

Application Pack



For the Position of:
Teacher of Mathematics

Closing date:
Midday on Friday 24 March 2023

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St. Olave's Grammar School is an OFSTED 'Outstanding' forward-looking selective Church of England school where academic standards are very high, rivalling the best schools in the country; our naturally able and inquisitive pupils are a delight to teach.

The school prioritises the wellbeing, dignity and morale of its staff and pupils, actively investing in professional development as we very much feel that people make our environment.

If you are looking for a new challenge or you are starting your career, then please do come and visit us or explore our website further.

The atmosphere in our School is truly unique – it is a community which is welcoming, caring and inspiring.

Being a member of staff at St. Olave's Grammar School, allows you to access:

- Competitive salaries and pay progression
- Extensive professional development opportunities
- Training grants for qualifications
- A Cycle to Work scheme
- Competitive terms and conditions of employment
- Membership of the staff association, which includes free tea and coffee throughout the day
- School sports facilities
- Choirs and music groups
- Staff Wellbeing programme, including access to medical advice and counselling



About St. Olave's Grammar School

St. Olave's is a wonderful school where you will find staff who know their pupils well and serve their individual needs, and where there is a strong sense of pride and loyalty throughout the school. We are a Voluntary Aided selective Church of England school which admits 4 forms of entry of boys at age 11, from a wide variety of backgrounds across a broad area of South London, and takes both boys and girls into the Sixth Form. We are proud to provide outstanding pastoral care, based on Christian values, where each pupil is valued as a unique individual. Our pupils have the very highest aspirations, supported by hard work and commitment; almost all take up places at Russell Group universities and go on to pursue top careers.

With an outstanding record of academic excellence our A-Level results show consistently around 95% A*/B grades, placing St. Olave's amongst the very top schools nationally. Over 200 pupils have gained Oxbridge places over the last 7 years; this year we had 40 offers for Oxbridge, more than many of the schools in the country can replicate. Excellence is celebrated and encouraged. Though there is an emphasis on academic rigour, the school embraces and supports a wide range of activities outside the classroom. This is underpinned by a strong set of values based on trust, dignity and respect.

Academic, sporting, cultural and moral excellence is celebrated and encouraged, within and beyond the classroom. Our co-curricular programme is outstanding; sport, music, drama, DofE, fives, chess, clubs and societies are very strong. Pupils travel globally through exchanges, educational visits and trips. Each year 4 choral scholars provide the trebles for The King's Chapel of The Savoy – part of the school's rich cultural heritage and a link with its historic origins near London Bridge where it was originally founded in 1561 and later given a Royal Charter by Queen Elizabeth I in 1571. We want our pupils to participate fully in the life of the school so they become independent and creative young people who will make their mark in the world.

If you are looking for an outstanding place to work, then please do come and visit us or explore this website further. The atmosphere in our School is truly unique – it is a community which is welcoming, caring and inspiring. This is enriched further by the number of Old Olavians who return to school after they leave, offering their support and guidance to our current pupils.

Mr. A. Rees
Headteacher



Information about this role

We are seeking to appoint a well-qualified, enthusiastic and inspirational graduate to join us as Teacher of Mathematics, with the opportunity to teach up to the highest academic levels. The Mathematics and Computing Faculty has considerable examination and university success, with students regularly gaining places to read Mathematics, Computer Science and many closely related courses at top universities, including Oxford and Cambridge.

This position would suit either an NQT, or an experienced teacher.

Working hours

Full time from September 2023

Salary details

MPS or UPS, Outer London remuneration

How to apply

To apply for this position, please submit the attached application form, along with a covering letter, no later than **Midday on Friday, 24 March 2023**.

Submissions can be made via email to ttaylor@saintolaves.net or via post.

Enquiries

Should you have any enquiries, please contact Mrs Taylor, the Headteacher's P.A. at ttaylor@saintolaves.net

Interviews

Interviews will take place as soon as possible after the closing date but suitable candidates may be interviewed before the closing date and St. Olave's Grammar School reserves the right to withdraw the position if an early appointment is made.

Safeguarding

St. Olave's Grammar School is committed to safeguarding and promoting the welfare and safety of all students and expects all staff and volunteers to share this commitment. All appointments will be subject to an Enhanced Disclosure and Barring Service check.

Privacy Notice

[The St. Olave's Grammar School Job Applicant Privacy Notice](#) sets out what personal data we the School, hold about you and how we collect and use it during and after the recruitment process. It applies to anyone who is applying to work for us, whether as an employee, worker, contractor, consultant, volunteer, governor, apprentice (together referred to as 'Job Applicant' or 'you').



Job Description

Teacher of Mathematics

Job Title: Teacher of Mathematics	Grade: MPS or UPS (Outer London remuneration) Line Manager: Head of Mathematics and Computing
Working Time: Full time from September 2023	
RESPONSIBILITIES AND DUTIES Role of the Mathematics Teacher A. Achievement and Standards <ul style="list-style-type: none">To be accountable for excellent performance of all pupils within your teaching groups. B. Personal Development and Well-Being <ul style="list-style-type: none">To have high expectations of students and be committed to ensuring that they can reach their full potential.To understand how the development of young people is influenced by a range of developmental, social, religious, ethnic, cultural and linguistic influences.To know how to identify potential child abuse or neglect and follow safeguarding procedures.To be Form Tutor and to carry out pastoral duties including discipline, attendance, punctuality, reports, assemblies and form rooms, etc., as detailed in the Staff Handbook. C. Quality of Provision <ul style="list-style-type: none">To teach well-organised, engaging and motivating lessons with high levels of challenge, questioning and articulation.To ensure best practice is sought and integrated into teaching and learning.To have a secure knowledge and understanding of your subject and any recent relevant developments.To know the assessment requirements and arrangements including public examinations.To ensure that data and pupil information are used effectively to inform teaching and learning [including SEN].To support students so that they can be reflective and are able to identify how they can improve.To encourage high standards of academic and personal achievement, appearance and conduct in all pupils.To be committed to the pastoral life of the School, taking account of diversity, promoting equality and inclusion, and managing student behaviour in line with the School's Behaviour Policy.To establish a safe and purposeful learning environment.To contribute to the wider life of the School and its co-curricular activities. D. Wider Professional Aspects <ul style="list-style-type: none">To contribute to departmental development, acting upon the direction and feedback of your line-manager or HoD.To have a creative, collaborative and constructive approach to innovation and be prepared to adapt your practice.To keep up-to-date with school developments and professional duties, and to carry out a share of supervisory duties.To be a role model exemplifying the highest standards of classroom practice and professional conduct.To evaluate your performance and be committed to your own professional development.To understand the roles of colleagues with specific responsibilities for groups of learners [eg SENCO, Heads of Year]	

E. To take responsibility for other areas as may reasonably be requested by the Headteacher.

Professional attributes and personal qualities

- A willingness to grasp the Olavian Grammar School ethos of scholarship, excellence and the highest aspirations.
- A good honours degree with a passion for your subject and the ability to share this with students.
- An interest in the challenges and demands of teaching the most able students.
- A proven track record of excellence in the classroom or on a teacher training programme.
- At least two references with recent knowledge, including a referee from the most recent employer/Head-teacher.
- The resilience and stamina to cope with the demands of the job and work to deadlines.
- Good inter-personal skills and the ability to build professional relationships with colleagues, students, parents, Governors and outside agencies.
- A well-developed sense of proportion and humour, with a positive and enthusiastic outlook.
- Personal and professional integrity.
- An interest in the international dimension with a commitment to an integrated multicultural community.
- Willingness to embrace the school's core Christian values.
- Competence in ICT.

St. Olave's is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All applicants should read the school's Child Protection policy, which is available on our website, and are required to declare any criminal convictions or cautions, or disciplinary proceedings related to young people. Enhanced DBS Checks from the Disclosure and Barring Service will be sought on all successful applicants. Full details are given on the application form.

OTHER (finance, resources, performance management, staff supervision)

General:

Adhere to the Staff Handbook and all School Policies.

Fully and positively participate in the school's performance appraisal scheme in order to develop and enhance personal and service performance.

Undertake any other reasonable duties requested/assigned as required by SLT or Line Manager.

EQUALITIES

Implementation of the school's equal opportunities policies and its statutory responsibility with regard to other individuals and service delivery.

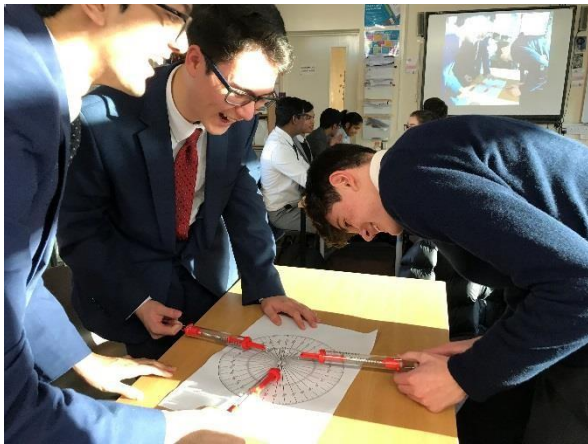
	Date	Name
1. Date drawn up	February 2023	A Rees (Headteacher)
2. Agreed by Post Holder		
3. Confirmed by Line Manager		



The Mathematics and Computing Faculty at St. Olave's Grammar School

Mathematics is an extremely popular subject at St. Olave's, with massive numbers opting for both Mathematics and Further Mathematics in the Sixth Form and a real buzz of enthusiasm for the subject. Outstanding academic results are consistently amongst the best in this very high performing school.

Staff in the Faculty possess talent, skills, enthusiasm and imagination; their energy is rewarded by the satisfaction of working with some of the nation's best and keenest young mathematicians.



Enrichment and extension is a key feature of our provision. In addition to special STEP and MAT tuition, there has been regular success in National competitions with large numbers of Gold certificates in the Junior, Intermediate and Senior Mathematical Challenges, UKMT. A large number of students are normally invited to participate in the later rounds, with considerable success at a nationally significant level in the Olympiad competitions.

We have recently started taking part in the Hans Woyda Competition and were champions in 2021-22.



Higher Education progression in Mathematics

The huge student interest in Mathematics and related subject areas translates into the highest aspirations for progression into most of the top universities in the UK and abroad.

Computing operates within the Mathematics Faculty with a strong focus on higher order skills, particularly programming, through extended projects that enable our students to develop analytical and problem-solving skills. All students in KS3 have a Computing lesson once a week to develop their capability, knowledge of computer science and computational thinking creativity. An extremely popular option at GCSE, Computing is also offered at AS and A Level where recent results show St. Olave's as one of the highest-ranking schools for adding value at KS5. We enable students to understand how changes in technology affect safety, including protecting their own online privacy and identity. We encourage them to be able to use and express themselves and develop their ideas through information and communication technology at a level suitable for the future workplace and as active participants in a digital world.

Meet the staff:

Meera Lawrence	Head of Faculty
Thomas Smialowski	Second in Faculty (i/c KS4 Mathematics)
Rabia Zeshan	HoD Computing
Joanna Munday	i/c KS5 Mathematics
Eric Roye	i/c KS3 Mathematics

Matthew Ashford	Esmat Pourjam
Lily Foster	Jacob Savage
Ajibola Fasoranti	Sadinie Senaratne
Sebastian King	Polina Vasileva

General organisation

In Years 7 and 8 pupils are taught Mathematics in 4 form groups. They follow a standardised 2-year Key Stage 3 scheme of work beginning at around Level 5 of the National Curriculum, using resources designed for the most able students and based on Mastery ideals. In Year 9, students are taught in 5 mixed ability form groups. They begin the GCSE course and encounter enrichment material from the Free Standing Mathematics Qualification and GCSE Further Mathematics. By the end of Year 9, staff are able to accurately assess pupils' relative ability and hence Year 10 is divided into one higher class, two parallel middle classes and two parallel lower classes – a structure which continues into Year 11.

During KS4 all five sets are prepared for the Edexcel GCSE papers. The department is justly proud of its consistently excellent results at this level (100% grades 9-7 in 2021, 98% grades 9-7 in 2019 and 2020, 96% grades 9-7 in 2018, 99% grades 9-7 in 2017, 99% A*/A in 2016; with the overwhelming majority of students securing the top grade). Since 2018, we have entered the top two sets into the Free Standing Unit in Additional Mathematics at the end of Year 11. Starting with the 2023 cohort, we have limited the FSMQ (Level 3) to the top set, with the next 2 sets being instead prepared for GCSE Further Mathematics (Level 2). The lower classes are taught a good portion of the extension content but are not entered for examination.

The Mathematics Department has experienced significant expansion in recent years due to the popularity of the subject: Mathematics and Further Mathematics are some of the most popular subjects at A level. At present, there are 11 classes in Year 12 and in Year 13. The department follows the OCR MEI specification at KS5. The AS Level sets are each taught by two staff members, with both sharing the pure content and each focusing on statistics or mechanics. At A Level, over a third of the cohort achieve Grade A*, with around 95% achieving a Grade A*-B. Very large numbers of students undertake the Further Mathematics course with the key metrics being similar to those achieved in the standard A Level. Candidates are prepared for STEP and MAT papers in twice weekly twilight sessions, and each year a significant number of students leave St. Olave's to study Mathematics solely or as an integral part of their degree at university.

The Faculty is very well resourced and boasts a dedicated IT suite, iPads, Apple TVs and Promethean ActivBoards in every room, class sets of graphical calculators and a generous amount of specialist computer software. Staff are encouraged to use IT where appropriate and training is provided in the use of such materials. Weekly Maths Clinics provide additional support for students.

Wider activity

The Mathematics Faculty is widely known for its weekly STEP and MAT classes. Here students, including those from other schools, are challenged to the boundaries of their understanding as they prepare for the Cambridge Entrance examinations or for entrance to Oxford or other top Russell Group universities. We also run advanced mathematics sessions as part of the Year 12 enrichment programme for those keen to explore mathematics beyond the scope of A Level.

Looking Outwards

Involvement with local Primary schools has helped Mathematics to flourish through an annual Year 5 Mathematics Day. Several members of the team work with pupil premium students at local primary schools on a fortnightly basis.

The Mathematics Department at St. Olave's is a fervent supporter of the Advanced Mathematics Support Programme (AMSP) CPD programmes, with the majority of the team having attended Teaching Advanced Mathematics (TAM), several having attended Teaching Further Mathematics 1 and/or 2, Teaching Discrete Mathematics or Teaching Mechanics. Colleagues enjoy attending the AMSP National Conferences each year.

We work closely with the AMSP, working to develop excellence in teaching Mathematics through the Bromley Schools Network, as well as hosting competitions such as Maths Feast. We regularly host teachers from local schools looking for ideas to innovate their teaching practice.

	GCSE: A*/A 9-7	BASS		AS: A/B			A2: A*/B	BASS		FM: A*/B	BASS	
2016	99	92		83	73		94	86		93	89	
2017	99	86		77	-		94	81		95	91	
2018	96	85		60	-		92	83		92	89	
2019	98	86		88	-		94	80		78	87	
2020	98	-		100	-		93	-		86	-	
2021	100	-		75	-		94	-		92	-	
2022	98	89		71	-		96	83		98	94	

Appendix 1: Academic results and comparison with other BASS (Boys' Academically Selective Schools)

General responsibilities of a teacher

A. Achievement and Standards

- To be accountable for excellent performance of all pupils within your teaching groups.

B. Personal Development and Well-Being

- To have high expectations of students and be committed to ensuring that they can reach their full potential.
- To understand how the development of young people is influenced by a range of developmental, social, religious, ethnic, cultural and linguistic influences.
- To know how to identify potential child abuse or neglect and follow safeguarding procedures.
- To be Form Tutor and to carry out pastoral duties including discipline, attendance, punctuality, reports, assemblies and form rooms, etc., as detailed in the Staff Handbook.

C. Quality of Provision

- To teach well-organised, engaging and motivating lessons with high levels of challenge, questioning and articulation.
- To ensure best practice is sought and integrated into teaching and learning.
- To have a secure knowledge and understanding of your subject and any recent relevant developments.
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- To establish a safe and purposeful learning environment.
- To contribute to the wider life of the School and its co-curricular activities.

D. Wider Professional Aspects

- To contribute to departmental development, acting upon the direction and feedback of your line-manager or HoD.
- To have a creative, collaborative and constructive approach to innovation and be prepared to adapt your practice.
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- A proven track record of excellence in the classroom or on a teacher training programme.
- At least two references with recent knowledge, including a referee from the most recent employer/Headteacher.
- The resilience and stamina to cope with the demands of the job and work to deadlines.
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St. Olave's Grammar School

Teaching Application Form

Post applied for: _____ Closing date: _____

1. Personal details (BLOCK CAPITALS)

Surname: _____ Title: (e.g. Mr, Mrs, Miss, Ms): _____

First Name(s): _____

2. Education and Qualifications

Please give details of your education and qualification

Title	Dates		University, College or School	Subject	Qualifications/ Certificates/ Grade/Class
	From	To			
GCSEs					
A - Levels					
Degree					

3. Previous teaching/employment experience/career history, starting with current post

Please give a summary of all employment, including any relevant unpaid work and periods of unemployment since leaving secondary education. **Please explain any breaks in employment dates.**

Name of Employer	Type of School/Nature of Business	From	To	Post held	Main Salary/Scale on leaving	TLR responsibility & amount

Name of Employer	Type of School/Nature of Business	From	To	Post held	Main Salary/Scale on leaving	TLR responsibility & amount

4. Training/courses you have attended

Dates		Title of Course	Details
From	To		

5. Additional qualifications or expertise you may be able to offer the school

E.g. Music grades, foreign languages spoken, sporting involvement/qualifications, Duke of Edinburgh, expedition leader qualifications, public speaking/debating etc.

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6. Supporting statement

Please use this section to type in your letter of support telling us why you are applying for this post and how your experience, skills, training and/or qualifications equip you for it i.e. how you meet the person specification and job description.

Please continue on a separate sheet if necessary

7. Referees

Please provide details of two people who know you in a professional capacity from whom confidential references can be obtained, one of whom must be your current employer. For teaching staff it is our usual policy to take up references **BEFORE** interviews where possible. Employment is conditional on these references being deemed satisfactory.

Name: _____	Name: _____
Position: _____	Position: _____
Address: _____ _____	Address: _____ _____
Postcode: _____ Tel no: _____	Postcode: _____ Tel no: _____
Fax no: _____	Fax no: _____
Email: _____	Email: _____
Relationship: _____	Relationship: _____

8. Additional Information

Address: _____

Post code: _____

Telephone no (Home): _____ Email (Home): _____

Telephone no (Work): _____ Email (Work): _____

Telephone no (Mobile): _____

National Insurance no: _____ Date of Birth: _____

Do you require a work permit to work in the UK? Yes No

If yes, when does your permit expire? (month, year): _____

Threshold Passed: Yes No Date: _____ QTS Status: Yes No

Dfes/Teacher Number: __ / ____ Other incentives allowances: _____

When did you complete your NQT year? _____

If you have not completed your NQT year, please confirm when you expect this to happen _____

Are you registered with the GTC for England: Yes No

St. Olave's actively promotes disability equality. If you are selected for interview will you require any assistance?

Yes No

If yes, please give details: _____

9. Protection of Children

Disclosure of any criminal background is required. Because of the nature of the work, teaching in the UK is exempt from the provisions of Section 4(2) of the rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) order 1986, and therefore applicants are not entitled to withhold information about convictions which for other purposes are spent under the provisions of the Act. Offers of employment will also be dependent on completion of a satisfactory police check. Disclosure of a criminal background will not necessarily bar you from any appointment.

Have you ever been convicted of a criminal offence? Yes No

If yes, please give details: _____

Date: _____ Offence: _____

Sentence: _____

Please give details of your police check with the Disclosure and Barring Service:

DBS number: _____ DBS date: _____

10. Data Protection

Under the terms of the Data Protection Act 1998, the information you provide on this form will only be used by Saint Olave's for the purpose of assessing your suitability for employment, for monitoring policies and procedures, and for personal management purposes.

For any position that you apply for, if unsuccessful, this information may be retained on file for 6 months. The information may be used in internal proceedings to consider a complaint about the selection process and/or to defend against a legal challenge to the fairness of the selection process from any interested party. The information you provide to us on this form may also be used in the prevention and detection of crime and fraud.

11. Pension Scheme

Do you contribute to the Teachers' Pension Scheme: Yes No

Or other Superannuation (give name): _____

12. Applicant's Declaration

If you are invited to interview you may be required to answer formal questions as to whether or not you have unspent criminal convictions or summonses pending against you. Spent convictions must be disclosed for certain posts, e.g. Social Workers and Teachers as these are exempt from the provisions of the Rehabilitation of Offenders Act 1974. Some posts are subject to political restrictions. If any of the above applies to the post you are applying for, further details will be made available to you.

I declare that the information I have provided is true and accurate and in particular that I have not omitted any material facts which may have a bearing on my application. I understand that any contract of employment with St. Olave's is offered on the basis of the information I have provided. I understand that a false declaration, which results in my appointment to St. Olave's, may render me liable to dismissal. I give explicit consent that the information which I give on this form may be processed in accordance with the St. Olave's registration under the Data Protection Act 1998.

I am in possession of the certificates which I claim to hold, and understand that wilful falsification may result in dismissal if I am appointed.

I understand that any offer of employment will be subject to satisfactory medical, Criminal Records Bureau and police checks.

Do you have any family or close connection with any existing employees of St. Olave's School including governors?

Yes No

Signed: _____ Date: _____

EQUAL OPPORTUNITIES MONITORING FORM

The School has a policy on Equal Opportunities, which requires fair and equal treatment to be given to all job applicants. To help check how this policy is working the School seeks to record additional details of all people who apply for jobs.

For this reason the School would be grateful if you would give the information that is requested. This request has the full support of the teaching associations. This information is treated as strictly confidential and will not affect in any way the fair consideration of your application for employment. Your participation is entirely voluntary. Thank you for your assistance.

Please complete the following:

Job Applied for: _____

Surname: _____ First name(s): _____

Gender: Male Female Age: _____ years

ETHNIC GROUP

Please tick (✓) the relevant box

White British		Asian/Asian British-Bangladeshi	
White Irish		Asian/Asian British-Other	
White Other		Black/Black British/Caribbean	
Mixed-White & Black Caribbean		Black/Black British/African	
Mixed-White & Black African		Black/Black British/Other	
Mixed-White & Asian		Chinese	
Mixed-Other		Other	
Asian/Asian British-Indian		Refused	
Asian/Asian British-Pakistani			

DISABILITY EQUALITY

According to the Disability Discrimination Act 1995, a disability is defined as 'a **physical or mental impairment which has a substantial and long term adverse effect on a person's ability to carry out normal day-to-day activities**'. To help us comply with the Equality Act 2010 please tick one of the following:

- I do not consider myself to have a disability
- I do consider myself to have a disability
- I am registered disabled
- I decline to self-classify as to whether I consider I have a disability

RECRUITMENT MONITORING

Where did you see this post advertised?

TES Newspaper

TES online

Recommended by a current member of staff Name _____

Other (please give details) _____

Signed: _____