



TWICKENHAM SCHOOL Maths Teacher

Application Pack





Headteacher's Welcome

Thank you for your interest in Twickenham School. I hope this recruitment pack gives you an opportunity to see what our school is all about.

We are a student centred school driven by core school values of perseverance, dedication, integrity, empathy and responsibility. Our staff and students work together to aspire, achieve and enjoy the opportunities our school gives us and the strength of being part of the community.

The curriculum provision at Twickenham School is broad, balanced and fully inclusive. There is an emphasis on promoting strength and success in traditional academic subjects, but this is balanced with a desire to foster variety and personalisation in our provision. The curriculum is constantly reviewed and developed to not only meet the needs and strengths of our students, but to provide rich opportunities for them to develop a range of skills and enjoy memorable experiences.

We pride ourselves in developing our staff and there is a focus on wellbeing with a range of activities run throughout each term. Continuing professional development is also a strong focus of the school and is led by both internal and external specialists.

Twickenham School joined the Bourne Education Trust in September 2021. As part of a high achieving, inspiring and creative school, we can ensure our students are equal partners in a community of excellence.

Please take time to look at our website, social media channels and prospectus. We hope you decide to apply to join our school.



Jonathon Lisseman
Headteacher



Job Description

The role of Maths Teacher at Twickenham School is to support the Curriculum Lead in establishing and developing a distinct vision for Maths which: :

- Challenges, motivates and inspires students
- Provides Quality First Teaching to ensure all students make exceptional progress

All staff at Bourne Education Trust act with honesty and integrity; have strong knowledge, keep their knowledge and skills up-to-date and are self-critical; forge positive professional relationships; and work with families in the best interests of their children.

Location Twickenham, TW2 6JW

Contract Permanent; 32.5 hours per week

Salary Main Pay Scale

Benefits: Workplace pension through TPS, occupational sick pay, recognition policies for exceptional performance and long service, ongoing training, learning and development opportunities, HR and wellbeing support, family friendly policies, network of support within the Trust.

Duties & Responsibilities

- Teaching, learning and progress**
- To ensure a high-quality learning experience for students according to their needs, meeting internal and external quality standards. Lessons to be planned to use a variety of delivery methods which will stimulate learning and ensure progress is appropriate to both students' needs and demands of the syllabus.



Teaching, learning and progress

- To set and mark work carried out by the students in school and elsewhere, supporting the school's expectations.
- To use data and assessment to inform planning and intervention.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required adhering to reporting deadlines.
- To be responsible for the care of the teaching rooms and equipment during lesson or tutor group time.
- To maintain discipline in accordance with the school's procedures and to encourage good practice with regards to punctuality, behaviour, standards of work and homework.
- To contribute to the preparation and resourcing of Department Schemes of Work and policy development, working with other colleagues to develop and teach these.
- To attend Parents' Evenings, meetings and events as specified in the school's annual calendar.
- To contribute to Department enrichment activities.
- To ensure that the learning environment is stimulating through the display of students' work and other appropriate materials.

Form Tutor

- To be a Form Tutor to an assigned group of students. To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
- To provide 'first line' support and guidance to students to meet their personal development and achievement needs, to promote the general progress and wellbeing of individual students and of the Form Tutor Group as a whole.
- Evaluate, monitor and report on the progress and achievement of each student in terms of his or her curricular achievements and extra-curricular activities.
- To monitor behaviour, promote school rules and encourage improvement.
- To alert the appropriate staff to problems experienced by students and to take suitable actions to help resolve them.
- To communicate, where necessary and after consultation with the appropriate staff, with parents and with persons or bodies outside the school concerned with the welfare of individual students.
- To monitor attendance and punctuality



Professional Development

- To attend regularly and punctually
- To update subject knowledge through external and school based training
- To contribute to own professional development through performance review / observation
- To attend school meetings as required.

Health & Safety

- To comply with the school's Health, Safety, Welfare and Safeguarding policies and undertake risk assessments as appropriate and designated supervisory duties.

The above responsibilities are subject to the general duties and responsibilities contained in the latest School Teachers' Pay and Conditions Document. This job description is not necessarily a comprehensive definition of the post. It will be reviewed from time to time as required and it may be subject to modification or amendment at any time after consultation with the holder of the post. It is understood that the need to consider any major change in the manner and scope of responsibilities mentioned above will be through negotiation between the post holder and the Head teacher.

Person Specification

Qualifications & Training

- Qualified Teacher Status (QTS) with appropriate degree (E)
- Good academic background experience (E)
- Secondary trained (E)
- Evidence of commitment to further professional development (D)
- Experience of delivering specialist Maths teaching at examination level (E)

Knowledge & Skills

- Excellent subject knowledge (E)
- An understanding of current developments in teaching, particularly the National Curriculum at KS3 & KS4 (E)
- An awareness of changes to the National Curriculum for Maths(D)
- A commitment to:
 - the principal of comprehensive education (E)
 - Staff participation in decision-making and consultation (E)
 - The pursuit of high standards, both academic and behavioural (E)
 - Quality provision for all students including SEN/G&T (E)
 - Innovation in the teaching of Maths (E)
 - The development of high-quality programmes of study (E)
 - Sharing good practice (E)
 - Coaching and mentoring (E)
 - Equality of opportunity (E)
 - Maximising contributions from parents, governors and the community (E)
 - A belief that all children can be successful in Maths(D)
 - A desire to promote and develop Maths across the curriculum (D)
- Excellent communication (E)
- Efficient organisation (E)
- The ability to initiate change (E)
- A high degree of creativity (E)
- Effective teaching and leadership skills (E)
- The willingness and capacity to function creatively and generously in a mutually supportive team (E)
- Ability to carry out administrative tasks effectively (E)
- Confident use of ICT (E)

Personal
Qualities

- Ability to work collaboratively with peers across the Trust
- Ability to work both autonomously and as a member of a team
- Awareness of and commitment to equal opportunities and valuing diversity
- Ability to forge effective professional relationships with colleagues and parents/guardians
- Capacity to embrace and implement change
- Vision, warmth, energy, enthusiasm, caring and resilience





Our School

Twickenham School is a high performing mixed secondary school for students aged 11-16, situated in the heart of the community of Twickenham in south west London.

Our facilities are second to none in the borough. Our buildings were completely rebuilt in 2015 and upgraded in 2018, with further high value capital investment planned over the next three years, which began with the opening of our new Aspire centre in September 2022.

At Twickenham School we are incredibly proud of both our students and staff alike. We believe that everyone is capable of excellence and as a school strive to ensure that every student thrives during their time with us; achieving more than they ever thought possible.

We have very high expectations and provide a broad and balanced curriculum that is designed to stretch and challenge every student and focus on teaching our students the skills to be effective learners; encouraging them with a love of learning that they will keep throughout their life.

To read our latest Ofsted report, please click [here](#).



Our Vision



At Twickenham School, we have high expectations of our students and believe that everyone is capable of excellence.

Our priority as a school is to ensure that our students thrive during their time with us; achieving more than they ever thought possible.

Our Values

As a community of students, staff and Twickenham School families we are incredibly proud of our school values - everything we do is guided by them!

Our students learn the importance of our core values as soon as they join us in year 7, embedding these both into their learning behaviours and daily life as they progress through the school.

Our values encompass the PRIDE we take in ourselves and our community:

Perseverance, **R**esponsibility, **I**ntegrity, **D**edication, and **E**mpathy.





Application Process

Thank you for your interest in this role, we look forward to receiving your application. Candidates should be aware that the closing date for applications is midday on Friday 19th April 2024, however prompt applications are encouraged as we reserve the right to close this vacancy if sufficient applications have been received.

To apply for this position, you must complete a Bourne Education Trust application form (CVs without a fully completed application form will not be considered). Candidates applying via other job sites should follow the instructions provided. Shortlisting will take place as applications are received and you will be contacted by email if we would like to see you for an interview.

Bourne Education Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The appointment will be made subject to an Enhanced Disclosure and Barring Service approval ('DBS') as part of our rigorous approach to safeguarding our children.

Bourne Education Trust is committed to equality of opportunity for all colleagues, pupils and other stakeholders. Applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.



Bourne Education Trust ('BET') was established in 2011 and has grown steadily since then. It is largely Surrey based with 20 of its 24 schools there, but has also expanded into Hampshire and Richmond. It is made up of 21 academies, 2 associate schools and one free school due to open in September 2024. Of its 24 schools, 13 are primaries, 9 are secondaries, and, with the new free school, 2 are specialist schools. It is responsible for the education of approximately 12,500 pupils and employs just over 1,300 staff. The Trust is organised into both phases and clusters to support collaboration.

The size of its schools ranges from a one-form entry primary to an eight-form entry secondary school with a sixth form. Schools are equally important and carry the same influence in terms of decision-making within the Trust. Each school has its own Head and Local Governing Committee. The Trust is led by Alex Russell, Kate Sanders, Rob Isaac and Penny Alford.

BET Values

BET's values are summarised by our strapline: 'Transforming schools; changing lives'. We absolutely believe that all children regardless of context or background deserve a great education, hence our involvement in schools and communities that have not always experienced this. Whilst we want our schools to retain their own identity, all BET schools share environments that are extremely warm and welcoming, professional, relentlessly positive, highly aspirational and characterised by happy and safe pupils with excellent relationships between them and the staff. In all classrooms and beyond pupils enjoy creative and effective teaching and learning that fosters belief and confidence.

For more information on the Bourne Education Trust, please click [here](#).

BET Philosophy

Our philosophy is to have schools working as effectively as possible and serving their community. We err towards independence but never forget we are one organisation working together. Our schools welcome the support of the Trust and its collective ethos but relish their remit as local schools and the responsibility that brings. We are highly focused on our work on equality, diversity and inclusion ('EDI') and environment, social and governance ('ESG') to ensure our organisation is highly sustainable and a driver for social justice. This permeates through our Trust-wide think tank, our CPD offer and our quality assurance approach.