



September 2024

Dear Candidate

Re: Lead Practitioner – Maths (LP9 £61,526 to LP13 £67,510)

For January 2025, we are seeking a colleague to join a school where staff and students live our core values of Love Learning, Show Kindness, Build Character, Chase Brilliance and Bright Futures. We are seeking to appoint a colleague who also upholds these values and embraces professional learning.

Bishopshalt is an exciting and thriving school to work in, where we aim to be a little better each day. We are a Leading Edge school. This year, we were awarded two SSAT Exceptional Education awards for Progress and Attainment, as our GCSE results in 2023 placed us in the top 10 percent of schools nationally. Our 2024 results have exceeded 2023 and will be shared in the near future.

It is a point of pride that all students excel and flourish at Bishopshalt, irrespective of their starting point, and therefore there are no gaps in progress. The school also has a large, successful and expanding Sixth Form.

Student behaviour at Bishopshalt is exceptional and students embrace the culture of the school. By joining our school, you will be in an environment where 'The behaviour of pupils leads to a calm and purposeful environment in which there is no low-level disruption.' (Ofsted 2021) While student outcomes are excellent, we also provide a more holistic education beyond examinations through a rich curriculum and our co-curricular offer. Students embrace the range of opportunities they are given. Therefore, 'Pupils enjoy school, are safe and value their community.' (Ofsted 2021)

Bishopshalt is a school with a rich history with a beautiful Grade 2 listed building. It is now a stand-alone academy in the London Borough of Hillingdon that provides education to a truly comprehensive student body. Bishopshalt has a proud tradition of serving the local community, having been established as a school in 1907. At first the school was Grammar which changed to Comprehensive status and then a school with Performing Arts college status. Whilst specialisms are no longer recognised the school has maintained its traditional ethos, continuing to build upon its strengths and weaving them into the fabric of the institution.

There is a strong house system, with house names inspired by the history of the school. The house system is an area of the school that is growing rapidly.

The school is significantly oversubscribed. We have over 300 first choice applications each year for 186 places, which demonstrates the popularity, high esteem and confidence the local community has for Bishopshalt. Our students, and our staff love our school.

We have the highest of expectations of ourselves, and our students. This is supported through excellent behaviour systems, a fantastic curriculum and a reflective and developmental approach to Teaching and Learning. Bishopshalt values developing our students into well rounded individuals through a focus on the values below. We also ensure that there is high quality CPD available for all staff, tailored to their own needs and future aspirations.

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As a school, we recognise that one of our greatest assets are the exceptional teaching staff. As well as providing the culture and conditions that enable staff to enjoy and develop their practice, we also support staff well-being in a range of ways, including a two week October half-term, opportunities for flexible working and no regular book marking. Equally to ensure staff are able to switch off from work, we ensure there is no email communication outside of working hours.

If you would like to arrange a visit to the school or to have an informal chat about the role, the school or the community, please telephone 01895 233909 or email zbermingham@bishopshalt.school.

If you believe that you have the passion and determination to work and lead in our amazing school please complete the application form and include a supporting statement.

If you choose to apply and are successful, you will be joining a wonderful team, supported closely by your colleagues and our SLT.

We have an absolute commitment to safeguarding and promoting the welfare of children. As such, current and/or previous employers will be contacted for references as part of the verification process and pre-appointment checks. All successful applicants will be required to undertake a full enhanced criminal record check (DBS).

I look forward to receiving your application. The closing date is **Monday 7th October 2024**

Yours sincerely

L McGillicuddy (Mr)
Headteacher



BISHOPSHALT SCHOOL

	Love Learning	To develop in students a love of learning. Bishopshalt students will thirst for knowledge due to the intrinsic joy that it brings.
	Show Kindness	To develop and instil in our students the virtue of kindness. Our students do things for others for no personal gain.
	Build Character	To develop in students the determination and dedication to succeed. Bishopshalt students are able to overcome any challenge that may come their way. Our students are focused, resilient and readily overcome adversity.
	Chase Brilliance	To develop students who do not settle for 'it's good enough'. Bishopshalt students always aim to improve their work and aim for perfection due to their belief that they are entitled to be brilliant.
	Bright Futures	To ensure that, for whatever field they choose to enter, Bishopshalt students will succeed. Bishopshalt students will be the very best versions of themselves and compete on the world stage.

THE POST –Lead Practitioner – Maths Role

We require a specialist Maths teacher to join and a successful, well established and experienced department teaching Maths across the age and ability range. **The ability to teach Maths at Key Stage 5 is essential.**

As we are seeking a professional who can demonstrate experience and who is seeking to broaden their leadership role as a Lead Practitioner.

We anticipate that the successful post holder will take up this position in January 2025 or sooner if available

Salary

The person appointed to the post of LP-Mathematics will be paid at the appropriate point (LP9-13) Outer London.

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Application Process

Please submit your application form electronically to Mrs Z Bermingham, Headteacher's PA/Office Manager on zbermingham@bishopshalt.school All applications will be acknowledged.

Please note that references will be sought prior to interview.

Bishopshalt reserves the right to end the application process prior to the closing date.

We can offer you:

- An aspirational, supportive Leadership Team and Governors
- Ambitious, hardworking staff
- Well behaved and willing students
- Opportunities to develop and grow in your career in an environment that values and supports initiative.
- Dedicated induction programme
- Two week half term holiday in October with no reduction to any of the other holidays throughout the year

Job Description

Classroom Teacher
Lead Practitioner

THE MATHS DEPARTMENT

Staffing

Head of Mathematics
Second in Mathematics
Lead Practitioner – Mathematics
Maths Teacher
Maths Teacher
Maths Teacher
Maths Teacher
Maths Teacher (0.8)

The Mathematics department at Bishopshalt strives to provide students with encouragement, confidence, enjoyment and challenge in learning mathematics irrespective of prior attainment. We start every lesson by recalling prior knowledge to improve the retention of key skills in Mathematics. New content is introduced in a carefully sequenced framework, explicitly linking to prior knowledge and real life applications. This is reinforced by plenty of practice to develop procedural fluency. We ensure the conceptual understanding is firmly established before moving on to problem solving in Mathematics. This thorough and logical approach helps the students to develop a greater understanding and love for Mathematics.

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Year 7 begins with a recap of Key Stage 2 number skills embedding fluency with the core skills required for Mathematics. The four operations of Maths can be seen widely amongst all topics, these are core skills which follow through to Algebra, Number, Geometry and Statistics & Probability. The basics of each of these topics are the fundamental skills which students master in Key Stage 3 and later go on to explore and develop in Key Stage 4 and Key Stage 5.

At Key Stage 4, students are following on from Key Stage 3 content which allows them to extend their learning further in a problem solving and reasoning manner. Students will have encountered both problem solving and reasoning style questions but will now see them where multiple higher order skills are required and used in a particular sequence in order to arrive at a solution.

Students get the opportunity to revisit all five strands each year enabling them to interleave their knowledge of each different strand to see how mathematics is one continuous beautiful subject. Revising each strand and topics of the curriculum gives students scope to deepen their understanding of each topic through reasoning, problem solving, fluency and mastery throughout all key stages.

The Key Stage 5 curriculum is designed to develop and broaden students' experience of Mathematics at a higher level. Our curriculum follows one of a similar to our Key Stage 3 and 4, introducing new content, developing it each term and developing mastery within the subject. Beginning Year 12 with Pure allows students to recap and develop their knowledge of many topics from the GCSE content which they will apply throughout Year 12 and 13. Students will deepen their knowledge of Algebra and Geometry in Pure Mathematics, whilst learning new areas such as Calculus and Mathematical proof which they will later develop in Year 13.

The applied content will also allow students to interleave their pure knowledge with mechanics and statistics, showing how they would model a situation and apply this to everyday real life concepts.

Useful Links

<https://www.bishopshalt.hillingdon.sch.uk>

[Ofsted Report](#)

[2021/22 National Data](#)

Diversity Statement:

We believe that excellence will be achieved through recognising the value of every individual. We aim to create an environment that respects the diversity of staff and students, enabling them to achieve their full potential, contribute fully and derive maximum benefit and enjoyment from their involvement in the life of Bishopshalt School.

Bishopshalt School operates strict Child Protection Recruitment Procedures and all successful candidates will be expected to undertake an enhanced DBS check.

Bishopshalt School is a non-smoking site and as such smoking is not permitted on the school grounds.

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JOB DESCRIPTION CLASSROOM TEACHER

The Classroom Teacher is responsible for teaching pupils at Bishopshalt School in accordance with the general duties and responsibilities contained in the statement of Conditions of Employment to be found in the current School Teachers' Pay and Conditions Document. The Classroom Teacher is immediately responsible to his/her Head of Department and through him/her to the Head of Faculty and ultimately to the Headteacher.

1. Teaching Responsibilities

- 1.1 To teach across the age and ability range as directed by the Head of Department (in consultation with the Deputy Head QoE) expecting the highest possible standards of work from the pupils commensurate with their abilities.
- 1.2 To comply with the schools School Improvement Cycle, the School Staff Handbook, and the School Department priorities and policy regarding aims and objectives, schemes of work, assessment, target setting, homework and administrative duties.
- 1.3 To uphold and meet the [Bishopshalt Standards](#)
- 1.4 To make use, as appropriate of the resources of the departments, including information technology.
- 1.5 To assess student progress regularly and complete assessment sheets/reports by agreed dates.
- 1.6 To ensure the classroom is clean, attractive and educationally stimulating.
- 1.7 To encourage high standards of behaviour within the classroom through adhering to the Bishopshalt Behaviour for Learning Policy.
- 1.8 To ensure your teaching is in line with the whole school [curriculum vision](#).
- 1.9 To foster high standards of health and safety in all practical lessons.

2. Departmental Responsibilities

- 2.1 To contribute to the achievement of school development plan and department development plan goals and targets.
- 2.2 To attend and contribute to departmental meetings.
- 2.3 To take part in In-Service Training activities as appropriate.



3. General Responsibilities

- 3.1 To support the pastoral work of the school, including to be a Form Tutor and to contribute to teaching the school programme of Mentoring and Personal, Social, Health, Citizenship and Careers Education as required.
- 3.2 To take appropriate action when there is a breach of the school rules.
- 3.3 To carry out an equitable share of supervising duties in accordance with agreed rosters.
- 3.4 To adhere to safety regulations.
- 3.5 To participate in appropriate meetings with colleagues and parents in Directed Time, as required.
- 3.6 To participate in the school Performance Management/Staff Appraisal Scheme.
- 3.7 To adhere to and promote school policies on equal opportunities and race equality.
- 3.8 To continue to reflect on current practice against the Bishopshalt standards.

4. Review of Job Description

- 4.1 This job description is intended to provide guidance on the range of duties associated with the post. It is not intended to provide a full and exclusive definition of the post. It may be subject to modification and amendment from time to time and the post holder may be required to undertake additional duties, as required, by the Headteacher.
- 4.2 This job description will be reviewed at least once each year in the autumn term.
- 4.3 Person Responsible: Headteacher.



CLASSROOM TEACHER PERSON SPECIFICATION

1. *Experience*

- 1.1 You will have successfully completed a course in Higher Education that carries a nationally accepted qualification.
- 1.2 You will have successfully completed appropriate and relevant professional training.
- 1.3 We shall regard it as desirable to know that you have interests and experience outside the main teaching area.

2. *Job Related Skills*

- 2.1 The prime requirement is for you to teach your subject with success. We shall particularly seek to verify teaching ability through your references.
- 2.2 It is normal practice in the school for staff to teach pupils from across a wide age and ability range. We shall expect you to be able to share successfully in this practice.
- 2.3 We shall be interested to know if you have skills or abilities that complement or strengthen those already to be found in the faculty.
- 2.4 We shall regard it as helpful if you are able to teach a second subject but this will only be considered essential if it is specified.
- 2.5 A good teacher needs to be able to communicate effectively with pupils, parents and other staff. We shall expect you to possess this ability.
- 2.6 A good teacher needs to be able to create an atmosphere in which pupils can learn effectively; this implies quiet but firm class control and a high level of organisational skill in managing the work of pupils and the teaching resources available. We shall expect you to be able to meet this requirement.
- 2.7 A good teacher constantly expects the best in the work and behaviour of pupils. You will have high expectations of what your pupils can achieve.
- 2.8 We shall regard it as desirable for you to have interest and skills in the use of Information Technology.
- 2.9 We shall expect you to be able to demonstrate a range of organisational, curriculum and personal skills appropriate to a classroom teacher appointment.

3. *Personal Qualities*

- 3.1 You will be enthusiastic, will enjoy dealing with young people and will have a good sense of humour.
- 3.2 You will be willing to take responsibility and will show adaptability, enterprise and initiative in making your contribution to the school within the context of departmental and school policies.
- 3.3 You will have a commitment to the best interests of all pupils. This implies warmth and sensitivity to pupils and a willingness to devote sufficient time to meeting their needs.



- 3.4 You will be joining a staff that works on the basic principles of mutual support whether as a department, as a pastoral year team or as the whole staff. We shall expect you to be reliable and co-operative and have the ability to both lead and work as part of a team.
- 3.5 Professional commitment is a strong characteristic of our staff. As a new colleague we shall expect you to join us in maintaining:-
- * a very low level of staff absence
 - * a very high level of staff punctuality both in attendance at school and to lessons
 - * a smart and tidy appearance
 - * a willingness to become involved in extra-curricular activities
 - * a commitment to further professional training and advancement
 - * a commitment to the pursuit of the highest possible standards in everything we do as teachers.
- 3.6 You will be willing and able to comply with school policies on equal opportunities and race equality.
- 3.7 You will be willing and able to comply with the school Smoking Policy, which states that no one may smoke on the school premises.



Job Description Lead Practitioner

Purpose:

Bishopshalt is looking to appoint Lead Practitioners to drive improvements in Teaching and Learning both within the school and within departments. Lead Practitioners will support teacher development and engage in whole school improvement projects.

We require Lead Practitioners to help uphold and embed the vision and values of the school. All Lead Practitioners have a key role to play in supporting the Senior Team with the strategic improvement of the school. Lead Practitioners will:

- Lead on a specific area of the School Improvement Plan, supported by their DOS
- Support the improvement of teaching and learning in the school through:
- Coaching other members of staff as part of the School Improvement Cycle
- Where necessary provide on-going support through co-planning and coaching. The Senior Leadership team who will identify staff who would gain from the Lead Practitioner's expertise
- Engaging in reading and research that is specific to their subject area, so they can support the Head of Department and DOS in developing the quality of Teaching and Learning through department CPD
- Be an exceptional classroom practitioner who knows and models the whole school approaches to pedagogy or the 'golden threads'.
- To lead, plan, review and develop a Drop Down Day, linked to their core value.

Role:

The candidate must:

1. Have a proven track record of excellent results
2. Be an excellent classroom practitioner
3. Have shown dedication to improving themselves, their peers and the school

A teacher on the pay range for leading practitioners must take a leadership role in developing, implementing, and evaluating policies and practices in their workplace that contribute to school improvement. This will include:

- a) Coaching, mentoring and induction of teachers, including trainee and NQTs
- b) Disseminating materials and advising on practice, research and continuing professional development provision
- c) Assessment and impact evaluation, including through demonstration lessons and classroom observation
- d) Support teachers with their CPD

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- e) Lead within the School Improvement Cycle
- f) Lead Practitioners will support their Head of Department in the delivery of CPD
- g) The post holder will be responsible for whole school numeracy

Please note that the Lead Practitioner role is on the Lead Practitioner Leadership scale.

They are required to submit a whole school development plan to the Head Teacher on their individual appointed area of whole school development.

4. Review of Job Description

- 4.1 This job description is intended to provide guidance on the range of duties associated with the post. It is not intended to provide a full and exclusive definition of the post. It may be subject to modification and amendment from time to time and the post holder may be required to undertake additional duties, as required, by the Headteacher.
- 4.2 This job description will be reviewed at least once each year in the autumn term.
- 4.3 Person Responsible: Headteacher.

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BISHOPSHALT SCHOOL PERSON DESCRIPTION

1. **Experience**

- 1.1 You will have successfully completed a course in Higher Education that carries a nationally accepted qualification.
- 1.2 You will have successfully completed appropriate and relevant professional training.
- 1.3 You will have had experience in your career that can be seen to have been relevant preparation for this post.
- 1.4 There will be evidence from your present or previous posts to show that you are a good practitioner in areas relevant to this post.
- 1.5 There will be evidence from your present or previous posts to demonstrate your creative and innovative capabilities.
- 1.6 We shall regard it as desirable to know that you have interests and experience outside the main teaching area.

2. **Job Related Skills**

- 2.1 The prime requirement is for you to be able to fulfil to a high standard the various responsibilities specified in the Job Description but, in particular, to:
 - direct, guide, encourage and support other staff so that the quality of their work is enhanced. This implies developing an awareness of their professional needs, interests and abilities and a sensitivity in managing their work; it also implies that **your** success will be marked by the achievements of the staff for whom you are responsible;
 - encourage the highest possible expectations of pupil achievements, be able to convert these into targets and goals and for you personally to expect the best standards in pupil work and behaviour;
 - carry out the administrative and organisational requirements of the post in a prompt and competent manner.
- 2.2 You will teach your subject with success. We shall particularly seek to verify teaching ability through your references.



- 2.3 It is normal practice in the school for staff to teach pupils from across a wide age and ability range. We shall expect you to be able to share successfully in this practice.
- 2.4 We shall be interested to know if you have skills or abilities that complement or strengthen those already to be found in the faculty.
- 2.5 A good teacher needs to be able to communicate effectively with pupils, parents and other staff. We shall expect you to possess this ability.
- 2.6 A good teacher needs to be able to create an atmosphere in which pupils can learn effectively; this implies quiet but firm class control and a high level of organisational skill in managing the work of pupils and the teaching resources available. We shall expect you to be able to meet this requirement.
- 2.7 A good teacher constantly expects the best in the work and behaviour of pupils. You will have high expectations of what your pupils can achieve.
- 2.8 We shall regard it as desirable for you to have interest and skills in the use of Information Technology.
- 2.9 We shall expect you to be able to demonstrate a range of organisational curriculum and personnel management skills appropriate to a middle management appointment.

3. Personal Qualities

- 3.1 You will be enthusiastic, will enjoy dealing with young people and will have a good sense of humour.
- 3.2 You will be willing to take responsibility and will show adaptability, enterprise and initiative in making your contribution to the school within the context of departmental and school policies.
- 3.3 You will have a commitment to the best interests of all pupils. This implies a warmth and sensitivity to pupils and a willingness to devote sufficient time to meeting their needs.
- 3.4 You will be joining a staff which works on the basic principles of mutual support whether as a department, as a pastoral year team or as the whole staff. We shall expect you to be reliable and co-operative and have the ability to both lead and work as part of a team.
- 3.5 Professional commitment is a strong characteristic of our staff. As a new colleague we shall expect you to join us in maintaining:-
 - * a very low level of staff absence,
 - * a very high level of staff punctuality both in attendance at school and to lessons,
 - * a smart and tidy appearance,
 - * a willingness to become involved in extra-curricular activities,



- * a commitment to further professional training and advancement,
- * a commitment to the pursuit of the highest possible standards in everything we do as teachers.

3.6 You will be willing and able to comply with school policies on equal opportunities.

3.7 You will be willing and able to comply with the school Smoking Policy, which states that no one may smoke or vape on the school premises.