



Exmouth
Community
College
Academy Trust

Recruitment Information & Job Pack

TEACHER OF MATHEMATICS

Permanent

MPS/UPR

Closing Date: Friday 26 February 2021 at 10.00am

Interview Date: Monday 8 March 2021

Exmouth Community College, Gipsy Lane, Exmouth, Devon. EX8 3AF

www.exmouthcollege.devon.sch.uk

Principal: A J Davis BSc(Hons), PGCPSE, NPQH

Letter from the Principal



Dear Applicant

Thank you for your interest in Exmouth Community College. We have an exciting opportunity for you to join our College and work with highly motivated staff, enthusiastic students, supportive parents and knowledgeable Governing Board. We are a hardworking, dedicated and supportive learning community.

The College is committed to recruiting the very best staff for our young people and as a result I have the pleasure of working alongside a fantastic team of both teachers and support staff. Staff at the College work hard and set high standards for our students and ourselves. Consequently, the College is a stimulating place to work and the professionalism of staff here ensures that the College is constantly moving forward.

In terms of student outcomes at both GCSE and Post 16, we were delighted with many aspects of our results in 2019. We have implemented a range of changes to further improve outcomes such as redeveloping our curriculum offer and introducing accelerated reading at the start of many lessons. We are sure that with our excellent staff, both teaching and non-teaching, we will continue to achieve great results for our students.

If you are looking for a College which is completely focussed on ensuring consistently great teaching and learning, investing in your professional development, and where your passion and ideas will be welcomed enthusiastically, we would love to hear from you.

I hope that you find the information in this pack to be both interesting and informative. I would also urge you to explore our website to get a deeper understanding of why we are so proud of this dynamic College: www.exmouthcollege.devon.sch.uk

Having myself only joined Exmouth Community College in September 2017, I recognise that much time and thought goes into preparing an application which I thank you for in advance and we, in turn, will give your application serious consideration.

If you require any further information regarding the post or the application process, please do not hesitate to contact us.

Yours faithfully

A handwritten signature in black ink, appearing to read 'Andrew Davis', with a stylized flourish at the end.

Andrew Davis
Principal

The School

Behaviour in lessons is generally good. Pupils told inspectors that there is little disruption in lessons and this was confirmed by the observations that inspectors made.
(Ofsted 2017)

Exmouth Community College is one of the largest secondary schools in the country with over 2,300 students currently enrolled (almost 400 of these in Post 16). The College, which converted to Academy status in April 2011, is set in a leafy split-site location.

Our catchment area extends northwards towards Exeter city boundary and eastwards to include Budleigh Salterton and many attractive rural villages. The College embraces working as part of the community and has strong local partnerships.

The College's mission is to provide a positive, enjoyable and structured approach to learning, where success is rewarded and students' individual aptitudes are given the chance to develop. We are an inclusive school and we pride ourselves on catering for all abilities. We offer a safe, secure, non-threatening environment in which students develop consideration for others, self-discipline and positive relationships. We aim to provide a thorough education which prepares students for their future.



Teachers have positive relationships with their classes and have high expectations of behaviour. Most pupils respect their teachers, and so interruptions to learning are rare.
(Ofsted 2017)

As an academy, we have more flexibility in the way we manage the College. The Exmouth Community College Trust is overseen by the Governing Board who are committed to delivering the best comprehensive education for the young people of Exmouth and the surrounding villages.

We believe that young people should be given the opportunity to develop the qualities we expect of good citizens. Our curriculum is broad and challenging; designed to stretch students of all abilities and to provide the widest range of opportunities. The curriculum includes, over and above the normal provision,

enrichment, work based learning, Lead Learner and supportive elements; all of which combine to ensure that all students have an opportunity to develop their intellectual and practical skills.

Sixth-form students make strong progress on their courses because they are motivated to succeed and are well taught.
(Ofsted 2017)



In addition the College provides opportunities beyond the classroom in: sport, the arts, adventure, travel and more, everything from Rocket Clubs to the Ten Tors challenge and from Public Speaking to a range of visiting authors and speakers.

The school has a strong pastoral system organised on a Key Stage basis and excellent contacts with partner primary schools.

The leaders of the sixth form demonstrate a genuine passion for the success of all students, no matter what their starting points.
(Ofsted 2017)



Our Vision

Our vision is to create a College for the whole of our community that emphasises the importance of progress and innovation alongside more traditional values such as integrity, honesty and respect. For everyone we will provide the skills, knowledge and awareness to enable all to play an active and positive role in their families, workplace and global community. We will do this through world-class teaching delivered by reflective and skilled practitioners, a broad and differentiated curriculum model and opportunities beyond the classroom.

Teachers are well motivated. They have welcomed the new Principal's recent initiatives to improve the quality of teaching. They are keen to share ideas and consider how they can accelerate pupils' progress.
(Ofsted 2017)

Characteristics of our students

Our focus groups identified eight key characteristic traits that any students from Exmouth Community College should be able to demonstrate and have been given opportunities to learn and develop during their time at the College:



1. Know how to be healthy and stay safe.
2. Always endeavour to show resilience to be the best they can be.
3. Be aspirational and understand their career options.
4. Know how to behave well and respect other members of our community.
5. Have confidence and communicate effectively.
6. Be mutually tolerant and empathetic individuals.
7. Be knowledgeable and able to deeply understand and recall information easily.
8. Be skilled in applying this knowledge in a range of circumstances.

The Area

Exmouth is a town of 40,000+ inhabitants situated at the mouth of the River Exe. As with so much of the South West, employment in Exmouth is largely in the service sector and the College is by far the largest employer in the town. Employers also include primary schools, Exmouth Hospital and a thriving retail and tourist trade.



Exmouth is a very pleasant place to live. It is situated at the start of the Jurassic Coastline which has been officially ranked alongside the Great Barrier Reef and the Grand Canyon as one of the natural wonders of the world. East Devon is an area of outstanding natural beauty.

The town has a marina and the two mile beach front offers a variety of water sports. An indoor tennis centre is attached to the College campus and is used on a daily basis by both the College and the public. Exmouth also has other excellent sporting facilities including a large Sports Centre with two

heated pools, fitness suites, squash and badminton courts. The town has a wide range of hotels and restaurants, a number of pubs and night clubs as well as shopping facilities.

On the outskirts of Exmouth is Woodbury Common. It is a huge and beautiful moorland, ideal for walking, riding, mountain biking and picnics. The common is also the home of Woodbury Golf and Country Club offering two golf courses, one to championship standard. Exeter, the capital city of Devon, is just 10 miles from Exmouth and offers a wealth of shopping, sporting, cultural and historic attractions.

(Post 16) Teachers have good subject knowledge and well-developed strategies for helping students to make progress. As a result, students are challenged to think deeply about their learning in many subjects.
(Ofsted 2017)

Introduction to the Mathematics Department

Staffing

The Mathematics Department is a very large, successful, forward-thinking department. It is made up of 12 full and 6 part-time teachers and 1 specialist Teaching Assistant. The department has a very strong sense of team spirit, with members working together to evaluate and improve all aspects of teaching and learning.

Accommodation and Resources

The Mathematics Department is housed in three separate buildings. Construction is soon to start on the extension of the newest Mathematics block (4 years old) to accommodate the whole department in a modern, well-purposed premises. The buildings house 4 store rooms and a number of offices where staff can access computers and printing. All rooms have either Smart Interactive whiteboards or the newer Clever-touch, 4K smart screens.

Key Stage 3 Curriculum

Students are taught the National Curriculum to ensure all become fluent in the fundamentals of mathematics; can reason mathematically; and can solve problems. They are taught in three parallel populations throughout Year 7, 8 and 9. Students receive 4 hours of direct teaching per week in Year 7 and then 3 hours in each of Year 8 and 9. Taught in ability groups; setting is initially done according to KS2 data and regularly reviewed. Teaching and learning is focused on problem solving and real-life application to ensure key concepts are understood. There are also competitions and events throughout the year including financial awareness week and enrichment weeks. Teachers are encouraged to use a variety of resources including use of ICT software. In Year 9, students start their GCSE course to enable a smooth transition into KS4.

Key Stage 4 Curriculum

Students follow a GCSE Mathematics programme of study and sit GCSE papers using the EDEXCEL (1MA1) board. The new 9-1 GCSE programme of study consists of three papers all 1.5 hours in length and grades are awarded 9-1. Where suitable, a small group of less able students study for the Entry level certificates with Edexcel before moving on to the GCSE qualification. Students are taught in two parallel populations throughout years 10 and 11. Students are set by ability and all students receive 4 hours of maths teaching per week. Students are regularly assessed throughout KS4 and movement between sets can occur as a result. One piece of homework, of around 60 minutes on average, is set per week. In addition, it is expected that pupils will work independently revisiting topics using Mathswatch and Corbett Maths to support development.

Post 16 Curriculum

Students are currently taught in two parallel teaching sets and one Further Maths set. They receive 5 hours of Maths teaching per week and Further receive 9 hours. Students follow a GCE Mathematics programme of study and sit GCE papers using the EDEXCEL (9MA0) board. The new programme of study consists of three papers all 2 hours in length. Further Maths students sit EDEXCEL (9MA0) in Year 12 and (9MF0) in Year 13. Additionally, we offer Core Maths (AQA) for those wanting to bridge the gap between GCSE and A level.

Extra Curricular

The department takes every opportunity to extend learning outside the classroom and is extremely active with STEM related trips and events. Recent educational visits include "Racing to School", "Girls into STEM" and the "Maths Inspiration" lecture series. We are also heavily involved in all U.K. Mathematics Challenges and host some of their regional Team events.

Job Description

Title:	Teacher of Mathematics
Contract Type:	Permanent
Start Date:	1 September 2021
Salary:	MPS/UPR
FTE:	1.0000%
Reporting to:	Director of Mathematics
Responsibility for:	No line management responsibilities

Purpose of the Job

The College is currently seeking a qualified teacher to take on a role teaching Mathematics. The successful applicant will be expected to provide outstanding teaching and learning of Mathematics to ensure high attainment of students. The post holder will adhere to the professional duties of a teacher as set out in the School Teachers' Pay and Conditions of Service document and College policies.

Key Responsibilities

- Provide a nurturing classroom and school environment that helps students to develop as learners.
- Help to establish / maintain discipline and good order in the classroom and across the Mathematics Department.
- Contribute to the effective working of the Mathematics Department.
- Participate in departmental CPD and undertake professional development as identified.

Teaching and Learning

- Plan and teach engaging and effective lessons that motivate, inspire and improve pupil attainment.
- Use regular assessments to monitor progress and set targets.
- Respond accordingly to the results of such monitoring.
- Ensure that all students make significant and continuing progress.
- Maintain accurate pupil data that can be used to make teaching more effective.
- Identify situations where the Key Stage Co-ordinator or Head of Department needs to be involved.
- Communicate enthusiasm of the subject, and the areas of learning related to it, to students.

Department Ethos

- Have an infectious enthusiasm for the teaching of Mathematics.
- Ability to initiate curriculum innovation and develop resources.
- Interested and involved in the College's aim to service the needs of the whole community.

Person Specification

Attributes	Essential	Desirable	How Identified
Qualifications			
Qualified to degree level in Mathematics or related subject	✓		Application, Certificates.
Qualified teacher status	✓		
Ability to teach GCSE	✓		
Ability to teach A Level		✓	
Teaching Experience			
Successful experience of teaching Mathematics in a placement or a previous school	✓		Application, Interview, Assessment/ Observation, Reference.
Experience of raising attainment in a positive classroom environment	✓		
Teaching Standards			
Set high expectations which inspire, motivate and challenge students	✓		Application, Interview, Assessment/ Observation, Reference.
Promote good progress and outcomes by students	✓		
Demonstrate good subject and curriculum knowledge	✓		
Plan and teach well-structured lessons	✓		
Adapt teaching to respond to the strengths and needs of all students	✓		
Make accurate and productive use of assessment	✓		
Manage behaviour effectively to ensure a good and safe environment	✓		
Fulfil wider professional responsibilities	✓		
Personal Qualities			
Adaptable, flexible and creative	✓		Application, Interview, Assessment/ Observation, Reference.
Excellent written and oral communication skills	✓		
Confident user of ICT	✓		
Awareness and understanding of data protection and confidentiality	✓		
Able to take responsibility and show initiative	✓		
Enthusiastic and inspiring	✓		
Ability to command respect	✓		
Ability to work actively, productively and flexibly as part of a team	✓		

Additional Criteria

We have an expectation that all staff employed at Exmouth Community College will:

- Commit to the safeguarding and welfare of all students
- Understand and recognise the principles of equality and diversity
- Commit to regular and on-going professional development and high standards
- Demonstrate and promote good practice in line with the ethos of the College

Important Information

Please read the *Application and Recruitment Guidance Notes* available from the College website before completing your application.

We are committed to providing the best possible care and education to our pupils and safeguarding and promoting the welfare of children and young people, and expect all staff to share this commitment. As part of our commitment, we need to ensure that all potential employees satisfy our employment checks. Please note that where appropriate, shortlisted and/or potentially suitable applicants will be required to undertake further checks. A satisfactory Enhanced DBS Disclosure (with Barred List check) will be required before the successful candidate can commence employment at Exmouth Community College.

To Apply

Please complete the Teaching application form available from the College website.

Your completed application form should be submitted before 10am on the closing date.

Email to: recruitment@exmouthcollege.devon.sch.uk

Or post to: Human Resources
Exmouth Community College
Gipsy Lane
Exmouth
Devon
EX8 3AF

Questions?

For further information about this post please contact Amanda Day:

Email: amanda.day@exmouthcollege.devon.sch.uk

Phone: 01395 255687



Exmouth
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Our six core values



We will always show **INTEGRITY** and operate in the best interests of the College. Our decisions are based on evidence, honesty and courage.



We recognise that achieving our best is difficult and requires hard work, determination and commitment. We value and aspire to be **RESILIENT INDIVIDUALS** who identify solutions and opportunities, seeing problems as challenges to resolve.



CREATIVITY and innovation are the hallmarks of active participants and good learners and are the key skills required for any successful organisation. We consistently look forward and find opportunities for ourselves and students to explore.



We all strive continuously to use our imagination and be curious about the world around us. We celebrate diversity and the **POWER OF EDUCATION** and learning.



We look beyond current expectations and are open to new ideas, feedback and best practice. We are outward facing, open and optimistic, **EMBRACE CHALLENGE**, persist in the face of setbacks and see effort as the path to mastery.



We are proud of our College. We do many things exceptionally well. As **REFLECTIVE LEARNERS** we find opportunities for feedback, listen to it and act where necessary to improve our performance. Fearless and dedicated we never give in or give up and, where we see others struggle, we reach out and give them support, strength and encouragement to be the best they can be.

Learn • Progress • Grow