



MONK'S WALK
SCHOOL

Information Pack: Teacher of Maths

Start date: September 2021

Application deadline: Monday 25 January 2021



'Excellence for All'

Our School

The following information reflects the school when not in a pandemic. 2019 exam results are given as an illustration rather than the centre assessed grades awarded in 2020.

We are a mixed school of about 1,350 11-18 year old students in Welwyn Garden City, a Hertfordshire new town on the outskirts of London. Transport links are superb – direct rail links to London in less than 30 minutes; M1, A1(M), M11 and M25 all minutes away. WGC is a pleasant place to live – it even has John Lewis! The school is situated in a greenbelt area in the prosperous northwest corner of the city. Our grounds are magnificent and the view from the school is lovely, the view of our buildings slightly less so – this is an area we are constantly working on within the usual financial constraints. In September 2020 we opened a new teaching block to replace one of more rundown ones.

Monk's Walk is a genuinely comprehensive school, although the intake profile is changing – the prior attainment of students coming into the school is rising. The number of students with learning challenges is below the national average, with 11.6% supported at school action plus or with an Education and Healthcare Plan (EHCP). Our support for students with SEND is a real strength of the school.

We have a small number of blind or partially sighted students who receive specialist support. We also work very closely with Knightsfield School, a special school for deaf children on our campus. Knightsfield students are fully integrated into key stage 3 lessons in Art, Drama and PE. A small number join us for option subjects in key stage 4.



Parental confidence in the school is high; there were 690 applications for 236 places in Year 7 for September 2021, with 200 of those as first preference. Each year we hear appeals for students wishing to join the school.

The school has an extremely effective behaviour policy and in general behaviour is very good indeed. Our students want to learn and our parents are, on the whole, extremely supportive. Attendance is high.

There is a genuine 'buzz' around the school and we have a very strong reputation in the city. In February 2018, the school was judged once again by Ofsted to be 'good' - please read the inspection letter which can be found on our website (or on Ofsted's) should you wish to apply. We were really pleased with the comments made by inspectors. They won't be back until 2022, all being equal.

GCSE exam results in 2019 were strong. In the basics, 47% of students gained a strong pass in English and maths and 76% a standard pass. This puts us well above the national average. Our attainment 8 was 52.5 and progress 8 +0.11.

In terms of progress, disadvantaged and SEN students do better in the school than they do nationally. BME students attain very well and have good progress, as do each of the ability

groups. Girls' and boys' attainment until 2019 had been exactly the same, in 2019 boys fell behind a bit so we are working on that. We pride ourselves on the fact that Monk's Walk is an inclusive school.

The school has about 235 in the sixth form and this is the largest sixth form the school has ever had. We are also a member of a consortium with four other schools which provides a wide range of opportunities for students. Monk's Walk has the largest sixth form of the five schools and currently guest students take 45 courses in Year 13 and 68 in Year 12. At Monk's Walk we concentrate on providing A Level only, with decent numbers of students studying the facilitating subjects. Vocational programmes can be taken at Oaklands College or in other consortium schools. A Level Maths, Further Maths and Mathematical Studies are popular options.

Sixth form results are good and improving, but our ambition is for them to be even better. In 2019 our average point score per entry was 34.09, above national. We are very proud of the destinations of our sixth form students, with almost all students who applied making it to their first or second choice university, high quality apprenticeship or employment. Students access a range of universities, including two to Cambridge in 2020.



We do not pursue academic achievement at the expense of the wider development of the individual, however. Form tutors, heads of year and heads of house all have important roles in the social, personal and academic support of individuals. Our house system is strong, providing a range of all-ability competitions and activities for mixed-age groups. Recently we have become the first school in the country to have a recycling machine with the credit going as house points. All members of staff are allocated a house, except me who has to try to stay impartial, of course.

Despite being a linguist I do not believe in the EBacc. This combined with our healthy financial position has enabled us to maintain a very broad and balanced curriculum at both GCSE and A Level.

The school became an academy in September 2012. The decision to convert was purely pragmatic and trustees have no intention to make changes to teachers' pay and conditions beyond those made as part of national agreements.

Induction, training and continuing professional development have a very high priority in the school. All new members of staff take part in a comprehensive induction programme on joining the school. We have a proven track record in training teachers and we have both School Direct and PGCE trainees. We take an active part in the Alban Teaching School Alliance.

This post is open to both NQTs and more experienced teachers. If you are a newly qualified teacher, however, you would be offered the opportunity to have 3 weeks' induction in July for which you will be paid an honorarium. This gives the chance for a really comprehensive induction programme to make sure you have a flying start to your career in teaching. You will also find that we have an innovative support programme throughout the NQT year, organised with local schools. This provides training on key aspects of teaching such as assessment and behaviour for learning, as well as providing a local network of support with other NQTs in similar subject areas. There is also the opportunity to visit other schools to further your

experience in the NQT year. The course builds on the support of a mentor and the extended support of a professional mentor in school.

All staff are supported by a broad programme of continuing training and development. Individual staff are supported on programmes of further study/professional qualifications. The school runs a well-developed performance management system. All staff are actively supported to achieve their individual targets.

Please note that there is a generous relocation package for teachers moving house to take up post. See our website for details.

The Maths Department

The maths department is a large faculty with 12 teachers who currently teach in the subject. It is a department which has a range of experience, works well as a team and is supportive of each other. All members of the department have their own rooms and the classrooms have access to networked computers and data projectors.



At key stage 3 there is a focus on problem solving alongside discrete mathematical skills; there are textbook based lessons but dedicated time is provided for the students to work both collaboratively and independently on rich tasks. In response to the new curriculum changes we have raised the level of challenge for students at key stage 3 by reviewing the level of material our students are taught and the level of expected progress.

In maths, students are set from Christmas in Year 7, however a holistic view of setting is taken and set changes are considered at key assessment points throughout the year. At GCSE we study the AQA syllabus. Traditionally we have entered a higher number of students through the higher tier. We want every student to achieve the highest grade possible in maths but with the new specifications we constantly look at the entry policy to ensure it provides our students with the greatest chance of success.

Due to improvements in our key stage 3 and 4 provision over the last few years, key stage 5 maths at Monk's Walk is thriving. We currently have two maths sets each in Years 12 and 13 and a further maths set in each year group and all are taught the OCR specification. In 2017 we introduced Mathematical Studies, a level three certificate in maths, this has been successful, with a large uptake. We work with the Welwyn Hatfield consortium to provide further support and guidance across the curriculum and we also have students from other schools in the consortium who come and learn mathematics at A Level with us.

The department also organises a number of extra-curricular maths trips which enhances the students' engagement with the subject. We welcome creative and innovative ideas and above all we are passionate about good education and good educators. We appreciate the variety of approaches that different people can use in becoming outstanding maths teachers and how this can contribute to the development of both our students and our department.

Job Description: Teacher of Maths

Post Title: Teacher of Maths, full-time permanent
Job Grade: Teachers' Pay Scale
Responsible to: Ritu Uppal, Head of Maths

Job Purpose

- To ensure that students fulfil their potential in the classes you teach
- To support the school in keeping all students safe
- To oversee pastoral care and support the progress of your tutor group
- To contribute to the effectiveness of the teams in which you work (departmental, year group, house)
- To support the school's aim of providing an enjoyable educational experience for its students.

PRINCIPAL ACCOUNTABILITIES:

Planning, Teaching and Class Management

- To prepare and teach lessons of a high standard so your students make expected or above expected progress
- To follow designated programmes of study
- To set prep in line with school and departmental policy
- To ensure that your students' behaviour is conducive to learning.

Monitoring, Assessment, Recording, Reporting

- To follow designated programmes of study, carry out all assessments and marking, recording, reporting and target setting in line with departmental and school policy.

Pastoral Duties

- At all times ensure that your students are subscribing to school policies in terms of behaviour, appearance, academic work and social interaction and follow the guidelines given in the staff handbook if any pupil is infringing these policies
- To adhere to the school's requirements on safeguarding at all times.

Other Professional Requirements

- Work as a team member within the department, sharing ideas and resources and asking for guidance and help from fellow teachers when necessary
- Participate in all CPD activities that will improve your professional performance
- Take part in the school's appraisal process and enter into a professional discussion with your line manager about your strengths as a teacher and any areas which are in need of improvement
- Address any areas of weaker performance, taking advice from your line manager and actively engaging in any actions that might be suggested
- To maintain, at all times, the reputation of this great profession and of the school.

Resource Management

- To take a shared responsibility to ensure the accommodation in which teaching takes place is vibrant and conducive to learning
- To ensure that all department resources used are kept in good order and any defects are quickly reported to the Head of Department.

This job description sets out the duties of the post at the time it was drawn up. The Headteacher may vary the duties from time to time without changing their general character or the level of responsibility entailed.

Monk's Walk is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

This post is classed as having a high degree of contact with children or vulnerable adults and is exempt from the Rehabilitation of Offenders Act 1974. A Disclosure and Barring service check will be sought as part of the school's pre-employment checks. If you are invited to an interview, you will receive more information.

Person Specification: Teacher of Maths

1. Educational Qualifications/Training

- Honours Degree in a Mathematics or related subject
- DfE recognised Qualified Teacher Status
- A portfolio of training and continuing professional development
- Successful school-based training in secondary age range

2. Professional Experience

- Ability to teach across all three key stages (D)
- Proven track record in raising standards of student achievement
- Experience of constructive co-operation with parents

3. Professional Knowledge and Understanding

The successful applicant will need to demonstrate knowledge and understanding of:

- Safeguarding students
- Effective practice and approaches to teaching, learning and assessment
- Current educational trends and thinking
- Current developments in teaching subject
- Effective use of ICT in teaching
- Strategies for motivating and inspiring students, and managing student behaviour

4. Personal Qualities and Skills

Ideally, we are looking for someone who:

- Can work as part of a team
- Is resilient and optimistic
- Is sympathetic to the pastoral and safeguarding needs of students
- Is abundantly energetic, creative and enthusiastic
- Is co-operative, flexible and responsible
- Is reliable, well organised and committed to high standards
- Is able to contribute to the staff community
- Is committed to improving and enlivening the environment of the classroom and the school
- Is patient and has a fantastic sense of humour
- Has a life outside of school

That's all!

(D = desirable, all other essential)

Your Role in our Future

Monk's Walk School is a thriving, vibrant, learning community where our aim is to bring the best out of everyone. It is a very good school and like most good schools, we know we need to keep on improving to provide the best for our students.

I hope this information has given you a flavour of our school. Please read the Ofsted report and visit our website and Facebook page – Monk's Walk School - Official - for more information. If you feel you can contribute to the high standards of teaching and learning in maths and would like to join us, then please apply. I am looking for someone who can, or has the potential, to teach highly effective maths lessons.

How to Apply

I really hope the information we have provided makes you want to apply to join us. If you would like to discuss the position or visit the school before applying please contact Matt Grinyer (Deputy Headteacher). Matt is the SLT member with line management responsibility for mathematics. His email is magriny@monkswalk.herts.sch.uk or he can be contacted by phone at the school.

Please apply using the application form on our website. You should also write a letter of application. In your letter of application, please can you explain how you demonstrate that you fulfil the requirements of points 2, 3 and 4 on the person specification (page 6 in this pack). Shortlisted candidates are likely to be able to show how their work has impacted on students' achievements, experiences or attitudes – all in about two sides of A4! I am interested in appointing someone who is, or has the potential to be, a highly effective practitioner.

The deadline for us to receive your application is **noon on Monday 25 January 2021**. Please e-mail your application to: recruitment@monkswalk.herts.sch.uk, marked for my attention.

We look forward to hearing from you.

Kate Smith
Headteacher
December 2020