

Teacher of Maths
with potential TLR
to start Easter 2020 or earlier



Sidney Stringer
Multi Academy Trust

Ernesford Grange
Community Academy

egacademy.org.uk



Ofsted

Good
Provider

An Ofsted 'Good' School for students 11 to 18 years

A young boy in a school uniform is looking through a microscope. He is wearing a dark blue suit jacket, a white shirt, and a yellow and blue striped tie. The microscope is a white and black compound microscope with a black base and a white body. The boy's hands are visible, adjusting the microscope. The background is a green wall.

Information about our school

Ernesford Grange Community Academy is a thriving 11-18 school which demands the very best from its students and staff.

In May 2019 we achieved our OFSTED Good status and we are continuing to aspire to excellence for all within our school community.

<http://blog.egacademy.org.uk/>

Excellence for All

Our vision is to achieve excellence for all with a mission to work together to inspire a learning culture of high expectations with no excuses, where every member of our school community can be proud to belong to Ernesford Grange Community Academy and all students will achieve outcomes which will enable them to succeed in modern society.



Teaching and Learning

Teaching and Learning is at the heart of everything we do alongside the belief that every child can achieve no matter the barriers.

We have a very firm no excuses culture and have the highest expectations of our young people and our staff. Ernesford is a very collaborative, supportive and inclusive school and it is our wonderful staff who drive the culture of belief in the young people and what they can achieve.

Staff CPD is a key component of our continued improvement in high quality teaching and learning and we invest heavily in this aspect of school life.

The Sidney Stringer Multi Academy Trust

The SSMAT currently consists of 5 schools; Ernesford Grange Community Academy which is co-located with Riverbank Academy (Special school), Radford Primary, Sidney Stringer Academy and Sidney Stringer Primary Academy. We have some posts working across the MAT as well as a number of MAT training days and MAT social events.

Why work at Sidney Stringer Multi Academy Trust?

There are many benefits for staff working at Ernesford Grange

- 100% attendance - 1 day off following year
- Staff Development- new leadership challenge programme and subsidies for Masters' degree
- Chromebooks for teaching staff and class sets for lessons
 - Social committee with subsidised events
- Revision sessions paid for (Subject to minimum numbers)
 - Occupational health and counselling support
- £50 a day for taking trips at weekends/ Holidays
 - Cycle to Work Scheme
 - Childcare voucher Scheme
 - Free parking
 - Free Flu jabs
 - Long service awards
- Potential to work across more than one school/phase if appropriate



The Mathematics Faculty

Ernesford Grange Community Academy is seeking to appoint an outstanding teacher of mathematics with a relentless drive to pursue the best possible outcomes for our students at all Key Stages.

We are looking for an experienced classroom practitioner who has;

- Integrity, drive and commitment
- Excellent subject knowledge
- Ambition to develop/adapt their teaching and learning practices to ignite a passion for mathematics amongst our young people
- A strong classroom presence to achieve high levels of student engagement and progress

You will be working as part of a well-established mathematics team determined to achieve success for all of our students at a very exciting time in a school that has recently been transformed from Special Measures to Good (OFSTED, May 2019). The Maths faculty are proud to demonstrate a positive progress score at both GCSE and A Level and are continually seeking ways to build on this success.

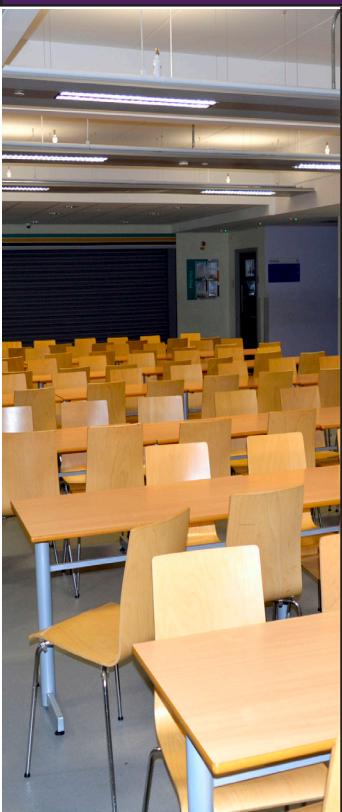
Students in Key Stage 3 follow a Scheme of Work that develops deep knowledge and understanding of key concepts with a focus on problem solving. At KS4 our focus is on preparing students to be confident in their mathematics to achieve the best possible outcomes. In addition to the GCSE mathematics course, we offer GCSE Statistics to selected students. We also offer A-level Mathematics course in post 16 setting.



Students are set by ability for teaching and learning purposes and this is reviewed half termly with individual progress discussed regularly. Students are encouraged to attend our after-school classes which include extension and revision sessions. All homework is set using Hegarty Maths.

The Faculty consists of eight specialist teachers, a mathematics HLTA and two trainee teachers. There is support from the Leadership team and a comprehensive CPD programme. The mathematics staff work area is the 'hub' for sharing good/ outstanding resources and all team members are more than willing to go the extra mile to support each other.

The mathematics classrooms are resourced with interactive whiteboards (supporting ActivInspire software). The mathematics department is an excellent and supporting teaching and learning environment.



JOB DESCRIPTION – Main Pay Scale Teacher

Ernesford Grange Community Academy is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment. We promote a fully inclusive, caring, learning community, where all individuals are valued, ambitions are grown and strengths are celebrated; where students are equipped with the skills to play an active and successful part in society.

Scale: Main Pay Scale

Responsible to: Subject Leader

Responsible for: Carrying out the duties of a subject teacher as set out in the most recent Teacher's Pay & Conditions Document. Your aim is to be an effective teacher and tutor who challenges and supports all our students to do their best and achieve their potential.

Core purpose:

To meet high professional standards in respect of:

- Relationships with young people
- Communicating and working with others
- Knowledge and understanding
- Skills to achieve consistent high quality learning and teaching across the Academy
- Promotion of a love of learning.

General teaching duties:

To plan effective courses and prepare good lessons by:

- Developing Schemes of Work and planning lessons to implement the Academy learning and teaching policy
- Matching the design of lessons to the ability of students
- Ensuring progression in the students' learning experience.

To teach and manage students' learning by:

- Ensuring effective teaching of whole class groups or individuals
- Establishing a purposeful and safe learning environment conducive to learning and identify opportunities for learning in out-of-school contexts
- Providing effective feedback to enhance students' progress
- Setting high expectations of students' behaviour, through good classroom discipline, adherence to Academy climate for learning policy, focused teaching and productive relationships
- Setting homework as an integral part of students' learning
- Using teaching methods which take account of different learning styles
- Use skills in literacy, numeracy and ICT to support teaching and wider professional activities.

To ensure students progress and that they meet or exceed their targets by:

- Having high expectations of students, based on a sound knowledge of their prior and potential attainment
- Marking and assessing in line with Academy policy
- Recording marks efficiently and reporting to parents in line with Academy policy
- Being clear about the level at which a student is working
- Giving clear and constructive feedback to students on how to move on to the next grade or level.

To manage one's own performance and enhance the working atmosphere and ethos in the Academy by:

- Applying Academy policies and practices consistently
- Working as a team member, identifying opportunities for working with colleagues and sharing development of effective practice
- Setting an example to students in work ethic, conduct, dress, punctuality and attendance
- Taking responsibility for one's own professional development, setting objectives for improvement and keeping up to date in subject expertise and teaching skills
- Maintaining effective working relationships with teaching and support staff.

To be a form tutor to a group of students by:

- Keeping an accurate register of attendance
- Mentoring them as appropriate
- Delivering the tutorial programme
- Monitoring their progress across subjects and liaising with the year or faculty heads as appropriate

To support the wider life of the Academy community and its individuals:

- Work to published timescales for reports, publications and events
- Carry out procedures to satisfy Academy policy and practice
- Carry out weekly duties.

Other Duties

- To undertake such other duties, training and/or hours of work as may well be reasonably required and which are consistent with the role
- To participate in performance management arrangements
- To adhere to published school policies and procedures
- To attend regular meetings with line manager

Safeguarding

Teachers are accountable for the way in which they exercise authority, manage risk, use resources and protect students from discrimination and avoidable harm. All staff, whether paid or voluntary, have a duty to keep young people safe and to protect them from physical harm. When an individual accepts a role that involves working with children and young people they need to understand and acknowledge that the responsibilities and trust are inherent in that role.

- The jobholder is expected to observe their obligations in accordance with the Academy's Child Protection Procedure, and to report any concerns that they may have regarding a child or young person's welfare to the appropriate person. A copy of the Academy's Child Protection Procedure can be obtained from the jobholder's line manager.
- ***The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.***

Rehabilitation of Offenders Act 1974

This job is exempt from the provisions of the Rehabilitation of Offenders Act 1974. Appointment to this job is subject to an enhanced DBS disclosure being obtained, and any relevant convictions cautions and reprimands being considered. Any convictions cautions or reprimands of relevance, obtained by the jobholder after enhanced DBS clearance has been acquired, must be disclosed to the Principal by the jobholder. Failure by the jobholder to do so, or the obtaining by the jobholder of a relevant conviction caution or reprimand, may be managed in accordance with the Academy's Disciplinary Procedure.

Health and Safety

The jobholder is required to exercise their duty of care by taking responsibility for their own health and safety and the health and safety of other people who may be affected by their acts or omissions (failure to act). Full guidance regarding health and safety is set out in the Academy's Health and Safety Policy, and in any risk assessments relevant to the jobholder's role or circumstances. Both can be accessed via the jobholder's line manager and must be observed.

Confidentiality and Data Protection

The jobholder is expected to comply with the provisions of the Data Protection Act 1998. Any information they have access to, or are responsible for, must be managed appropriately and any requirements for confidentiality and security observed. Information must not be disclosed to any person or Authority, for example a parent or the Police, without observing the correct procedure for disclosure as set out in the Academy's Data Protection Policy.

Equality and Diversity

Ernesford Grange Community Academy is committed to equality and values diversity. As such the Academy is committed to fulfilling its Equality Duty obligations, and expects all staff and volunteers to share this commitment. The Duty requires the Academy to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people who share characteristics, such as age, gender, race and faith, and people who do not share them. Staff and volunteers are required to treat all people they come into contact with, with dignity and respect and are entitled to expect this in return.

Training and Development

Ernesford Grange Community Academy has a shared responsibility with the jobholder for identifying and satisfying training and development needs. The jobholder is expected to actively contribute to their own continuous professional development, and to attend and participate in any training or development activities required to assist them in undertaking their role and meeting their safeguarding and general obligations.

This job description reflects the major tasks to be carried out by the jobholder and identifies the level of responsibility at which the jobholder will be required to work.

This job description may be subject to review and/ or amendment at any time to reflect the requirements of the job. Any amendments will be made in consultation with any existing jobholder, and will be commensurate with the grade for the job. The jobholder is expected to comply with any reasonable management requests.

Person Specification

- Qualified teacher status (or about to gain it)
- If in previous employment an EXCELLENT attendance record
- Good organisational skills
- A record of consistently good teaching either as a PGCE/School Direct student or as a qualified teacher.
- The willingness to go the extra mile for students and accept no excuses for underachievement.