, and its students can access tuition for a wide range of instruments. There are a number of different ensembles and groups for communal music experience, under the guidance of the College's Director of Music, including a String Ensemble, Jazz Ensemble, Woodwind Ensemble and College Orchestra. Singers enjoy the Senior Choir, Junior Choir, Chapel Choir and College Choir. The students perform in a large number of musical events throughout the year and all student musicians aspire to join the prestigious College Big Band. In addition, there are a number of dramatic productions through the year.



Sports on offer at Hockerill include Hockey, Rugby, Football, Basketball, Netball, Golf, Cross Country, Cricket and Athletics, and for a relatively small College, Hockerill performs at a high standard, winning district competitions for Rugby, Hockey, Football and Netball. There are also active cross-country and running clubs and also opportunities to participate in equestrian and BMX activities.

Other diverse extra-curricular activities include debating and public speaking clubs, chess club, Model United Nations, Young Enterprise, Amnesty International, Duke of Edinburgh clubs and a well-established and highly respected CCF.

THE SITE

Located in the centre of Bishop's Stortford in Hertfordshire, the College has a campus with buildings ranging from Victorian to modern and surrounded by tranquil landscaping and many mature trees. There are six Boarding Houses, all of which are located on the campus. There is a Sixth Form Centre, a Health Centre, a Chapel with a re-furbished organ, a Refectory and Library with an adjoining IT suite. There is a separate Music Centre, with recording facilities, and a number of sports pitches including an all-weather pitch.

We are delighted recently to have obtained planning permission and funding to build a 4 court Sports Hall and are awaiting planning permission for a 6-laboratory science block which will significantly improve the facilities on the college campus. The sports hall will provide a dedicated indoor sports space which will be available to students with a component of public use and the science block will house science teaching rooms in a single building, rather than disparately across the campus which is what happens at present. There will also be further re-development of College facilities as we re-purpose the current gym and science rooms. Target completion date for the sports hall and science block is the Lent Term 2019.

HISTORY

Hockerill has an interesting history, and was originally established in the early 1850s. It was a teacher training college until 1978 and maintains links with former trainees. It re-opened in 1980 as a co-educational boarding school and became grant maintained in 1994. It completed its transformation into Hockerill Anglo-European College in 1998; at the same time becoming one of the UK's first specialist Language College and adopting the International Baccalaureate Diploma Programme as its sole course for Sixth Form study. Hockerill Anglo-European College gained Academy status in February 2011.

For further information about the College, please see our website at: www.hockerill.com



JOB DESCRIPTION

Director of Mathematics

Remuneration

L8 - L12 of the Leadership Scale

Responsible To

The Principal via the Senior Leadership Team.

Frequent Working Contact With

Members of the Senior Leadership Team, other Heads of Faculty, Teachers in the Faculty, Administration and Support Staff.

Induction, Training and Development

Appropriate induction, training and development is valued by the College, is the responsibility of the line manager and is an entitlement to the post holder whether new to the College or to the post.

Aims of the Post

- Lead and manage the Mathematics Faculty to ensure outstanding progress for all learners.
- Play an active role in the development of International Baccalaureate principles, standards and practices within the faculty and across the wider College community
- Contribute to the leadership of the College in a holistic and highly visible manner

STRATEGIC DIRECTION AND DEVELOPMENT OF MATHEMATICS

- Establish and maintain policies and practices which promote excellent achievement through high quality teaching and learning
- Take the strategic lead on the implementation of numeracy across the College
- Create an environment where students and staff develop and maintain positive attitudes towards teaching and learning
- Contribute to the College Development Plan and relevant Faculty Development Plans to meet the College's strategic priorities
- Stay abreast of changes in the educational landscape, ensuring the effective preparation of students for the next phase of their education, employment or training
- Advise the Principal and Senior Leadership Team on the implications of curriculum development at international, national, regional and College level
- Establish and build links within the community, including Bishop's Stortford Educational Trust, local schools and IB World schools
- Represent the Faculty at appropriate meetings and to play a significant role in the general organisation, order and management of the College

TEACHING AND LEARNING OF MATHEMATICS

- Ensure that the quality of teaching and learning in Mathematics are of the highest possible standard
- Provide and oversee developmental support, including oversight of teacher development
- Ensure that appropriate, challenging and differentiated units of work are in place for all teaching groups
- Develop the curriculum to meet the needs of all students; introducing, planning collaboratively and implementing new courses where necessary
- Provide a Faculty framework for encouraging and recognising student achievement, and responding to disciplinary problems within the Faculty
- Ensure effective development of students' literacy, numeracy and ICT skills within the subject area

MONITORING, EVALUATION AND ASSESSMENT

- Ensure appropriate assessment procedures are in place; ensure standardisation across groups.
- Monitor the quality of students' work, staff marking and feedback
- Monitor student progress through the use of standardised performance data to ensure high standards of progress for all students, and student groups
- Use data effectively to monitor and evaluate student progress; plan and implement effective intervention to support all students to make progress
- Ensure interventions are in place for identified students; monitor the effectiveness of planned interventions
- Ensure arrangements are in place for efficient and effective recording and reporting of student performance
- Contribute to the monitoring and evaluation of Teaching & Learning across the College to include conducting lesson observations, giving developmental feedback, peer coaching, work reviews and student interviews



EFFICIENT AND EFFECTIVE DEPLOYMENT OF STAFF AND RESOURCES WITHIN MATHEMATICS

- Lead and manage the work of the other members of the Faculty; hold them to account and work swiftly to address underperformance
- Monitor the wellbeing of faculty members
- Use appropriate resources, in consultation with members of the senior Leadership Team, for effective, efficient and safe teaching and learning within the subject area, to include accommodation, staff, time, courses, development opportunities and ICT equipment
- Create an effective and stimulating learning environment for teaching and learning
- Ensure that staff and students in the department work in a safe manner in accordance with Health and Safety practice.
- Ensure that the resources of the Faculty are available for extra-curricular use by students as necessary throughout the term.
- Hold regular Faculty Meetings, communicate effectively and manage the smooth running and administration of the Faculty.
- Prepare and manage budgets for the operation of the Faculty, keeping spending within designated limits on capital and consumable resources, including textbooks and other teaching material.

TEACHING COMMITMENT

- Be an effective class teacher, leading the Faculty by example through excellent teaching and learning for students

In addition to the above responsibilities the successful candidate should also expect to carry out such other key tasks that the Principal may decide as reasonable.

Hockerill is an exciting and invigorating place to work and we look forward to hearing from candidates who are interested in this role.

Data Protection

During the course of employment the post holder will have access to data and personal information which must be processed in accordance with the terms and conditions of the Data Protection Act 1998. Employees are required to act in accordance with the ICT and e-safety policy.

Safeguarding Children

In accordance with the College's commitment to follow and adhere to the Department for Education guidance entitled 'Keeping Children Safe in Education 2014' and all other relevant guidance and legislation in respect of safeguarding children, the post holder is required to demonstrate a commitment to promoting and safeguarding the welfare of students in the College.

Enhanced Disclosure and Barring Service (DBS) clearance is essential.

Health and Safety

The post holder will comply with the College's Health and Safety policy at all times.

PERSON SPECIFICATION

Essential
<ul style="list-style-type: none">• DfE recognised teaching qualification. Graduate or equivalent• Outstanding practitioner• Establish and maintain an ethos in keeping with the College's Core Purpose and model the values and vision of the school• Understanding of how quality assurance, use of data and self-evaluation can lead to improvements in outcomes and progress for students• Experience of whole school development and change management• High quality communication skills and computer literacy.• A flexible and adaptable approach.• A desire to continue to learn and develop.• The ability to motivate and mentor staff and students.• Ability to work well under pressure.• Commitment to safeguard and promote the welfare of children and young people.• Active engagement with the wider activities of the College, including clubs.• Ability to promote Hockerill Mathematics throughout the College and national and international communities
Desirable
<ul style="list-style-type: none">• Awareness of current developments within IGCSE and International Baccalaureate programmes• Experience of delivering whole school training• Experience of teaching Mathematics to IBDP level