Beacon Academy

Ambitious for excellence in all we do



TEACHER OF MATHEMATICS

Information for Applicants

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National Teaching School designated by National College for Teaching & Leadership

National Support School designated by National College for Teaching & Leadership

CSW Investor in Careers

Post of Teacher of Mathematics

Thank you for your interest in this post at Beacon Academy which offers an exceptional opportunity to teach in a large highly successful, happy, well-resourced, exceptional and non-selective 11-18 school.

We wish to appoint a dedicated, hardworking and innovative Teacher of Mathematics. The successful candidate will have high expectations as well as genuine ambition. They will consistently plan and deliver lessons that inspire, engage and challenge every student enabling them to be enthusiastic about their learning and to make excellent progress.

Context

We are a split site, rural, mixed 11-18 non-selective converter academy with approximately 1390 students, including over 250 students in our Sixth Form. We are situated centrally in Crowborough on the outskirts of the Ashdown Forest, an area of outstanding natural beauty. We are close to Tunbridge Wells and the South Coast. The vast majority of our staff travel to Beacon from a variety of destinations within the South East, including Brighton, Eastbourne, Lewes and Tunbridge Wells. We draw students from over 10 primary schools in Crowborough and the surrounding areas, while also attracting an increasing number of students from outside this traditional catchment area, from Kent and from the independent sector. This wide catchment area generates our truly non-selective intake, both in terms of ability and socio-economic background. Our sixth form provision is accommodated entirely at our Green Lane site, an 800m five minute walk from our main Beeches site which accommodates years 7-11. We are immensely proud that we retain a high proportion of our Sixth Form students from Beacon Academy as well as recruiting students from other local and international schools.

Vision, culture, expectations and outcomes

Our vision is to provide the best possible education for all of our students and to be ambitious for excellence in all we do. Whether a member of staff, trustee (governor) or student, we all work relentlessly to inspire and believe in one another to achieve our ambitions and succeed in life.

At Beacon Academy there is an expectation that as staff and students, we will work hard, be ambitious, self-motivated, inquisitive, resilient and determined to succeed. Our students work incredibly hard, are polite, respectful, well behaved, well presented and ready to learn. They are expected to be caring, considerate and tolerant in lessons, social time and whilst travelling to and from school. These areas are reinforced and adopted positively by staff and students alike – there is a tangible sense of pride in being part of Beacon. Our students are meticulously supported by our experienced, loyal, highly skilled and highly effective team of staff. This includes a dedicated, non-teaching Student Support Team consisting of a Head of Year (teaching staff) and an Assistant Head of Year (non-teaching staff) for each year group who support them throughout their time at Beacon Academy.

The rigorous focus on all of our students as unique individuals is paramount. There is an unprecedented determination and commitment from everyone who works at Beacon that they will succeed. We work diligently on our unapologetically high expectations, allowing us to foster exceptional relationships in an environment that is consistently calm, safe, happy and orderly. I have no doubt that the combination of this with our broad, balanced curriculum and outstanding teaching contributes significantly to our sustained improvements across the board. Our latest A-Level and GCSE results are testament to this and to the teamwork of our phenomenal students and staff.

We are immensely proud and delighted to be celebrating the best ever A-Level and GCSE results in our sixty year history, and we find ourselves once again significantly above county and national averages. These results place Beacon Academy as the top performing school in East Sussex and one of the top performing schools nationally.

Exam Success

As confirmed by the Department for Education's national league tables, in 2019 Beacon Academy was the number one school in East Sussex for the third year running under the headline Progress 8 measure, in first place in Sussex overall and in the top 1.8% of all schools nationwide.

Progress 8 is the Government's main performance measure, and reflects the value that schools add to the progress of their students in respect of their final GCSE grades, compared to that of their peers of similar prior ability across the country.

In 2019 our Progress 8 score was 0.97. As a non-selective, non-denominational, non-fee-paying school, we are immensely proud and delighted to have received this confirmation, once again, of our high-ranking position. We are in an esteemed group of 6% of schools nationally who are now categorised as 'well above average' for two years in a row. There are approximately 25 schools nationally who have been above us for each of the last three years (0.7% of all schools). As ever, this is a reflection of our vision and our determination to consistently provide the best possible education for all of our students, and to become an exceptional school for our community, both locally and nationally.

We are incredibly proud of our Sixth Form students. Amidst significant national changes to the structure and content of A Levels, they have achieved some excellent results and 94% of those who applied to university were accepted at their first choice institution.

Our provisional results for 2019 show an increase in all A Level and GCSE attainment measures. Together with all secondary schools and sixth form colleges nationally, we are awaiting the Department for Education's publication of our final results along with Progress Scores for 2019.

National Teaching School and National Support School

Beacon Academy is one of approximately 65 schools nationwide that has been selected to become a National Teaching School in the latest recruitment round, taking a leading role in recruiting and training new entrants to the profession. I am also one of approximately 75 Headteachers to be appointed to the role of National Leader of Education in the latest recruitment round.

At Beacon Academy, the quality of teaching, learning and assessment is expected to be highly effective, enabling all students to make excellent progress. Our performance management systems and associated continuing professional development and learning (CPDL) are tailored to support excellence in teaching, focussing entirely on what good and outstanding teaching looks like in each subject across each key stage. We have a highly acclaimed NQT and ITT programme, recognised as outstanding. Furthermore, we have developed a programme to continue to support teachers in their second and third year with our Recently Qualified Teacher (RQT) programme. We have also developed and deliver an internal Excellent Teacher Programme (ETP) to support colleagues with their CPDL.

Beacon Academy is on an exciting journey towards becoming an exceptional school. We are judged to be a good school with outstanding leadership. Ofsted and our results confirm this. Trustees, staff, parents and students know this. We have a rigorous, relentless and uncompromising focus on ensuring that all students leave Beacon with the best set of qualifications possible, equipping them for our rapidly changing, highly competitive but exciting world.

To apply

Once again, thank you for your interest in the post of Teacher of Mathematics. Please see the details on page 11 on how to apply for this role.

If you wish to have an opportunity to discuss this post informally, please contact Anthony Stone, Head of Mathematics on 01892 603000, or email a.stone@beacon-academy.org

Completed application forms should be e-mailed to the HR Department at vacancies@beacon-academy.org

Beacon Academy is committed to safeguarding and promoting the welfare of children and young people and expects staff to share this commitment. Please come and visit us at any time and see for yourself. To arrange a visit please contact the HR Department.



Anna Robinson
Headteacher

Beacon Academy Examination Results 2018 - 2019

Key Stage 5 - A-Levels only	2018			2019*		
	Beacon	National	E/Sussex	Beacon	National	E/Sussex
Average Grade	C+	C+	C	B-	TBC	TBC
Average Points	32.4	33.3	31.3	35.4	TBC	TBC
Progress Score	0.01 Average	-	-	TBC	-	-
Achieving AAB or higher in at least 2 facilitating subjects	10%	16%	9%	18%	TBC	TBC
Grade and points for a student's best 3 A Levels	B- 35.7	C+ 33.6	C 28.4	B- 36.7	TBC	TBC
Students completing their main study programme	94%	93%	87%	TBC	TBC	TBC

Key Stage 5 - Applied General	2018			2019*		
	Beacon	National	E/Sussex	Beacon	National	E/Sussex
Average Grade	Merit	Merit+	Merit	Merit	TBC	TBC
Average Points	25.9	28.5	25.7	25.8	TBC	TBC
Progress Score	-0.05	-	-	TBC	-	-
Students completing their main study programme	100%	90%	79%	TBC	TBC	TBC

Key Stage 5 - Tech Level	2018			2019*		
	Beacon	National	E/Sussex	Beacon	National	E/Sussex
Average Grade	Dist	Merit+	Merit+	Dist	TBC	TBC
Average Points	35.2	28.1	27.7	35.0	TBC	TBC
Completion & attainment	0.40	0	0.07	TBC	TBC	TBC
Students completing their main study programme	100%	91%	94%	TBC	TBC	TBC

Key Stage 4 - GCSE & Equivalents	2018			2019*		
	Beacon	National	E/Sussex	Beacon	National	E/Sussex
Attainment of the year group on entry to secondary school (KS2 APS)	27.6	-	27.7	28.2	-	28.1
9-7	25%	22%	-	29%	21%	TBC
English & Maths 4+ Standard Pass	75%	64%	62%	79%	TBC	64%
English & Maths 5+ Strong Pass	55%	43%	41%	64%	TBC	42%
English 4+ Standard pass	84%	75%	74%	87%	62%+	75%
Maths 4+ Standard pass	79%	69%	68%	83%	60%	70%
English 5+ Strong pass	72%	60%	59%	80%	44%+	60%
Maths 5+ Strong pass	61%	49%	47%	67%	40%	48%
Entering EBacc	38%	38%	29%	41%	TBC	TBC
Ebac APS	4.47	4.04	3.85	4.85	TBC	3.97
Attainment 8	50.7	46.5	45.2	53.9	TBC	45.5
Progress 8	+0.70	-0.02	-0.03	+0.97	-0.03	-0.05

Notes: *Provisional results correct at time of publishing - Figures unavailable + English Language only

TBC – To be confirmed when validated national/local data is available in late 2019

STAFF TESTIMONIALS

I initially joined Beacon Academy as a PE and Spanish teacher in September 2004. I was given the opportunity to develop my skills and understanding on how to become an outstanding teacher from my first year. Before commencing my teaching career I worked as a Personal Trainer in London and have not looked back since.

Over the years Beacon have given me many opportunities to develop my professional development having led on many areas such as Head of Year; Head of Key Stage; Head of Department (in two different subjects), Associate Assistant Head of Academy, Senior Assistant Headteacher focusing on Progress and Achievement and in my current role as Deputy Headteacher.

Beacon Academy is an amazing place to work because of the friendly and helpful staff, there is a strong culture of collaboration and support that allows everyone to develop their practice. The strong focus upon CPD provides everyone the opportunity to learn the latest cutting edge developments in education and this is a major benefit for anyone wishing to further develop their practice. Our facilities and new technology allow us to provide engaging lessons to provide our learners with the perfect learning environment.

I would recommend Beacon Academy to anyone wanting to teach in a school that favours aspirational ethics and outstanding practice, because there are so many opportunities for ambitious staff who are keen to collaborate, develop and share best practice in order to progress in their career.

Deputy Headteacher







I have thoroughly enjoyed coming to work at Beacon Academy. The commitment and dedication from the staff to ensure students are achieving, and going above in and out of lessons is amazing to see. As an NQT I received so much support from other members of staff and feel like I can ask anyone for help. The commitment and extra time given to the students is what makes Beacon such a good school to work in.

Teacher of Mathematics

At Beacon Academy, whether a student, a member of staff, a parent, carer or a trustee, we will all:

Inspire one another
Believe in one another
Achieve our ambitions
Succeed in life

The Mathematics Department

We are the highest performing department in East Sussex and one of the highest performing maths departments nationally (Top 1% for Progress 8). There are eleven specialist teachers of Mathematics, working collaboratively within a well-resourced, dynamic department. There are also two Higher Level Teaching Assistants working within the department supporting the progress of students. Our aim is that all students find Mathematics engaging, challenging and enjoyable.

We are an outstanding department which aims to provide our students with an environment in which they can grow intellectually, creatively and spiritually. We are an incredibly friendly and supportive team that work together to ensure that our students make excellent progress irrespective of their starting point. The department is well supported, in terms of resources and opportunities for staff to develop their teaching and further their careers. We are a forward thinking team and are continuously creating new ways to encourage our students to continue with Mathematics in the sixth form and beyond.

Each year we mentor trainee PGCE students from Sussex and Brighton Universities. We are also currently advertising posts under the schools direct programme. We have found this to be a positive experience in helping bring new approaches and ideas into the department.

Departmental Staffing Structure:	Assistant Headteacher: Mr Yonathan Abraham Assistant Headteacher: Mr Peter Hall Head of Maths Department: Mr Anthony Stone Second in Charge: Miss Sophie McCoy Head of Key Stage 3: Mr Ben Marcou Head of Key Stage 5: Ms Nicki Robinson
Curriculum:	KS3: National Curriculum KS4: Edexcel 9-1 GCSE KS5: Edexcel Mathematics GCE
2019 Results KS4 & KS5	KS5 results: A level Mathematics 50% of students achieved a grade A* - A 72% of students achieved a grade A* - B 100% of students achieved a grade A*- C KS4 results: 24.3% of students achieved a grade 9 - 7 67.8% of students achieved a grade 9 - 5 83.7% of students achieved a grade 9 - 4
2020 predicted outcomes:	KS5 Results: Predicting 66.7% of students achieving A*- B Predicting 100% of students achieving A*-C KS4 Results: Predicting 81% of students achieving grade 9 - 4 Predicting 12% of students achieving 9-7

Resources, including IT:	10 Classrooms & a department office Each classroom has access to: Interactive Promethean Board, with ActivInspire installed Whiteboard for teacher use Computer with Extended Desktop Mini or A4 whiteboards (Class set) A set of higher and foundation KS4 textbooks A set of KS3 textbooks Department has: Boxed resources made by the department A store cupboard that has resources such as Dice, Counters, multilink and general mathematics equipment. Access to IPADS for lessons
Key areas for development:	Tracking of students to try to ensure fewer students miss their FFT target grades. Improving the attainment of student with the lowest prior attainment within KS4.

Job Description

JOB TITLE:	**TEACHER**
JOB PURPOSE:	To ensure that the negotiated aims and objectives of the department (which reflect those of the academy) are achieved through classroom teaching and contribution to department policy via department meetings.
ACCOUNTABLE TO:	Head of Subject / Department.
ACCOUNTABLE FOR:	The effective implementation of individual lessons / schemes of work and student standards and achievement.

KEY ACCOUNTABILITIES	**KEY TASKS**
1. THE LEADERSHIP OF LEARNING To contribute to the development of the department schemes of work and implement through classroom teaching	a) To prepare and deliver exciting and challenging lessons to students of all ages and abilities in accordance with schemes of work. b) To adopt a variety of strategies to engage all students (including ICT and use of the Creative Learning Centre) and be responsive to advice. c) To promote good student behaviour d) To mark, evaluate and give regular appropriate feedback on students work e) To assess students' progress and report to parents periodically in accordance with the Academy guidelines
2. THE LEADERSHIP OF PEOPLE To communicate effectively with members of staff in the department, to develop a collegiate working environment	a) To contribute to department meetings with creativity and energy b) To keep close contact with parents, tutors and Head of Department to ensure progress of students is best supported c) To contribute to House meetings and Year team meetings
3. THE LEADERSHIP OF RESOURCES AND POLICY To help develop the department resources and provide an effective, safe learning environment. To contribute to the review, development and presentation of department policies and objectives	a) To contribute to the development of curriculum materials b) To work effectively to carry out tasks as directed by the Head of Department with support and guidance from other team members.

Beacon's teachers are also accountable for promoting a positive image of the value of education within the student body of the Academy and in the wider community. Other whole Academy responsibilities include tutoring, or a commitment to the Academy pastoral system, attendance at INSET and other reasonable duties as directed by the Headteacher.

Person Specification

ESSENTIAL	DESIRABLE
Qualifications • Graduate & Qualified teacher • Strong academic background	**Qualifications** • Evidence of commitment to professional development
Experience • Secondary teaching experience or practice across both Key Stage 3 and 4 • An excellent practitioner with the drive and ambition to develop further • Excellent knowledge of assessment strategies and their effective implementation	**Experience** • Teaching students across prior attainment bands in a large comprehensive school • Experience of working in an impact led data driven culture • Sees this as a post to further promotion • Experience of teaching the most able at Key Stage 4 and 5 • Experience of utilising both Apple and Microsoft programmes to develop engaging lessons
Philosophy *Commitment to:* • The principle that 'The Children come first' • Working collaboratively with other team members to develop pedagogy • Equality of opportunity • The responsibility of contributing to whole team effort	**Philosophy** • An understanding of Academy status and its benefits flexibilities this status brings for the school. • Consistently good teaching with examples of developing outstanding practise. • An understanding of Mathematics as part of the whole curriculum
Skills *You will need to* • Be an effective Teacher • Be and effective Communicator • Have strong ICT skills (with a commitment to develop further through the utilisation of the 'Creative Learning Centre')	
Personal Qualities We will look for evidence of personal qualities such as vision, a team player, initiative, solution focussed, energy, self-motivation, resilience and a sense of humour!	

APPLICATIONS

Please note that applications will be considered as they are received and you are therefore advised to submit your application as early as possible, as some interviews may take place, and an appointment may be made, before the closing date is reached for this position.

If, like us, you are passionate about providing the best possible education for all students in a school with sustained improvement and a culture of high expectations and ambition, please ensure you:

1. Complete the statutory application form
2. Provide a letter of application that is no longer than 2 sides of A4. It is recommended that your letter is structured according to the main headings of the person specification. Please include any achievement data that are applicable to the role you are applying for. If possible, this should be across 3 years; otherwise please provide your latest set of results.
3. Provide two references, one of whom must be the Headteacher from your current school or most recent significant employer.

Completed applications should be sent to:

Human Resources
Beacon Academy
North Beeches Road
Crowborough
East Sussex TN6 2AS
Telephone: 01892 603078
Email: vacancies@beacon-academy.org

Beacon Academy is committed to providing the best possible care and education to its students and to safeguarding and promoting the welfare of children and young people. The Academy is also committed to providing a supportive and flexible working environment to all its members of staff. The Academy recognises that, in order to achieve these aims, it is of fundamental importance to attract, recruit and retain staff of the highest calibre who share this commitment. Please refer to our Recruitment, Selection and Disclosure Policy and Procedures which supports our statutory obligation to comply with Keeping Children Safe in Education 2019. Further information can be found on our website.