



Humphrey Perkins
School

Head of Maths

Recruitment Information

Employment Status	Permanent
Hours / Weeks	Full Time
Required From	August 2019
Job Location	Humphrey Perkins School, Barrow upon Soar
Salary	MS / UPS plus TLR1a
Application Closing Date	Tuesday 21 st May 2019
Interview Date	Thursday 23 rd May 2019



Welcome to Humphrey Perkins!

Humphrey Perkins School, an 11-16 academy in Barrow upon Soar, is on a journey. Following our Special Measures judgement in June 2017, much work has already been undertaken to improve the school and to raise standards, including a new Governing body and joining outstanding multi-academy trust, the Lionheart Academies Trust, led by Beauchamp College in Oadby, a nationally recognised outstanding school, in October 2018. We now are looking to strengthen our Humphrey Perkins team through recruiting outstanding members of staff, who share our belief that every child deserves the very best standard of education.

We are a warm and friendly village school of approximately 800 students, taking students from our local and surrounding villages and are fortunate to have excellent parental support. Many of our students enter the school with high prior attainment and are courteous, polite and respectful.

Staff and students enjoy the benefits of being based on a large site, with lovely open green spaces and set within a safe and vibrant village setting, with excellent transport links to larger towns and cities within the East Midlands.

We believe in supporting and developing colleagues to achieve excellence and allow them to pursue their professional goals. We are a forward thinking school and value staff wellbeing. At Humphrey Perkins, we are committed to improving and aspire to excellence amongst our students and our staff.

Mrs Jenny Piper-Gale
Executive Principal

Mrs Della Bartram
Associate Principal

Humphrey Perkins School

Humphrey Perkins School is steeped in history and tradition dating back to 1717, when The Humphrey Perkins School was founded as a 'Free Grammar School' in the will of the Barrow upon Soar born Reverend, Humphrey Perkins, rector of Holme Pierrepont, Nottinghamshire, who left money for the School to be built in Barrow-on-Soar. The Humphrey Perkins Grammar School was built on an orchard near the centre of the village in 1735. In 1902 the School moved to larger premises on Cotes Road with the school's first non-clergyman Headmaster and 33 students.

Until 2011, Humphrey Perkins was an 11 -14 school; in 2015 the first cohort of students sat their GCSEs the first public exams to be sat at the school since the early 60s.

In October 2018, Humphrey Perkins joined The Lionheart Academies Trust, currently made up of a family of ten schools based in and around Leicestershire. Each one of our schools is unique in that it reflects the students and local community in which it is a part. With the support of the Trust, Humphrey Perkins has introduced a new Governing Body with a new Chair, a new Executive Principal and Associate Principal.



Humphrey Perkins students enjoy a wealth of extracurricular activities from Dance Club to Debate Club. We have high achieving Sport Teams including Football, Cricket, Netball and Basketball. Students enjoy sport workshops run by Leicester Tigers and UK Badminton. Students are welcome to join our Librarian every day for Book Club, Homework Club and Chess Club in our original library, which is run by our dedicated Library Ambassadors. The Performing Arts Department

produces the Annual School Show, which is enjoyed by both the school and village community, with over 100 students involved in the cast and backstage; the show is a sell out each year!

Student Leadership is a huge focus for us and we currently have over 200 student leaders, ranging from Anti-Bullying Ambassadors through to Sport Leaders. We are proud to have an excellent day and residential trip programme that runs throughout the year for all year groups, from theatre trips and university taster days to New York and Skiing Residential trips.

There are strong links with the local community, with many families now seeing second and third generations enjoying life at Humphrey Perkins. We regularly support the parish council with village community events. Through our Charity Team, we raise funds for local charities and organise collections to support members of the community.

Staff benefit from the wealth of knowledge and support from The Lionheart Academies Trust including whole Trust training days, sharing best practice and ensuring our staff have an exceptional professional journey. Our Middle Leaders enjoy the support from dedicated Trust Directors who ensure professional and inspirational support for our teams. We have a dedicated team of Teacher Champions lead by a member of SLT who run weekly CPD sessions and pathway options that are



bespoke to staff needs and in line with department and whole school priorities. Staff enjoy a robust and supportive appraisal cycle to ensure continued career development.

Humphrey Perkins takes Staff Wellbeing seriously; staff enjoy Wellbeing Weeks in the Autumn and Summer Term, which include activities, guest speakers, sport events and discounts at local gyms, businesses and shops. We are currently working towards the Carnegie Mental Health Award, affiliated with Leeds Beckett University, to demonstrate our commitment towards staff and student wellbeing.

Humphrey Perkins is a happy place in which to learn and teach, where great careers are launched and genuine friendships are forged.

Our Mission and Our Philosophy

- **Every** young person deserves an **equal chance** to be successful in whatever they choose to do
- Our approach is **wholly student-centred** and underpinned by the principle that every child is an individual who has a right to access the very **highest quality education**
- We value **academic excellence** and **holistic development** equally
- We **actively promote** our **love of learning** and invite you to join us to celebrate this passion

Ultimately, we believe that any young person from any background deserves an equal chance to be successful in whatever they choose to do. We want to share our love of learning with these young people in order to open the doors to their futures and prepare them with the knowledge and confidence to thrive in a competitive world.

Job Description

Title/Post: Head of Mathematics

Scale/Grade: TLR 1a

Accountable to: Principal

The successful candidate will be required to carry out the duties of a Mathematics teacher which are to:

- Teach and GCSE courses in accordance with the structure of the National Curriculum and the public examination syllabuses followed by the Department.
- Prepare lessons which are relevant to the demands of the course and to the students' varied levels of achievement in relation to publicly defined criteria of assessment.
- Mark work so that students and the institution have a record of achievement and progress.
- To communicate to students a realistic account of their achievement and progress in relation to the established norms of GCSE and A-level assessment and positively enable students to enhance their level of achievement, to make progress in relation to clearly defined criteria.
- In addition the successful candidate will be expected to carry out the duties of Head of Department which are to:
 - Monitor student progress, intervening proactively
 - Draw up, implement and review a department development plan and contribute to the school development plan.
 - Following data drops, routinely scrutinise trends and the performances on key groups.
 - Draw up and constantly review the curriculum and schemes of work dealing not only with content, but with method and technique.
 - Liaise with Assistant Principal responsible for time-tabling and produce a timetable for the Department which deploys staff effectively and equitably.
 - Be responsible for the supervision of the teaching of all staff in the department, particularly that of new teachers.
 - Be responsible for the process of performance management within the Department.
 - Liaise with Initial Teacher Training Co-ordinator in arranging the placing of student teachers with classes.
 - Where appropriate, liaise with the Examination Officer in matters relating to entries for external examinations.
 - Liaise with the person in charge of cover about arrangements for cover.

- Have responsibility for discipline issues within the Department and liaise with appropriate Holistic Staff.
- Liaise with the Special Needs Co-ordinator in matters relating to Partnership Teaching and support of students within classes.
- Be responsible for maintenance of furnishings and equipment in areas allocated to Mathematics.
- Have oversight of the spending of capitation allocated to the Department.
- Attend appropriate meetings and contribute to the development of academic policy within the School.
- Chair Department meetings, providing in advance ordered agendas.
- Provide materials for job specifications for staff appointments within department.
- Assist the Principals with short listing, interviewing and selection of candidates.
- Prepare contributions to newsletters and press releases.
- Organise Mathematics presentations at events such as Open Evening and parents' evenings.
- Ensure that the School enables all students with particular talents in any area of Mathematics to develop their full potential. Review schemes of work dealing not only with content, but with method and technique
- To ensure that the academy enables all students with particular talents in any area of the subject to develop their full potential
- To develop the learning environment
- To offer interventions and extra-curricular activities

This job description will be reviewed and updated periodically in order to ensure that it relates to the job performed, or to incorporate any proposed changes. This procedure will be conducted by the Principals/Line Manager in consultation with the postholder. In these circumstances, it will be the aim to reach agreement on reasonable changes, but if agreement is not possible the Principals reserves the right to make changes to the job description following consultation.

Personal Specification

Education:

Essential

- Qualified teacher status
- Degree
- Evidence of continuing professional development

Desirable

- Post graduate qualification
- Evidence of wider professional development

Experience:

Essential

- An outstanding classroom practitioner (experience at KS3 and 4)
- Excellent subject knowledge
- Experience of leading intervention and extra-curricular activities
- Active involvement in the promotion of equal opportunities
- Experience of policy review, development and implementation

Desirable

- Experience of implementing systems and processes to aid learning, teaching and student development
- Management and experience of curriculum innovation
- Experience of policy review, development and implementation

Knowledge and skills:

Essential

- Excellent interpersonal and teamwork skills
- Excellent communicator – sensitive and effective
- An ability to establish good working relationships with a wide range of people including students, parents, governors and colleagues
- Knowledge, skill and intelligent use of strategies to inspire and improve outcomes for students
- Outstanding organisational skills to ensure efficient and effective operation
- Data analysis using SIMs and SISRA

Desirable

- Confidence and experience in the use of ICT for learning, teaching and administration

Attributes:

Essential

- Ambition and vision
- A commitment to sustaining and raising achievement, attainment and aspirations of all students
- Co-operative, corporate style of working
- A sense of humour and perspective
- Ability to work under pressure and remain positive, enthusiastic and resilient
- Reflective and analytical
- The ability to work independently, willingness to take tough decisions and face the challenges of managing change and improving examination results
- Energy, imagination and personal commitment
- Personal and professional commitment to the philosophies of school improvement and academy effectiveness
- Potential and capacity to grow professionally
- Ability to hold colleagues to account, allowing for a shared approach to learning
- Resilience

Desirable

The Package

Pension:	Teachers' Pension
Benefits:	Additional duty free lunch and beverages during term time
	Free off road parking
	Staff discounts at local businesses
	Free summer social event
	Monthly staff wellbeing events
	Annual flu immunisation