



HABERDASHERS' ASKE'S

KNIGHTS ACADEMY



2018-19 TEACHER OF MATHS RECRUITMENT PACKAGE

AN ALL THROUGH
3 - 18 ACADEMY

www.haaf.org.uk



From the Principal

Dear Candidate

Thank you for your interest in the post of Teacher of Maths. We are looking to appoint an outstanding Mathematics teacher to join our Mathematics team and our leading Federation in South East London. You will have the drive, high standard and passion to enthuse our pupils and make a real difference to their outcomes and life chances.

You will be able to plan and deliver stimulating and challenging lessons whilst setting appropriate and challenging work for all abilities. We are looking for someone who is committed working with colleagues across our Federation and who is committed and ambitious for their own professional development. We are looking for an exceptional English practitioner who can use their experience, extensive subject knowledge, and vision to get the best from their team and deliver high quality outcomes for our students.

The core purpose of this post is to contribute to the continuing development of the Mathematics curriculum and to the overall development of the department. It is expected that the successful candidate will consistently plan and deliver outstanding lessons within the department. The Academy offers Mathematics at Key Stage 3, at GCSE and at Post 16 Level. We are looking for an innovative and forward-looking individual who can inspire students and contribute fully to a very active Mathematics team. A keen interest/experience in Gifted & Talented, SEN and Assessment for Learning initiatives is essential.

Knights Academy is a vibrant, diverse school community with a relentless focus on high expectations and aspirations. The academy opened in 2005 and, with the addition of a primary phase in 2010, subsumed two very low-attaining local authority controlled schools to become a large all through 3-18 Academy. We serve the families of the local community in the London Borough of Lewisham and since 2005 we have been on a trajectory of rapid improvement. We strive for excellence in all that we do, whether that is standards of academic attainment, presentation, or behaviour.

The Federation currently comprises three all-through schools and one free primary school, which totals over 5,000 students and 600 staff. The scale of expertise and leadership across our Federation gives us enormous capacity. It is this capacity that has resulted in the success of the Federation, and it is this capacity that allows us to mount new ventures and allows our staff to take on new opportunities and rapid development trajectories.

Our school and our Federation is a uniquely exciting place to be and I hope that you decide to join us in our current phase of rapid development and growth.

Dr Tesca Bennett
Executive Principal
Haberdashers' Aske's Knights Academy



From the Chief Executive

A message from the Chief Executive

A very warm welcome to Haberdashers' Aske's Federation. We are a Multi-Academy Trust of three secondary schools and five primary schools organised as three all-through 3-18 academies and a primary free school:

Haberdashers' Aske's Crayford Academy

Haberdashers' Aske's Knights Academy

Haberdashers' Aske's Hatcham College

Hatcham Temple Grove Free School

Our schools are in the London Boroughs of Lewisham and Bexley and educate over 5,000 children and young people in south-east London. All our schools have a single vision and ethos and are committed to valuing tradition, as well as progress, and promoting excellence in every area of school life, and to ensuring every student in our care fulfils their potential. We have a strong ethos based on mutual respect and responsible behaviour.

Our Principal Sponsors, the Worshipful Company of Haberdashers, take a keen interest in the welfare and progress of our students and are extremely generous with their support and expertise.

Being part of a Multi Academy Trust

Our Federation brings together primary and secondary schools in an innovative and ambitious way. United by a single Trust Board, Chief Executive, Finance Director and Director of Operation, our three all-through school clusters are autonomous schools with their own Principals and senior leadership teams.

At the same time, links develop at every level and in every area of school life. There are excellent opportunities for sharing resources, learning from each other and student and teacher exchange. The Federation is at the cutting edge of national educational initiatives, committed to research and development and to adopting creative solutions that will benefit all students.

All our students are inspired to reach their full potential, no matter their ability or background; aspirations and achievements are constantly raised; the improvement of standards reflects the needs of the local and wider communities, through the highest quality academic, personal and vocational teaching and guidance. We build on the strengths and experiences of our schools so that our students become independent learners, fully equipped for the opportunities, challenges and responsibilities of adult life in the 21st century and well prepared to be the leaders, professionals and parents of tomorrow.



The Haberdashers' Aske's Federation is a Federation of three all-through academies, each at the heart of their community that share a vision for the education of children and young people. Our vision is built from our values of aspiration and achievement, personal responsibility, self-discipline and mutual respect. We are forward-looking and value innovation within the context of our long tradition of providing excellent education. Based upon these values we aim to ensure all the children and young people who come to our schools:

- are happy and safe at school and are able to learn successfully within a supportive environment.
- are able to achieve their full potential personally, academically and socially.
- develop and grow as independent, resourceful and resilient individuals.
- are equipped with the skills, qualifications and love of learning they will need to be successful

“We are forward-looking and value innovation within the context of our long tradition of providing excellent education.”

We will achieve these aims by providing a safe environment where all children and young people can succeed through:

- Provision of a curriculum that is stretching, relevant and provides each student with the opportunity to excel.
- High expectations of every member of our community.
- Excellent teaching, leading to the highest standards of academic excellence.
- The best standards of behaviour based upon our values of mutual respect, self-discipline and self-confidence.
- A respect for tradition that embraces innovation and challenge.



Role Description

Teacher of Maths

Our Mathematics Department is a successful core curriculum area within the school. The department has a stable team of 10 teachers who are experienced and passionate about Mathematics. We have an enthusiastic and dedicated team and we are looking to add to this with this post.

We are determined that our pupils are taught by individuals who are committed to their academic progress and ensure none fall behind. Our new system of assessment is focused on age-related expectations and a seamless transition between key stages and an increasingly demanding curriculum.

We offer Maths across all secondary key stages in addition to our primary provision. We are looking for an individual who understands that all children are entitled to be successful in this critical area of knowledge, one who will be relentless in ensuring all children are numerate and will take advantage of the resources the Academy offers to instil in pupils a positive mathematical grounding. Lessons must be well planned, teaching must be consistently good or better and marking and feedback must be of a very high quality.

We are seeking a strong, well-qualified practitioner, who is keen to develop their own practice to the highest level and take advantage of our excellent professional learning. We are looking to recruit an outstanding mathematics teacher with a degree and teaching qualification, experience of teaching KS5 would also be an advantage. The candidate must be a compelling communicator with an ability to champion the subject to pupils with a fully comprehensive range of abilities.

We also want someone who will bring real energy and dynamism to the role, alongside genuine enthusiasm and a passion for mathematics. We seek someone who will enjoy teaching children of all abilities and ages, show expertise in managing behaviour and in doing so, support the culture for learning which exists in the school. We expect your professionalism to extend beyond your classroom and you will be expected to support the values and aims of Knights Academy. You will share our commitment that pupils should feel happy and safe in school, and that all teachers take responsibility for this as well as their academic success.



Role Description

Key responsibilities

- Be a model of high professional standards in all aspects of school life and to lead by example.
- Establish creative, responsive and effective approaches to learning and teaching to meet and support the aims of the school.
- Demonstrate and articulate consistently high expectations of pedagogy and classroom practice to provide challenge and improvement, using data and benchmarks to monitor progress in every pupil's learning and to focus teaching.
- Monitor the quality of teaching based on evidence, self-evaluation and development, ensuring a consistent and continuous focus on achievement and aspiration.
- Implement the subject area improvement plan based upon ongoing self-evaluation.
- Ensure the implementation of the school's assessment procedures, ensuring all pupils have timely and appropriate feedback and targets so that they make at least expected progress, and the majority are successfully challenged to make better than expected progress.
- Produce reports as required within the Federation's self-evaluation systems.
- Plan, prepare and deliver good/outstanding lessons to provide students with the opportunity to achieve their potential
- Ensure that lessons are engaging and stimulating taking into account students' individual needs
- Manage, develop and share resources to enhance teaching of Mathematics
- To actively encourage a range of effective teaching and learning strategies
- Ensure effective learning in the classroom and department areas by following the school's Behaviour Management Policy
- To ensure that the students' progress is assessed in line with the school's assessment policy
- Ensure students receive high quality assessment feedback through book marking and assessment in lessons
- To be able to use data to identify underachieving pupils and to introduce the use of interventions to raise achievement.
- To write termly reports based on the progress of all pupils
- To use data to set targets for individual students, ensuring triangulation of target setting with teacher, pupil and parents
- To oversee reporting to parents on student achievement in the given department



Role Description

Key responsibilities continued

- To effectively build on behaviour management strategies within the department which work in line with the whole school policies.
- To improve the rewards system, overseeing the issue of certification to these pupils.
- To support the Head of Department in producing self-evaluation reports.
- Keep up to date with developments in your subject area and in teaching practice and methodology.
- Take responsibility for your own professional development in discussion with your line manager.
- Maintain an organised and effective learning environment in the classroom and shared areas.
- Ensure the consistent implementation of school and Federation policies and procedures throughout the subject area.
- Work collaboratively with the other academies and colleagues within the Federation.

General responsibilities

- Promote the principle of equal opportunities in the school.
- Promote the single Federation ethos.
- Promote the school's commitment to the continued professional development of all staff.
- Undertake any duties as may reasonably be required by the Principal or CEO.
- Work within the school's framework with regard to Health and Safety.
- Be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children.
- Report any safeguarding concerns in accordance with the Federation's safeguarding policies.
- To provide accurate information for parents as directed by academy and department policy and to attend parents' evenings and other presentation meetings as directed
- To actively promote the aims and ethos of the Federation / Academy

Person Specification

Criteria	Essential	Desirable	How identified and assessed*
Education/qualification and training			
Will hold a good honours degree in a relevant discipline with relevant teaching qualification.	✓		AP,I, R, AS
Teaching qualification	✓		AP,I, R, AS
Experience			
Can teach Mathematics at KS3 and KS4	✓		AP,I, R
Is able to teach Maths at KS5		✓	AP,I, R
Will be an outstanding classroom practitioner with an excellent track record of progress and results	✓		AP,I, R
Evidence of successful involvement in your curriculum area	✓		AP,I,
Use of performance data to track student progress and monitor achievement. Has strategies for raising achievement.	✓		AP,I, R
Will have knowledge of the National Curriculum, GCSE and A Level developments	✓		AP, AS, I, R
Will have the ability and knowledge to teach A level	✓		AP,AS,I,R
Can motivate students at all levels of ability, thus ensuring that all students fully access the Maths curriculum	✓		AP,I,R
Curriculum and/or Pastoral experience		✓	AP,I,
Proven track record of raising education standards	✓		AP,I
Positive student behaviour management skills	✓		AP,I
Will play a full and active role in the wider development of the School	✓		AP,I



Person Specification

Personal characteristics/other requirements			
Is Passionate, energetic, versatile and creative about their subject area and teaching in general	✓		AP,I,R
Is committed to individual learning pathways and assessment for learning	✓		AP,I,R
Will demonstrate high level communication and literacy skills	✓		AP, AS,I, R
Is able to communicate with the whole spectrum of staff and governors in a diplomatic and, when appropriate, jargon free manner	✓		AP,I, R
Is a 'can do' person who works positively and collaboratively	✓		AP, I, R
Will be able to demonstrate professionalism of the highest order	✓		AS,I,R
Is a strong team player and leads by example with high professional standards	✓		AP,I,R
Is committed to introducing a range of innovative and forward thinking strategies to ensure students' progress at all levels	✓		AS,I,R
Is committed to working with others to improve the literacy levels of all students within an all-through setting	✓		AS,I,R
Commitment to safeguarding and promoting the welfare of children and young people	✓		AP,AS,I,R

* AP: application, AS: assessment, I: interview, P: presentation; R: references



Additional Recruitment Information

Recruitment Schedule

- Closing date: 23rd April 2019, 12pm.
- Interview date: 29th April 2019

Recruitment Process

Once you have submitted your application, it will be assessed against the criteria in the person specification. If you attain high scores you will then be invited to attend an interview assessment.

This may include:

- Psychometric assessment
- Biographical and competency based interview
- Classroom observation
- Visit around the school
- Case study
- Presentation
- Software tests

References

Before you are invited to interview, the Academy will obtain references from your referees. In order to prevent a delay please ensure that the reference section of the application form is accurate and completed in full.

Right to work in the UK

Section 8 of the Asylum and Immigration Act 2006 makes it a criminal offence for an employer to take on a new employee whose immigration status prevents him/her from taking up employment. If you are invited to attend an interview you will be asked to produce original and up to date documentary evidence of your right to work in the UK.



Additional Recruitment Information

Data Protection

Any data about you will be held securely with access restricted to those involved in dealing with your application in the selection process. By signing and submitting your application form you are giving consent to the processing of your data.

Criminal Convictions

All education establishments in the UK are exempted from the Rehabilitation of Offenders Act 1974. In practice this means that all applicants must inform on all spent and unspent convictions on their application form and when completing a Disclosure and Barring form. Failure to provide this information may result in dismissal. List 99 is also obtained on anyone who will be working or coming into contact with children; and must be received by the Academy before employment can commence.

Equality and Diversity

We recognise the benefits of a diverse workforce such as ideas and talent. We are committed to eradicating discrimination in the workplace; and becoming an employer of choice.

Newly Qualified Teachers (NQTs)

NQT's who have been qualified for less than 12 months are welcome to apply for our teaching vacancies.

Special requirements

If you require reasonable adjustments prior to your interview, these can be arranged by emailing knightshr@haaf.org.uk and where practical we will support your request.

Visiting the Academy

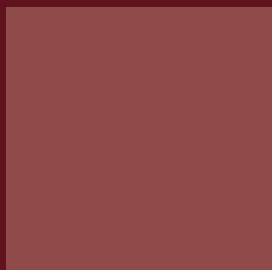
If you are successfully shortlisted to attend an interview you will be given the opportunity to have a tour of the school.



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