

# Candidate Brief



**Teacher of Mathematics**

January 2022 or sooner

Full-time or Part-time, Permanent



An IB World School rated 'Outstanding' by Ofsted 2019





## Welcome

Thank you for your interest in Tonbridge Grammar School.

We are a high achieving, selective grammar school with academy status, educating girls between the ages of 11 and 16, and girls and boys in our Sixth Form. We are rated '*Outstanding*' by Ofsted (October 2019).

Our vibrant school community is a place where students and staff are encouraged to be the very best that they can, in a nurturing and kind climate where wellbeing is at the top of the agenda.

This information provides a 'flavour' of what TGS has to offer and I hope that after finding out more about us, you wish to apply for the post. Should you have any queries, please don't hesitate to contact the HR team who I know

will be more than happy to help.

**Rosemary Joyce**

Head Teacher

## Our School Vision

Tonbridge Grammar School is a centre of excellence for learning where students and staff are encouraged to be the very best they can be in a nurturing and kind community. Our enriching, academically ambitious curriculum promotes intellectual curiosity and personal growth, preparing students to mature as responsible global citizens. Our exceptionally dedicated staff support every student to success.

### We are committed to:

- Developing opportunities for every student to learn through real world engagement - promoting collaboration, intercultural understanding and entrepreneurial endeavour.
- Building the resilience and confidence of every student so that they have the emotional literacy to make healthy life choices, flourish and be happy.
- Strengthening our community - securing strong, collaborative relationships with parents, alumni and the wider community.
- Promoting educational aspiration and supporting social mobility - making a positive difference to the life chances of students at and beyond the School.
- Investing in world class professional development - demonstrating best practice locally, nationally and internationally.
- Being entrepreneurial in securing resources to realise our aspirations.

### Members of our community are nurtured to be:

- Self-motivated, open minded and actively engaged in learning.
- Self-aware, adaptable and creative - taking full advantage of all opportunities.
- Respectful and considerate - celebrating and encouraging in equal measure.
- Courageous and honourable – facing challenge with bravery and acting with integrity.

## Teaching here

Our team of over 110 teachers and specialist support staff enjoy belonging to a school community that has a ‘collegiate’ feel and values each member’s contribution and wellbeing.

Teachers enjoy teaching our intellectually challenging curriculum to our highly motivated students in our modern and well-resourced school, based on a 14-acre site in the commuter town of Tonbridge in Kent. They take a pride in creating a learning environment where questioning, divergent thinking and freedom to learn from mistakes are encouraged.

First class professional development opportunities are available to teachers at all stages of their career including a full programme of development and support for those new to the profession. The School is committed to the wellbeing of staff.

*“TGS has a fantastic staff community who are immensely supportive of one another. In addition, the regular opportunities for CPD have enriched my teaching, and the fast-paced environment means that every day offers something new and exciting. TGS has been the perfect place to start my career in teaching”.*

*“Teaching is my 2<sup>nd</sup> career; teaching at TGS is a pleasure - I cannot think of another place to work where the students constantly surprise me with their creativity, enthusiasm and joyfulness, enabling me to teach in a collegiate manner”.*

*“Tonbridge Grammar School is a place where you are challenged and inspired to be the best teacher you can be. It is a supportive workplace that provides excellent opportunities for both the staff and students.”*

## Staff development

*“Staff are highly skilled because of very effective training. They feel valued and enjoy being part of a very effective team.” Ofsted, October 2019*

Our extensive professional development programme includes:

Full Induction Programme.
Staff buddy system.
Full programme of support for NQTs.
Leadership development.
10 Academy Days for collaborative planning with subject teams.
Access to development opportunities thanks to our membership of the Kaizen Teaching School Alliance.

## Staff wellbeing and benefits

- Free access to wellbeing services including physiotherapy.
- Reduced number of after school meetings thanks to Academy Days.
- Opportunity for NQTs to be employed from July.
- Flu vaccinations.
- Teachers’ Pension.
- All teachers have a laptop.
- School-wide “out of office” in evenings, weekends and holidays to reduce emails.
- Cycle to work scheme.
- On-site parking for staff.
- Staff clubs including sport.
- Free tea and coffee at breaktime!

## **Curriculum**

As an International Baccalaureate (IB) World School, we blend the best of a traditional curriculum with the principles and ethos of the IB Organisation. This offers our students opportunities to learn in breadth and depth in order to develop as well-balanced individuals. They become active learners, engaged in real-life projects and are encouraged to be passionate about making a difference in the world.

We prepare students for GCSEs and the IB Diploma.

Many of our staff come to us with no prior experience of teaching the IB Diploma, so we offer a full programme of support and training to familiarise themselves with the curriculum.

### **More than academic success...**

We are very proud of our students' outstanding academic success, but this is only part of the story. We want to ensure Students are 'real world ready'; independent learners, caring young people, curious critical and creative thinkers who are driven to make a difference in the world.

There is a strong focus on building each student's confidence and resilience; ensuring they have the emotional literacy and courage to make healthy life choices, flourish and be happy.

## **The Role**

We are looking for an inspiring individual who will relish the opportunity to teach mathematics at an outstanding school. You should be a good Honours graduate with a love of mathematics.

You will be joining a team of experienced professionals who put students at the centre of everything that we do. We support each other, share good practice and are very receptive to new ideas and recommendations from any member of the team. We look forward to meeting you!

### **Welcome from the Subject Leader of Mathematics**

I joined Tonbridge Grammar School in the September of this year. Although new to the school, I am not new to the IB, having previously spent 10 years at Sevenoaks School. I also have experience of teaching Mathematics and Further Mathematics at A Level in addition to A Level Philosophy. Over the last decade I have been witnessing the various changes to the IB Mathematics curriculum and can honestly say I am enjoying the variety and depth that the new courses offer. Higher Level Analysis and Approaches demands a sophisticated understanding of mathematical concepts and in-depth problem solving with an emphasis on proof and reasoning. The Applications and Interpretations courses however, open students up to a more practical approach to the subject, one which emphasises the use of Mathematics in many diverse and interesting scenarios. Staff new to the IB will be supported by the expertise within the department and within the wider IB community which the school is part of.

TGS is a lively and vibrant place to work where the IB principles are fully embedded into the curriculum throughout the school. It really is a pleasure to explore one's subject with intellectually curious and motivated students and be part of a team that provides the students with a safe and nurturing environment where they can develop and grow as learners and as global citizens.

*Guy Howden (BSc Hons Mathematics and Philosophy, Canterbury; MA in Philosophy, Durham)*

## **Mathematics at Tonbridge Grammar School**

We have been a Mathematics specialist school since 2004 and we have continued to provide an outstanding curriculum to cater for all students. Results are outstanding at GCSE with excellent outcomes for students at IB Diploma. Take up for Mathematics post 16 has always been strong. Mathematics is a required course for all students as part of their Diploma programme and there are healthy numbers studying Mathematics: Analysis and Approaches at Higher and Standard Level (over 50% of the current Year 12 cohort), whilst the Mathematics: Applications and Interpretations course has proved very successful for students who do not consider themselves to be natural mathematicians.

There are 8 specialist Mathematics teachers who bring a wealth of knowledge and experience to their teaching across the full age and ability range within this selective school. There is a strong sense of collegiality and staff work very effectively as a team; contributing to the development teaching and learning through sharing best practice and resources.

When students join Tonbridge Grammar School, they are initially taught in mixed ability groups so that all pupils are exposed to a full range of Mathematics topics. This ensures that all students have access to the crucial building blocks for future learning. As the students progress through their studies classes are arranged to ensure that the pace of learning is tailored to the varying mathematical aptitude of the students. The Mathematics team follow a Mastery approach to allow all students to develop methods of working that contribute to understanding and allow for further development into more complex scenarios. The Mathematics team are also all committed to providing personalised support to students of all ages and abilities; offering extra support at lunchtimes to enrich and consolidate understanding as a matter of course. The team also provides mentors for students where it is clear they will benefit from further one to one support.

There are many extra-curricular Mathematics opportunities for students to participate in, including, Mathematics quizzes, the UKMT Maths Challenges, attendance at Mathematics-based lectures in London and the leadership of an international Mathematics competition for Dutch students held in Holland.

The successful applicant will need to demonstrate a strong mathematical aptitude, a range of Mathematical skill and a versatility of approach alongside the enthusiasm and commitment needed to engage and challenge all our students, including the most gifted mathematicians. There are good opportunities for our Mathematics teachers to develop particular areas of personal strength and interest.

## **Job Profile**

Job Title: Teacher of Mathematics

Line Managed By: Subject Leader

Date: September 2021

## **Job Purpose**

To secure and maintain high quality learning and teaching in order that students are able to make progress and achieve to their potential as successful, resilient and independent learners.

## **Key Areas of Impact**

Strategic Direction:

- To establish and uphold the ethos of the school with students through the full implementation of student centred policies.
- To implement school policy and procedure reflecting the school's commitment to high achievement, ensuring each student is treated as an individual and able to develop as;
  - Successful learners who enjoy learning and achieve their academic potential
  - Confident individuals able to live safe, healthy and fulfilling lives
  - Responsible citizens of this school and the wider community
- To support the Subject Leader as required and directed in implementing the Subject Team development plan and to assist in evaluating the impact of the plan on teaching and learning.

Teaching and Learning:

- To establish and maintain an environment which promotes effective learning and provides an appropriate level of challenge for able students.
- To plan and deliver lessons in accordance with the agreed Scheme of Work / subject specification, taking account of the specific learning needs of students within the class.
- To plan homework or other out of class work to sustain learners' progress and to extend and consolidate learning.
- To actively promote personalised learning and assessment for learning opportunities within their subject for the benefit of the students.
- To analyse a range of relevant performance data for students in their classes and use this to plan future learning and inform target setting.
- To follow subject and school procedures for the assessment, recording and reporting of student attainment and progress including attendance at parent evenings.
- To provide timely and relevant information enabling each student to understand their current levels of attainment and the action they must take to achieve to their potential.
- To actively promote the development of effective subject links internally and between partner schools and the wider community (locally, nationally and internationally).
- To monitor attendance and behaviour of students in their classes in accordance with school policy.

- To undertake the teaching of classes/groups as may reasonably be required by the Head Teacher or Line Manager.

#### **Quality Assurance:**

- To participate, at the request of the Head Teacher or Line Manager, in the school's monitoring, evaluation and review procedures including evaluation against quality standards and performance criteria.
- To evaluate the impact of their teaching on the progress of all learners and modify their planning and classroom practice where necessary.

#### **Resource Management:**

- Follow school procedures in the allocation and use of resources to support effective learning and teaching.

#### **Knowledge & Skills:**

Subject teachers should demonstrate knowledge and understanding of:

- Professional Standards required of all teachers in England.
- All School policies and procedures including;
  - Secure knowledge of subjects/curriculum areas and related pedagogy across the full age range taught.
  - Relevant statutory and non-statutory curricula and frameworks for identified subjects/curriculum areas
  - Schemes of work for subject(s) taught
  - Principles and practices in relation to managing learning and teaching
  - The appropriate application of ICT, literacy and numeracy to support teaching and wider professional activities
  - Health and safety issues as they relate to their particular subject area(s)

#### **Additional Duties:**

- To play a full part in the life of the school community, to support the school ethos and to encourage students to follow this example.
- To actively promote school policies.
- To reflect on and improve professional practice and take responsibility for identifying and meeting development needs.
- To actively engage in the staff review and development process.
- To undertake any other duty as specified by school teachers pay and conditions of service not mentioned in the above.
- The conditions of employment for school teachers specify the general professional duties of all teachers.

The professional standards for teachers at the relevant level are applicable.

## **Professional Standards**

It is important to recognise that Tonbridge Grammar School teachers must maintain professional standards at all times and to recognise that they are role models for the students in many respects.

Such professional standards would include:

- Dress: teachers are expected to wear suits or jacket and tie (or the equivalent for female teachers), except when involved in practical or external activities,
- Punctuality: this is expected in all aspects of work,
- Duty of Care: keeping our students safe and acting in the child's best interest at all times,
- A position of trust, being seen to be demonstrably fair, even-handed and consistent in dealing with students,
- Propriety and behaviour: all teachers are expected to adopt high standards of personal conduct,
- Taking good care of the fabric of the school,
- Being aware of and carrying out the Acceptable Use of ICT policy when using the School network,
- Engaging in on-going professional development, in-school training, regular peer observation, and external courses (as appropriate).

<b>Self awareness</b> Emotional self awareness Accurate self assessment Self confidence	<b>Self management</b> Emotional self control Integrity Adaptability Achievement orientation Initiative Optimism
<b>Social Awareness</b> Empathy Organisational awareness Service awareness	<b>Relationship management</b> Developing others Inspirational leadership Change catalyst Influence Conflict management Team work and collaboration

## **Additional Notes**

Whilst every effort has been made to outline the main responsibilities of the post each individual task undertaken may not be identified.

Employees are expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job profile.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job profile is current at the date shown but in consultation with you may be changed by the Head Teacher to reflect or anticipate changes in the job commensurate with the grade and job title.

## **Commitment to Safeguarding**

Tonbridge Grammar School is committed to safeguarding and promoting the welfare of children. This post is subject to an enhanced DBS check.

## **How to Apply**

Please complete an application form that can be found on our website. CVs alone cannot be accepted.

Your completed application form should be sent to [personnel@tgs.kent.sch.uk](mailto:personnel@tgs.kent.sch.uk)

## **Key dates**

**Closing date for applications:** Midday Wednesday 22 September 2021

**Interviews:** Week commencing 27 September 2021

Applications from candidates who require sponsorship to work in the UK are welcome. Tonbridge Grammar School is committed to safeguarding and promoting the welfare of children. This post is subject to an enhanced DBS check. We reserve the right to interview before the closing date.