



**GEORGE
SALTER
ACADEMY**

“OneWorld
In OneSchool” ofsted

SM
**Teacher of Maths, MPS + TLR 2.2, £4,442
responsibility for KS4**

Closing Date for applications: Monday 29th January 2018 @ 12.00 noon

Required for April 2018

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We are a friendly, happy, vibrant 11-18 Academy which is highly successful, serving a multi-cultural community, rich with ethnic and linguistic diversity. We are rated as a 'Good' school by OFSTED in May 2017. The academy has benefitted from a £12.5 million refurbishment.

We need a postholder in Maths, to join an excellent team, who is absolutely committed to improving the life chances of our young people through creative, supportive and engaging mathematics.

Do you want to be part of a progressive academy, where your professional development is important to us and where your innovation will be valued?

If so, we want to hear from you.

To discuss the position or arrange a visit, please contact Helen Jones, Assistant Principal, e-mail h.jones1@georgesalter.com

For an application form and further details please contact Satty Bhogal (H.R.) on 0121 553 4665 (Ext.263) or email satty.bhogal@georgesalter.com

George Salter Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

Name:

**Job Title: Postholder with responsibility for Mathematics
For KS4**

Reporting to: Head of Mathematics

- To be accountable for the learning and achievement of all students following KS4 Mathematics programmes within the Academy in line with the Key Performance Indicators set by the Principal in the Academy and Departmental Development Plans.
- To provide high quality leadership and management for all KS4 Mathematics learning programmes and ensure there are well managed structures to support the learning schemes .

Monitoring Performance to ensure high standards are attained and maintained in KS4 Mathematics programmes

- To monitor and evaluate the learning and teaching of the subject in KS4 Mathematics courses, to identify good practice and areas for improvement using Go 4 Schools/SIMS
- To use data effectively to ensure that all students in KS4 Mathematics courses are making good progress in their learning and achieving well, using Go 4 Schools or SIMS, for
 - ◇ Ongoing, formative assessment data to identify underachieving students; intervention strategies to be actioned in liaison with Heads of House and progress monitored rigorously.
 - ◇ Summative end of year data, together with KS2 entry data and GCSE, GCE and vocational results and to use them to inform departmental development.
 - ◇ Data to set targets for year, teaching group and individual students.
- To devise and implement an annual monitoring cycle in KS4 Mathematics courses to include:
 - ◇ Staff planning/forecast sheets
 - ◇ Exercise books
 - ◇ Lesson observation
 - ◇ Reports
 - ◇ Environment
 - ◇ Homework
 - ◇ The accuracy of assessment across the department
 - ◇ Learning walks.
- To monitor the effectiveness of the Departmental Development Plan in KS4 Mathematics courses and collate the findings into the next departmental Self Evaluation Form.
- To discuss monitoring outcomes in KS4 Mathematics courses and agree further action to meet Key Performance Indicators through the weekly meetings with the Head of Department.
- To ensure there are effective arrangements in place to support continuity of learning from Year 6 onwards to KS4 Mathematics courses.
- To discuss progress in developing effective learning schemes and agree further action to meet Key Performance Indicators through the weekly meetings with the Head of Department.
- To identify to Head of Department the best learning pathways for students of all needs (SEN, G and T, EAL, Looked After Children, Ethnicity, Pupil Premium and Disadvantage).

Monitoring is to take place using the guidelines given in the SLT and Departmental Monitoring Programme. Monitoring will generate 'Action to Take' reports and amended Departmental Development Plans. All outcomes of monitoring and evaluation to be collated in the departmental Self Evaluation Form.

Providing High Quality Leadership and Management of Learning and Subject Development

- To ensure continuity and progression in the schemes of learning from KS3 to KS4 Mathematics courses
- To ensure that relevant research and inspection evidence informs the development of schemes of learning.
- To ensure that a wide range of learning activities, including using information learning technologies, are central to the development of schemes of learning in KS4 Mathematics courses.
- To ensure that schemes of learning in KS4 Mathematics courses effectively
 - ◇ develop students' **literacy, numeracy, ICT, thinking skills and personal competencies**, problem solving and team working skills.
 - ◇ signpost Every Child Matters issues including **Spiritual, Moral, Social and Cultural** development (including enterprise and citizenship education)
 - ◇ implement in KS4 Mathematics courses whole school policies on literacy, numeracy, setting, target setting, classroom management, homework, rewards, equal opportunities and Health and Safety
 - ◇ embed good practice in KS4 Mathematics courses in Assessment for Learning strategies
 - ◇ results in lessons in KS4 Mathematics courses which are differentiated and always make effective use of Individual Education Plans.
- To ensure that lessons in KS4 Mathematics courses are well supported by homework/assignments and other extra curricular activities and trips.
- To support the development of schemes of learning in KS4 Mathematics courses through a well focused plan of teacher peer support, coaching, mentoring and development to ensure that good practice is identified and shared so that learning and teaching are never less than good, and mostly outstanding.
- To ensure robust arrangements for marking and recording/tracking student progress in KS4 Mathematics courses in line with the Academy policies for Marking and ARR.
- To be accountable for the professional development of the Mathematics team in preparing Mathematics learning schemes in KS4 Mathematics courses particularly the areas of planning, differentiation, marking and behaviour management.
- To ensure all staff know what resources are available to support learning in KS4 Mathematics courses and systems are in place for the sharing of these resources.

High Quality Team Leadership, Management and Deployment of staff and resources.

- To create a climate which motivates staff regarding KS4 Mathematics.
- To contribute items to the Maths Department meetings regarding KS4 Mathematics courses.
- To ensure the implementation of the Academy and department rewards policies in Key Stage 4 and 5 Maths courses.
- To ensure the department is well resourced in KS4 Mathematics courses within the budgets allocated.
- To discuss progress in developing leadership and management of staff, deployment of staff and resources and agree further action to meet Key Performance Indicators in Key Stage 4 and 5 Care courses through the weekly meetings with the Head of Department.
- To represent the Head of Department when required and appropriate.

Developing partnerships with all members of the Children's Services Team to secure high level of student progress.

- To work with members of the Children's Services Team when student's progress in KS4 Mathematics courses is limited by negative attitudes, misbehaviour, unsatisfactory attendance or punctuality, long term illness or other factors so that effective, appropriate intervention strategies can be put into place.
- To be the first point of referral for student misbehaviour during department lessons in KS4 Mathematics courses; to organise a system of sanctions to ensure maximum student behaviour and performance.
- To ensure the implementation of the Academy and department rewards policies.
- To work within Academy policies and procedures including the Child Protection safeguarding Policy and Pupil Behaviour Policy.

In addition to the above, all Postholders are required to fulfil the general duties of a main scale teacher.

Such other duties appropriate to the grade of the post as the principal may from time to time reasonably determine.

Signed as correct. Date

George Salter Academy

Person Specification – Teacher of Maths - Responsibility for KS4

	Essential	Desirable	Evidence
Education and Qualifications	<ul style="list-style-type: none"> Qualified Teacher Status 	<ul style="list-style-type: none"> Degree in relevant subject(s) 	<ul style="list-style-type: none"> Application form
Experience & Knowledge	<ul style="list-style-type: none"> Experience of form tutor / PSHE work A proven track record as an excellent classroom practitioner, teaching Maths at KS4 Knowledge of current National Curriculum A good understanding of Safeguarding & Child Protection practices. 	<ul style="list-style-type: none"> Experience as a post holder Experience of taking a lead role in developing learning within a department Knowledge of a range of current KS5 courses 	<ul style="list-style-type: none"> Application form Letter References Interview
Personal qualities and skills	<ul style="list-style-type: none"> A determination to raise students achievement at all levels by supporting the development of teaching and learning strategies within the department Good oral and written communication skills Excellent classroom management and organisation skills Evidence of ability to develop good working relationships with students Excellent ICT skills Able to contribute to whole school SMSC 	<ul style="list-style-type: none"> Experience of leading a team 	<ul style="list-style-type: none"> References Letter Observed lesson Interview
Motivation and Personality	<ul style="list-style-type: none"> Ability to lead and motivate staff and students Positive, enthusiastic outlook Able to work as a member of the department team and to be an active participant in the whole staff community Receptive to new ideas and able to generate them Willing to extend own skills / knowledge through further professional development 	<ul style="list-style-type: none"> Interest in developing extra-curricular activities with students 	<ul style="list-style-type: none"> Interview References Letter
Circumstances and Health	<ul style="list-style-type: none"> Good record of attendance and punctuality 		<ul style="list-style-type: none"> References