



Assistant Headteacher – Maths Candidate Pack

Start Date: September 2021



Welcome to All Saints Academy, Plymouth!

This is an exciting time to be part of All Saints Academy, Plymouth and Team ASAP! The academy is undergoing rapid change and improvement and is a brilliant place to work. The academy is housed in state of the art buildings. Our outstanding facilities are some of the best in Plymouth from purpose built classrooms, all fitted with interactive whiteboards to professional catering kitchens for students to use and a Motor Vehicle workshop. We are the only Church of England secondary academy in West Devon and are committed to educating students of the Christian faith, those who belong to other faiths and those who subscribe to no faith. We were inspected in May 2019 by the Church inspection team and they graded us as a good school in all areas. Ofsted also visited us in October 2019 and commented favourably on the improvements we have made, stating that the school no longer required special measures. We have the highest expectations of our students here and ensure they go on to achieve their best. **All Saints Academy** ensures that every student is **well-educated**, prepared for the **future** and is able to **live life** to the full. We have high expectations of students here, with a commitment to delivering excellent teaching and learning that inspires our students and leads to excellent outcomes.

Our mission is underpinned by four values. They are:

Faith – Putting Christian faith at the heart of every action and ensuring a safe environment and caring ethos for all.

Foundations – Providing strong foundations in learning, behaviour and success for all.

Family – Understanding the importance of family, the value of community and support for all.

Futures – Preparing for bright futures shaped from excellent progress, achievement and choice for all.

Our values ensure that all of our students are developed during their time here at the academy, academically, socially, morally and spiritually.

We also have mantras which we ask all of our school community and stakeholders to live by. They are: 'together we succeed', 'work hard, be kind' and 'no excuses'. We have these mantras to achieve the very best in all that we do. You can find out more about our mantras on our website.

We are part of the Ted Wragg Multi Academy Trust which allows partnership working for the benefit of all of our students with other Academies in Devon. We are an innovative Academy that really values professional development with staff. To that extent we invest in staff to have time to be part of the 'precision coaching' programme that stems from America, based on the 'Leverage Leadership' book and 'Teach Like a Champion' techniques. This is what is enabling us to become one of the best Academies in Devon and the South West.

I am very proud to be Headteacher of All Saints Academy, Plymouth which is a very special place to work. I am looking for an exceptional person for this post and as you read through this information pack, if you wish to find out more, please get in touch. Thank you for taking the time to consider this post and if it is right for you, I look forward to receiving your application.

Lee Sargeant
Headteacher



The Maths Faculty

The Maths Department has a dedicated teaching area, in the newest part of the building. It has 7 purpose built classrooms and 2 breakout areas. There are 6 teachers of Maths in the Academy and an HLTA. The department has a 2nd in faculty and a Lead Practitioner.

The department is well resourced with comprehensive booklets in place and runs alongside the Sparx maths curriculum (www.sparx.co.uk). The department is fully resourced with Chromebooks for students to support this programme.

Results in Maths are continually improving, and homework statistics are >90% every week and continue to rise. The department is at the leading edge of curriculum resourcing and technology.

Inspections

The Church of England inspection (SIAMS) was completed at All Saints in May 2019 and graded the Academy as good. This took into account the quality of education, pastoral care and the ethos of the Academy.

Ofsted visited the school in October 2019 and commented favourably on the transformation the school was making and that it no longer required special measures. Since September 2018, the Academy has benefited from new leadership, joining the Ted Wragg Multi-Academy Trust and an injection of new staff and middle leaders. Systems and structures have been overhauled and now the Academy is well in to it's journey of rapid improvement.

The Ted Wragg Multi-Academy Trust

The Ted Wragg Trust was established in 2010 with the aim to create an outstanding educational experience for all of Exeter's children. Since then it has expanded to include schools in Plymouth. Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about education in general, and in Exeter in particular, and about how education can transform young people's futures.

All students within the Ted Wragg Trust, regardless of social or cultural background, are motivated to succeed and make outstanding progress because their needs are met through creative, relevant and innovative teaching.

The Trust are keen to develop future leaders and a Senior Leadership development programme is available.

All Saints Academy, Plymouth is part of the TWMAT and there is a 'Plymouth Hub' of schools in the MAT.

The Senior Leadership Team

All members of the leadership team assist the Headteacher in ensuring the highest possible educational standards in the academy and in creating a culture based on the Christian ethos. We aim to be an

academy where professional expectations are high and where pupils and staff feel valued, are inspired, challenged, motivated and empowered to attain ambitious outcomes.

All members of the leadership team play a key role in the strategic development of the academy, supporting the Headteacher in creating a long-term vision, leading on delegated areas of responsibility. They also assist in implementing policies and standard operating procedures on a day to day basis.

Together, the leadership team promotes the academy as a highly effective learning community. All members of the leadership team are expected to act as role models for exemplary classroom practice and discharge their teaching duties effectively.

The leadership team will explicitly model the behaviours expected of all those young people and adults associated with All Saints, and ensure high visibility around the academy, both throughout the day and also at all events.

We Value Our Staff!

We value our staff and do this by having sensible policies and clear systems in place, such as:

- We do not expect staff to write endless feedback to students. We do not do WWW or EBI but instead have a fast whole class feedback approach and live marking.
- We do not expect you to set homework. This is already planned and set for you with our 'Need to Know' Booklets.
- You will not be expected to attend pointless meetings. We value CPD time and to that extent have weekly department and whole staff CPD.
- We do not grade lessons or have formal observations. Instead we invest in incremental coaching, where all staff have a trained coach to watch parts of a lesson and feedback. You will get more out of this than any formal observation or training course.
- We value our future leaders and, along with the Ted Wragg Multi-Academy Trust, we invest in the talent development of our staff.
- Your lessons won't be disrupted by poor behaviour as we have a place where students go if they can't focus in your lesson.
- Lesson resources are prepared for you, using high quality schemes of learning developed by expert leaders across our school and the Trust. We use booklets in lessons for students to work in, fully resourced. You will be free to deliver these how you please, but there is no need or expectation to be planning every night of the week!
- We offer a staff attendance reward policy, where staff can claim vouchers.
- We have corporate membership to the Elfordleigh Hotel and use this for staff events/training. Staff can also access discounted membership rates for their spa and sports.
- Staff can access free health checks with Nuffield Health.



Post:

Assistant Headteacher – Maths

Salary:

(L13-16)

Responsible To:

Headteacher

Working Pattern:

Full Time, Permanent

Disclosure Level:

Full DBS

Start Date:

September 2021

Job Purpose

To provide professional leadership and management for the faculty in order to secure high quality teaching, effective use of resources and improved standards of learning and attainment for all pupils.

List Key Duties

- To lead on the development of the subjects across the Faculty, resulting in a tangible impact on pupil learning. To lead on pupil progress across the different subjects/areas/ key stages across the Faculty.
- To support, facilitate and monitor the progress of the designated Faculty Improvement Plan in order to significantly contribute to the School Improvement Plan.
- To provide regular feedback for teachers within the Faculty in a way which recognises good practice and supports their progress against appraisal objectives resulting in a tangible impact on pupil learning across the subjects.
- To review and report annually on the standards of leadership, teaching and learning across the subjects within the Faculty.
- To be part of the Extended Leadership Team (ELT), contributing to whole school strategic development on a regular basis.
- To consult with the designated subject teachers and assist with the formulation, communication and monitoring of the school improvement plan to ensure concerns and ideas are considered and all staff understands the key school targets and the part they play in achieving these.
- To support and assist the Assistant Head of Faculty to ensure they contribute to Faculty leadership.
- To provide regular progress updates to the Senior Leadership Team to ensure the SLT is fully aware of all successes, issues and concerns in the Faculty.



Person Specification

Training, Qualifications and Experience	Essential	Desirable	D – Document A – Application I – Interview R – References
Qualified Teacher Status	X		AD
University Degree or equivalent	X		AD
An excellent track record in improving educational outcomes for students which you can evidence	X		AIR
A willingness to go the 'extra mile', such as offering extra curricular clubs for students	X		AI
A proven track record of dealing effectively with student issues such as behaviour, academic progress and effective guidance	X		AIR
Professional knowledge and understanding – applicants should be able to demonstrate a good knowledge and understanding of the following:			
Monitoring and evaluation of teaching and learning	X		AIR
Curriculum and assessment and use of ICT	X		AI
Effective teaching and learning strategies	X		AIR
Experience of supporting and developing staff		X	AI
Strategies for involving students and parents in achieving the best outcomes	X		AIR
A strong understanding of statutory educational frameworks, including the National Curriculum, Ofsted, Safeguarding and SEN		X	AI
Understanding and commitment to the school's responsibility for safeguarding and promoting the welfare of children	X		I
Excellent communication and interpersonal skills	X		IR
Adaptability to change and new ideas	X		IR
Resilience and stamina when faced with complex situations	X		AIR
Ability to prioritise, plan, organise well and work with others to achieve objectives	X		IR
Ability to relate to young people, colleagues and external partners	X		IR
Innovative and creative in approach to raising achievement	X		I
Ability to work independently and cope with a challenging workload	X		AIR



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How to Apply

For more information about this exciting opportunity please call our recruitment partner **Tracy Laverack** on **07554 118 997** or **01223 907 979** or via email **tlaverack@academicis.co.uk**

Contact Tracy Laverack to request an application – **tlaverack@academicis.co.uk**

Closing date: **Noon, Monday 17th May**

Shortlisting: **Wednesday 19th May**

Interviews: **W/C Monday 24th May**

