



**GREAT
HEIGHTS**
ACADEMY TRUST



**COLNE VALLEY
HIGH SCHOOL**

Lead Teacher in Maths

CANDIDATE INFORMATION PACK

*Welcome to Colne Valley High School where we are currently looking to appoint a new Lead Teacher in Maths. Colne Valley High School is on an exciting journey of renewal and transformation as part of Great Heights Academy Trust. Our recent **Ofsted inspection** highlighted our ambitious curriculum, strong staff-student relationships, and improving behaviour and attendance. While areas for further development remain, we are already making great strides in strengthening parental engagement, ensuring consistency in teaching and learning and embedding high expectations across all aspects of school life. This is a fantastic time to join our dedicated teaching team as Lead Teacher in Maths, playing a pivotal role in shaping the school's future and driving excellence for our students, staff, and community.*

Great Heights Academy Trust strive to always provide an inspirational, positive, and welcoming environment where there is a sense of pride and fun and where everyone works together with confidence, enthusiasm, and mutual respect. We aim to nurture academic, personal, spiritual, and social development in a caring and professional manner so that all can achieve their full potential, and all can reach GREAT heights.

At Colne Valley High School we are a warm, welcoming community that works together to achieve the best possible outcomes for every single child in our community.



A broad & strong 2-18
offer for West Yorkshire



**COLNE VALLEY
HIGH SCHOOL**



Welcome

Dear Colleague

It is my great pleasure to welcome you to our vibrant and dynamic learning community. At Colne Valley High School, we are committed to achieving excellence together, fostering an environment where every student can thrive academically and personally. Our actions are underpinned by our RITA values - Respect, Integrity, Teamwork, and Aspiration. Respect is at the heart of everything we do. We believe in the inherent worth of every individual and strive to create a culture where everyone feels supported and valued. Integrity guides our actions; we hold ourselves to the highest standards, ensuring that honesty and fairness are integral to our daily interactions. Teamwork - students, staff, and families work together and challenge one another to achieve our collective goals. Finally, Aspiration - we encourage our students and staff to dream big and to work positively towards the high standards we set for ourselves. Our RITA values provide more than a code of conduct, they help to prepare our students to be responsible, respectful, and active citizens in our thriving and diverse society.

At Colne Valley High School, we believe that high expectations lead to high achievement, and we are committed to ensuring that every member of our community can excel in a safe, respectful, and aspirational environment. Our recent improvements are based upon providing all students with a rigorous, broad and balanced curriculum which challenges them both in and beyond the classroom. Our approach is inclusive; all students will be challenged by the targets we set, both academically and personally and all students will be supported to reach these targets. We recognise that some students will require additional support to reach their goals, and we have dedicated teams in school who are well equipped to provide that assistance.

Our staff body is committed to serving our community. Staff are proud to play their part in ensuring that all students enjoy their time and achieve well at CVHS. As part of Great Heights Academy Trust (GHAT), teachers at CVHS benefit from the latest research in teaching and are supported in putting research into practice by colleagues from our Research School, our English Hub and our SCITT. We benefit enormously from being part of GHAT; by working together, we can provide our staff and our students with more than any single school could. We understand and recognise the significant role that our parents and carers play in realising the potential of all our young people. We will always seek to work in partnership with parents to support the young people who attend our school. Equally, we are proud to serve an amazing community, and wherever we can work in harmony with community organisations to secure better experiences and stronger outcomes for all, we will.

Yours sincerely,

Steve Dixon
Executive Principal

Overview of the Position for Colne Valley High School

Colne Valley High School are seeking highly driven and talented individuals to join our thriving Multi-Academy Trust which is fully committed to making a difference to the life chances of our pupils. We are keen to hear from candidates who have a successful background in working with young people and who are capable of playing a major role in our evolving plan to deliver exceptional 2-18 provision for the pupils in our growing MAT.

We want to hear from individuals who have the qualities and drive to make the most of this unique moment in time. The successful applicants should have a strong track record of impact and share the Trust's vision. You will need to be an articulate and strong communicator with proven strengths in engaging, inspiring and motivating students and young people at all levels.

About the Trust

The Trust currently comprises of seven primary schools: three in Calderdale (The Greetland Academy, West Vale Academy and Bowling Green Academy), one in Leeds (Raynville Academy) and three in Kirklees (Carlinghow Academy, Marsden Junior School and Niels Academy). We currently have two secondary schools (The Mirfield Free Grammar and Colne Valley High School). We also have a Trust Head Office based at Riverside Mills in Elland.

To find out more about our Trust, please view our website: greateightstrust.org.uk

The successful candidates will join a highly collaborative network of leaders and managers. Each academy is different, reflecting the particular aspirations and leadership style of its Principal and local community needs.

Great Heights Academy Trust is committed to safeguarding and promoting the welfare of children and we expect all staff and volunteers to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974: pre-employment checks will be carried out; references will be sought, and successful candidates will be subject to an enhanced DBS check, an online search, and other relevant checks with statutory bodies.



▶ Our Trust Vision

Our Trust vision has school improvement at its heart that will benefit all children in Trust schools.

▶ We aim to

- ✓ Develop an effective partnership of schools that share a commitment to raising standards.
- ✓ Strengthen the partnership by valuing the uniqueness of each school and expecting all schools to contribute.
- ✓ Foster relationships based on mutual respect with a balance of autonomy and accountability.
- ✓ Share expertise – both best practice and best practitioners.
- ✓ Develop all teachers and leaders through effective professional development.
- ✓ This Trust vision drives both our School Improvement Strategy and our Strategy for Growth.

▶ Our Vision and Values Statement

The Great Heights Academy Trust strives to always provide an inspirational, positive and welcoming environment where there is a sense of pride and fun and where everyone works together with confidence, enthusiasm and mutual respect. We aim to nurture academic, personal, spiritual and social development in a caring and professional manner so that all achieve their full potential and all can reach GREAT heights.

Current Trust Academies and Designations

Our mantra across our partnerships embraces the following themes:

G

Great teaching and learning opportunities for all in the partnership

R

Real life opportunities to develop an understanding of the wider world

E

Enthuse a love of learning and mutual respect

A

Academic development to nurture potential for all

T

Thorough accountability

GHAT has access to a wide support network through our designations. These offer support to all of our schools.



Job Description - Lead Teacher in Maths

Curriculum Area:	Maths
Responsible to:	Curriculum Leader
Salary:	TLR 2A
Responsible for:	Carrying out the professional standards set out in the Teachers' Pay and Conditions Document as directed by the Principal within the context of the job description set out below in a wholly satisfactory manner.
Purpose:	To teach Maths and other subjects as appropriate throughout the Academy to students aged 11 to 16. To be responsible for the development and co-ordination of Maths across the school and beyond. To have pastoral oversight of a specific tutor group or similar responsibility.

Statutory Requirements:

This job description reflects the standards built upon the [Teaching Standards](#) which apply to all teachers.

It is aligned to the [School Teacher's Pay and Conditions](#), set out in the statutory guidance.

Membership of the Trust:

To be an ambassador for the developing MAT, ensuring both internal and external colleagues are aware of the vision, culture, and ethos within the trust.

To contribute to the delivery of the MAT school improvement offer and subsequent gains of being in Great Heights Academy Trust.

To ensure all trust systems, processes and procedures are adhered to as requested from the Trust post holders.

The Lead Teacher in Maths must demonstrate the ability to lead, manage and organise the work of the department as follows:

Development Planning

- 1 To contribute to the Subject Improvement Plan defining short, medium and long term goals taking into account the Academy Development Plan, Self-Evaluation, national and local developments.
- 2 To participate in implementing, monitoring and evaluating the Subject Improvement Plans and Academy Development Plan.
- 3 To prepare for inspections and any other audits.
- 4 To complete the Self-Evaluation Framework for the department alongside the Curriculum Leader.

Curriculum

- 1 To ensure that Schemes of Work are constructed for Maths which satisfy statutory requirements and are compatible with the Academy's aims, policies and ethos.
- 2 To monitor and evaluate schemes of work and modify them in the light of new attitudes and approaches, altered Academy or national policies



- 3 In liaison with the SENCO, where appropriate, to ensure that Schemes of Work are differentiated to meet the needs of individual students and to ensure the grouping of students is achieved in line with the academy policy on banding and setting.
- 4 To ensure the smooth transition between Key Stages in order to build on skills, attitudes, knowledge and concepts developed in Key Stage 3.
- 5 To assist in the development of key skills and cross-curricular themes, skills and dimensions in consultation with relevant staff.
- 6 To promote the Quality First Teaching model within Maths which stimulate student interest and involvement in learning, and which meet the needs of individual learners, drawing on good practice in other curriculum areas.
- 7 To develop opportunities to support Maths learning outside of the curriculum.
- 8 To evaluate educational resources and acquire a range of those which:
 - a) motivate and interest students
 - b) meet GCSE and National Curriculum requirements (where applicable)
 - c) support the academy policy statement on equal opportunities
 - d) are relevant to the needs of the students and society
 - e) assist in the development of a range of key and cross-curricular skills, themes and dimensions.
- 9 To maintain constant awareness of developments in Maths and bring these to the attention of the subject staff and the Principal through the line manager.
- 10 To evaluate the suitability of courses offered by different examination boards at KS4 and choose those which meet the needs and aspirations of students.

The Lead Teacher in Maths must demonstrate the ability to lead, manage and organise the work of the Maths Faculty as follows:

Students

- 1 To establish and maintain high levels of expectations in students.
- 2 To assist the Curriculum Leader to ensure that the school guidelines on behaviour, presentation of work and completion of homework are implemented.
- 3 To assist the Curriculum Leader to oversee the Behaviour for Learning system in the Faculty
- 4 To ensure liaison with the Achievement Co-ordinators and Support for Learning staff over individual student needs.
- 5 To identify students who would benefit from intervention programmes to improve their performance.

Leadership

- 1 To support the Curriculum Leader and to deputise when and where appropriate.
- 2 To provide input to the Curriculum Leader to identify strengths and areas for development of the Maths staff.



- 3 To undertake Quality Assurance and Performance Reviews setting appropriate targets for staff as allocated by the Curriculum Leader.
- 4 To help to establish common standards of practice within the department and develop the effectiveness of Quality First Teaching .
- 5 To help support staff through the provision of appropriate training as and when required.
- 6 To act as a model of good practice within the Department.
- 7 To provide input to the Maths departments beyond the school to identify strengths and areas for development of the Maths staff.

Resources and Accommodation

- 1 To aid the Curriculum Leader to ensure that the learning environment is enhanced and that:
 - a) classrooms are left tidy and clean
 - b) furniture and fittings are kept in good condition
 - c) student work is regularly displayed within and outside the classroom.
- 2 To assist the Curriculum Leader to organise the purchase and maintenance of the allocated resources.

Assessment Database

- 1 To assist the Curriculum Leader to identify the appropriate content of the Faculty database to enable effective target setting, monitoring, and reporting to take place.
- 2 To liaise with the school Data Analyst and Deputy Principal of Quality of Education to:
 - a) ensure that the Department database is compatible with the school's database.
 - b) ensure effective use is made of software and data entry.
- 3 To ensure the collection of appropriate assessment and reporting information for entry.
- 4 To enter data where appropriate into the database.

Examinations

- 1 To assist the Curriculum Leader to ensure that students undertake appropriate courses of study leading to external accreditation.
- 2 To organise teacher assessments and standardisation of students' work.
- 3 To assist the Curriculum Leader to identify students who would benefit from intervention programmes to improve their performance.

The Community

- 1 To ensure effective dialogue with parents in accordance with school policies.



- 2 To organise the Faculty contribution to the Year 6 Open Evening and other transition events/activities.

Extra-Curricular Activities

- 1 To promote the provision of extra-curricular activities and events.

Whole Academy

- 1 To play a full part in the life of the Academy community supporting its distinctive mission and ethos and actively promoting its policies and practices.
- 2 To undertake duties before Academy, at break and after Academy on a rota basis.
- 3 To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings, Christmas Concert and other liaison events.
- 4 To help implement and adhere to the Academy quality procedures and take part, as required, in the review, development and management of activities relating to the curriculum, organisation and pastoral function of the Academy.
- 5 To contribute to whole Academy planning and evaluation via the Faculty/Departmental Improvement Plan and implementation.
- 6 To engage actively in the Performance Management Review process.
- 7 To participate in the Academy's staff development programme by attending INSET, meetings and opportunities for further training and professional development as outlined in your Performance Review, Faculty training plan and whole Academy training plan.
- 8 To ensure that you take care of your own Health and Safety and that of your colleagues in line with the Academy's policy.
- 9 To comply with the Academy's Health and Safety policy and undertake risk assessments as appropriate.
- 10 To be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.
- 11 To promote and implement policies and practices that encourage mutual tolerance and respect for diversity, challenge discrimination and widen pupils' understanding of their contribution to society.

This job description is not intended to be comprehensive, and the job holder may be asked to perform other duties commensurate with the post as directed, to meet the needs of the Trust.

General:

- To uphold the Nolan Principles of public life.
- To support the Trust climate for learning and a culture of achievement and high expectation.
- To develop effective working relationships within our Trust schools, external partners, and other agencies to promote continuity of learning.
- To act as a positive role model to staff, maintaining high professional standards and high levels of care for pupils.
- To fully participate in CPD and appraisal activities.
- The post holder will also be expected to undertake any professional duties of the COO/CEO as required.
- The post holder is responsible, alongside the Strategic designation boards, core staff and key stakeholders, for implementing the vision for the Trust, which inspires and motivates the Trust partners and community.



Safeguarding:

As part of your wider duties and responsibilities you are required to promote and actively support the Trust’s responsibilities and policies towards safeguarding and promoting the welfare of children, young people and vulnerable adults. Safeguarding is about keeping people safe and protecting people from harm, neglect, abuse and injury. It is about creating safe places, being vigilant and doing something about any concerns you might have. It isn’t just about the very old and the very young, it is about everyone who may be vulnerable.

Notes:

The above responsibilities are subject to the general duties and responsibilities contained in the statement of Conditions of Employment. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification or amendment at any time after consultation with the holder of the post. The duties may be varied to meet the changing demands of the Academy at the reasonable discretion of the Principal. This job description does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete the particular duties as set out in the foregoing.

**Person Specification: Lead Teacher****Key to identification: A = Application I = Interview R = Reference**

Qualifications/Training	Essential	Desirable	A/I/R
Qualified Teacher Status	✓		A/I
Relevant professional development undertaken within last 2 years	✓		A/I
Working towards a recognised leadership qualification		✓	A/I
An excellent record of recent, relevant professional development	✓		A/I
Experience and leadership	Essential	Desirable	A/I/R
Recent experience and evidence of impact within a relevant leadership role.		✓	A/I/R
A proven track record as a successful classroom practitioner consistently demonstrating a positive impact on pupil outcomes based on high expectations of all.	✓		A/I/R
Taking accountability for the success of an initiative	✓		A/I/R
Experience of raising standards and performance of a significant cohort of young people.	✓		A/I/R
Experience of leading quality assurance processes to ensure consistently high standards within the classroom.	✓		A/I/R
Innovative use of resources	✓		A/I/R
Leads by example and is positive role model with excellent communication skills	✓		A/I/R
Works effectively both as a leader and as a member of a team	✓		A/I/R
Seeks advice and support when necessary	✓		A/I/R
Motivates all those involved in a team	✓		A/I/R
Deals sensitivity with people and resolves conflict	✓		A/I/R
Knowledge and understanding	Essential	Desirable	A/I/R
Knowledge, understanding and commitment to safeguarding and promoting the welfare of students	✓		A/I/R
Good knowledge of the local, national, and political landscape for the curriculum specifically and education generally.	✓		A/I/R
The principals and practice of strategic and operational planning and delivery	✓		A/I/R
Knowledge and understanding of the latest legislation, future impending changes, and current research in areas of curriculum areas	✓		A/I/R
Working knowledge of how to monitor the performance of staff, hold them to account and deal proficiently with underperformance achieving the best outcomes for all parties.	✓		A/I/R
A comprehensive understanding of recent or impending curriculum changes of curriculum areas	✓		A/I/R
Skills and abilities	Essential	Desirable	A/I/R
Creativity and innovation	✓		A/I/R
Implementing change	✓		A/I/R
Leading others	✓		A/I/R
Monitoring and evaluation	✓		A/I/R
Communicates the vision of the school	✓		A/I/R
Builds relationships with stake holders	✓		A/I/R



Makes decisions based on analysis, interpretation and understanding of relevant data and information	✓		A/I/R
Personal Qualities	Essential	Desirable	A/I/R
Ability to inspire confidence in staff, students, parents, and others	✓		A/I/R
Adaptability to changing circumstances/new ideas	✓		A/I/R
A commitment to professional development	✓		A/I/R
Vision, imagination, and creativity	✓		A/I/R
Evident enjoyment in working with young people and their families	✓		A/I/R



► **Reasons to work at Colne Valley High School**



A fantastic team

A highly skilled, loyal and supportive team of staff and senior leaders.



Professional development

Bespoke professional development to ensure that you as an employee, 'reach great heights'.



Career Opportunities

Career opportunities across the MAT.



Cycle to work scheme

Tax free cycle scheme.



Holiday package

The Trust provides staff with a generous holiday entitlement.



Pension scheme

Contributory pension through West Yorkshire Pension Fund/Teachers' Pensions.

