

Merstham Park School

Taynton Dr, Merstham, Redhill RH1 3PU



Lead Teacher of Maths
Main / Upper Pay Scale
TLR dependant on experience

Start Date: 1 September 2020
Application Deadline: 26 March 2020

About Merstham Park School

At Merstham Park, our ethos is simple - igniting a passion for learning. We are proud to be a values driven school which encourages its students to embrace these values in all that they do. This approach provides all students with the opportunity to exceed beyond their potential. We have a team of passionate staff who are committed to providing our students with the very best educational experience. We recognise the importance of academic success whilst embracing our wider role in preparing our students for their adult life beyond the formal examined curriculum.

Learning is central in our ability to succeed and prepare students effectively for tomorrow's world. We encourage our students to strive to achieve beyond their potential, allowing their academic achievements to open doors for them, while gaining a secure understanding of the skills required to be responsible citizens in our modern world.

We offer a broad and balanced curriculum that is tailored to meet the needs of our students. As a school we encourage each student's particular abilities to ensure that no child slips through the net. We provide our students with outstanding resources and support in every aspect of school life from small class sizes, to well planned responsive lessons, to staffing and subject specific expertise. I am looking forward to the opening of our brand new state of the art facilities that will benefit both our students and the community as a whole. Our new build will be tailored to enable our students to develop unique skill sets in a truly first class educational setting through the creation of inviting and interactive learning environments.

Our school is committed to the safeguarding of children so all appointments are subject to a satisfactory enhanced DBS check. Only applications made on our School Application Form will be considered; we do not accept CVs or unsolicited testimonials. It is our policy always to request references prior to the interview.

Andy Ward

Interim Head



A Values Driven School

Our vision here at Merstham Park is simple:

To be a great school, where we are adventurous in our learning and teaching, working collaboratively and valuing each other's contributions. Staff strive to enable every student to reach their full potential in a safe, stimulating and culturally rich environment.



At Merstham Park School we pride ourselves on being a values driven school. This means we not only have a list of values on our website but we encourage our students and indeed staff to embody them in all that they do. The five values that we model at Merstham Park are:

INCLUSION	<ul style="list-style-type: none"> - We strive to meet each child's needs through a personalised, bespoke curriculum - We respect each other for our unique characteristics and embrace equality for all - We work as a team to enable all to achieve their goals and aspirations - We promote courage and resilience in all members of our community
COLLABORATION	<ul style="list-style-type: none"> - We promote leadership skills in our students through involving them in all aspects of school life - We inspire our students to be self-motivated, confident and resilient - We encourage our students to be independently minded whilst respectful of others
EXCELLENCE	<ul style="list-style-type: none"> - We have high expectations of our learning community - We encourage all to be their best and achieve their goals - We lead by example, demonstrating professionalism and resilience in the face of challenge
SUCCESS	<ul style="list-style-type: none"> - We aspire to inspire all students to achieve their personal goals - We prepare and equip our students for their future - Through a broad and creative curriculum, we demonstrate the possibilities and opportunities available to our students, encouraging them to grow, learn and flourish
COMPASSION	<ul style="list-style-type: none"> - We care for and take care of each other - We value the support from our wider community and involve them in our learning journey - We celebrate achievement in all forms and for all



Maths at Merstham Park

SUBJECT: MATHEMATICS

NUMBER OF LESSONS
PER WEEK:

4



AIMS OF THE COURSE

Mastery Programme

Maths at Merstham Park School is taught through the Mastery Programme, where there is a greater emphasis on a hands on approach to solving problems, through the use of bead strings, Dienes blocks, Fraction counters, Cuisenaire rods, 100 grids, number lines and multilink cubes.

The key principles of the programme are:

- Students study fewer topics in greater depth
- Mastery for all students
- Number sense and place value come first
- Problem solving is central

The change in syllabus is now encouraging students to show more knowledge of the subject by examining them on more topics. The schemes of learning are such that there is a seamless transition from Key Stage 3 to 4 in Mathematics as from the start of year 7 our students are on a 5 year learning plan with the ultimate expectation of achieving their full potential by the end of Year 11.

8

CONTENT/SKILLS KNOWLEDGE

AUTUMN TERM

Solve, Explain and Investigate

- Place value (including decimals)
- Add & subtract (including decimals)
- Rounding; Perimeter; Mental strategies
- Factors and multiples: Multiply & divide (including decimals) Area of rectangle, triangle and parallelogram Calculate the mean; Further mental strategies

SPRING TERM

Geometry

- Draw & measure angles; Find unknown angles (straight lines, at a point, vertically opposite); Properties of triangles and quadrilaterals; Unit conversions (linear); Symmetry and tessellation.

SUMMER TERM

Algebra, Percentages and Statistics

- Order of operations; Substitution; Form and simplify algebraic expressions; Expand over a single bracket, and factorise Sequences (term-to-term, not nth term); Construct and interpret statistical diagrams including pie charts; Convert between percentages, vulgar fractions and decimals; Percentage of a quantity; Find the whole, given the part and the percentage.

ASSESSMENT

Pre and post module assessment for each half term, with an additional end of year exam.

HOW CAN PARENTS HELP?

"Maths is for everyone, not just for Maths people"

As parents we need to be conscious of not passing our maths hang-ups on to our children. We are ALL capable of doing maths. We therefore must embrace maths as a highly useful tool that makes our lives richer, easier and more efficient.

Fractions

Equivalent fractions; Compare and order fractions and decimals; Change mixed numbers to improper fractions and vice versa; Fraction of a quantity; Multiply and divide fractions.

Staff Welfare

The welfare of our staff is of the utmost importance. The list below details some examples of how we support the wellbeing of all of our colleagues.

- Designated PPA time: your time is precious and we want to protect it
- A core focus on Learning and Teaching: it is the most important thing we do
- Comprehensive CPD: we invest in your professional learning
- Senior and Middle Leader programmes to develop teachers into future school leaders
- Regular career development opportunities, both pastorally and academically, in a growing forward thinking school
- A designated Staff Association to ensure staff feel valued and supported, also allowing opportunities to give critical feedback
- A culture of distributed leadership
- Low Stakes observations that focus on development and enhancing teaching practice
- An appraisal system focused on professional learning and developing high quality teaching; all within an embedded culture of collaboration and sharing best practice
- Access to an external counselling and support service for mental health and well being
- One fully paid emergency family day per year if needed
- Two weeks' paternity instead of one
- No written reports; we want you planning great lessons not doing paperwork
- No formal lesson plan formats or rules about submitting them
- Well planned meetings which focus solely on key school topics
- Trust: a leadership team that trusts you and is not 'Ofsted focused'
- Staff offers and discounts through the 'Wider Wallet' scheme
- MA offered with contribution to funding
- Chromebooks supplied for every teacher with full access to Google Drive and Apps
- Transparency: autonomy is given to teachers - no random 'check-ups'
- Staff social events and a variety of whole staff celebration evenings throughout the year
- A comprehensive development programme for trainee teachers and NQTs
- Frequent external CPD and training through our MAT programmes
- All meetings calendared to one day of the week so you are not meeting every day after school
- A history and culture of staff development within a caring multi academy trust, including opportunities to collaborate and progress within GLF - taking on a wider role across the Trust
- Expectation of 7am-7pm communication etiquette with no replies expected outside of these hours
- Number of data drops carefully considered and calendared appropriately to support staff
- Career development meetings with the Head regularly offered
- A sensible marking policy in which the entire book does not need to be marked
- Fully research based Learning and Teaching strategy - not just the latest 'gimmicks'
- A culture of coaching - staff collaborate, support and develop one another
- A school that values everyone and firmly believes that a culture of positive relationships should be the bedrock of an organisation; we want you to love teaching and our students to love learning

State of the Art New Build



Merstham Park School is a new 6FE (900 pupil) Secondary Free School (aged 11-16) and is part of the GLF family of schools. In September 2018, the school opened in temporary accommodation on the site with one year group. With a vision for 'igniting a passion for learning' the school aims to encourage every single student to succeed. This will be achieved through the delivery of a curriculum that supports the needs of the community and that focuses on the development of both locally and globally focused enterprise, and skill in Science, Technology, Engineering and Maths (STEM). The intention is for the school to be part of the local community through the shared use of facilities in the state of the art new build facilities. This will include both leisure and business-type functions, which will allow the community to benefit from the scheme.

Please see the [website](#) for further information on this exciting development of the school

Job Profile

GLF Schools Job Description - Lead Teachers

Job Title	Subject Lead Teacher	Job Reference	
Location		Travel required	No
Core purpose			
<ul style="list-style-type: none"> A Lead Teacher is responsible for providing effective leadership and coaching to the school based subject leaders, sharing effective approaches and best practises to drive improvements and to lead the way in continuously striving to build on our already successfully high standards within the school. 			
Key Accountabilities			
Strategic leadership			
<ul style="list-style-type: none"> Working alongside the Leadership and Management team, the Lead Teacher will be required to develop a shared vision and strategic plan, which inspires and motivates students, staff and all other members of the school community. To be responsible for leading and developing colleagues' performance so as to maximise the process of all students. To support schools subject teachers to develop and maintain a robust and coherent department development plan in line with the schools development plan. To create, maintain and enhance effective working relationships amongst members of the school department, faculty and wider school community. Set targets, monitor performance and review the progress in accordance with the schools policy. Lead evaluation strategies to contribute to the overall schools self-evaluation Coach subject teachers to ensure the effective use of support staff in order to best support student progress. To support the school to effectively manage their department budget, ensuring best value principles are in place and ensuring learning resources are appropriately managed and directed at promoting student achievement. 			
Learning and Teaching			
<ul style="list-style-type: none"> Working with the Schools Leadership and Management team the Lead Teacher is to sustain effective teaching and learning throughout the school and monitor and evaluate the quality of provision and using available data to set priorities for improvement. To ensure that learning and teaching is at the centre of the schools focus. You will be required to teach within the framework of present and future policies, paying particular attention to the policies for equality, safeguarding of students, special educational needs and behaviour for learning. Determine, organise and implement a diverse flexible curriculum. Ensure that accelerated progress for low achievers and underperformers is developed and embedded. 			

- Promote a culture of challenge and support for all students to enable them to achieve success and become engaged in their own learning.
- Implementation of a high quality coaching and mentoring programme of support within the department.
- To demonstrate and articulate high expectations by setting stretching targets for all students.
- To deliver high quality lessons.
- Implement & support department strategies that secure high levels of behaviour and achievement including homework monitoring, book reviews & feedback for learning.

Securing Accountability

- To account for and support the efficiency and effectiveness of the Science department to the Headteacher.
- To build on and develop a school ethos, which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.
- To lead by example, demonstrating an enthusiastic approach to the development of a personalised and innovative whole school curriculum.

Strengthening Community

- Alongside the senior management team, collaborate with other schools and the wider community in order to share expertise and bring mutual benefits to enhance provision and promote positive relationships.

Accountability

- Accountable to Headteacher
- GLF Schools expects its employees to work flexibly with the framework of the duties and responsibilities above. This means that the post holder may be expected to carry out work that is not specified in the job profile but which is within the remit of the duties and responsibilities.

Safeguarding

- GLF Schools is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The successful candidate will have to meet the person specification and will be required to apply for a DBS disclosure. We particularly welcome applicants from under- represented groups including those based on ethnicity, gender, transgender, age, disability, sexual orientation or religion.

Person Specification

GLF Schools - Person Specification

Position: Subject Lead Teacher		
	Essential	Desirable
Qualifications		
Qualified Teacher Status	✓	
Good honours degree	✓	
Evidence of commitment to continuing professional development	✓	
Evidence of further study		✓
Experience		
Teaching of subject to students at KS3 and KS4	✓	
Experience of teaching post-16		✓
Developing and maintaining good relationships with colleagues and students	✓	
Involvement in extra-curricular activities	✓	
Commitment to raising the achievement of all students of all abilities	✓	
Experience of preparing students for GCSE	✓	
Experience of preparing students for AS and A2 modules		✓
Using ICT to support learning and teaching	✓	
Supporting improvements in teaching and learning	✓	
Using data to inform planning and future developments	✓	
Monitoring, evaluation and review to support improvements/improved outcomes	✓	
A successful track record of improving performance outcomes	✓	
Personal attributes		
Values aligned with the school's mission statement and GLF Schools core values	✓	
Positive, enthusiastic outlook, embracing risk and innovation	✓	
Self-motivated and well organised	✓	
Encourages ideas, initiative and innovation in others	✓	
Highly motivated showing resilience, stamina and reliability under pressure	✓	
Inspires respects and confidence	✓	
Reflective and keen to develop yourself and others	✓	
Ability to communicate effectively	✓	
The ability to maintain and form appropriate relationships and personal boundaries with children	✓	

and young people in line with the GLF Safeguarding and Child Protection Policy and the GLF Staff Code of Conduct		
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