

JOB DESCRIPTION

School/College:	Springwood High School part of West Norfolk Academies Trust
Job Title:	Teacher of Maths – Full Time Start Date: September 2024
Grade:	MPS/UPS as appropriate This post is open to ECTs
Responsible to:	Headteacher Head of Department
Working With:	Staff Students Parents/Carers

We are seeking an ambitious, enthusiastic and creative Mathematics teacher to join our team. The successful candidate will need to provide our students with an outstanding education in Mathematics, and work collaboratively with departmental staff in our high performing department. There is potential for the right candidate to teach A-Level (KS5).

Our mathematics department follow a mastery curriculum with a focus on deepening understanding at the heart of all lessons. Pupils enjoy their maths lessons and our staff are hardworking, dedicated and passionate about developing our students, themselves and the department. We have a bank of resources that staff can use if they wish to, as well as subscribing to Mathspad, Mathsbox, Dr Frost, and Sparx maths. We have close links with the Cambridge maths hub and the AMSP, and are keen to get students involved in extra-curricular and enrichment opportunities. We host regional competitions for our local primary and secondary schools and also take part in the UKMT maths challenges.

We invest in our teachers by providing regular CPD, both internal and external, and ensure that you are given time to collaborate and share good practice with your colleagues in order to help you to continually improve your practice.

The maths department is based in Blickling House, with eleven dedicated classrooms along with a computer suite. We also have our own staff base to share ideas and resources.

Purpose of the Job

- To meet all requirements of the Teachers' Standards.
- Within the designated curriculum area, to implement, deliver and contribute to the published scheme of work.
- To shape the learning experience to motivate and encourage students to achieve their full potential.

- To monitor the progress of students and provide support to ensure personal and academic growth.

Teaching and Learning Responsibilities

- To deliver the designated programme of teaching as presented in the published scheme of work.
- To use a variety of delivery methods to stimulate learning, appropriate to student abilities.
- To prepare and update subject materials.
- To ensure a high-quality learning experience for students that meets internal and external quality standards.
- Within the guidance presented in the school Assessment Policy and using appropriate I.T. systems, to assess, record and report on the attendance, progress, development and attainment of students.
- To take part in Parent/Carer Information Evenings.
- Within the school's marking and homework policy, to set and mark work appropriate to the needs of each student. To provide constructive feedback to facilitate progression.
- To undertake assessment of students as required by internal and external (e.g. examination boards) procedures.
- To apply the school's Behaviour Policy to ensure that effective learning can take place. To maintain discipline and use appropriate rewards and sanctions in line with school policy.
- To ensure that Literacy, Numeracy and ICT opportunities are optimised within the context of the designated teaching programme.
- To optimise the use of classroom support staff.
- To be willing to participate in the wider requirements of the faculty, such as after school support sessions and enrichment opportunities.

Personal and Professional Conduct

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes, which set the required standard for conduct throughout a teacher's career.

Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:

- treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
- showing tolerance of and respect for the rights of others

- not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.

Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.

Teachers must have an understanding of, and always act within, the statutory frameworks, which set out their professional duties and responsibilities.

Job context and flexibility

The duties and responsibilities listed in this job description provide a summary of the main aspects of the role. This is not an exhaustive list and the post holder may be required to carry out other tasks, as deemed appropriate to the grade and nature of the post.

This job description is current at the date indicated below but, in consultation with the post holder, it may be changed by the Headteacher to reflect or anticipate changes in the post commensurate with the grade or job title.

Where the post holder has a budgetary responsibility, it is a requirement of the role to work within the Academy's financial regulations.

Due to the routine of the school, the workload may not be evenly spread throughout the year. Flexibility of hours, and a flexible attitude and willingness to assist others in the team, when required is necessary.

West Norfolk Academies Trust is committed to safeguarding and promoting the welfare of children and young people and the post holder will share this responsibility, therefore appointments are subject to satisfactory references and an enhanced DBS check with barred list. Shortlisted candidates will be subject to an online search.

This post is exempt from the Rehabilitation of Offenders Act 1974 but Exceptions Order may apply.

PERSON SPECIFICATION

Qualifications	Essential	Desirable	How assessed
Qualified Teacher Status	✓		Appl
Educated to Degree Level	✓		
Evidence of CPD linked to curriculum development		✓	

Experience	Essential	Desirable	How assessed
A record of successful teaching at KS3 and KS4	✓		Appl/Int/Ref
Substantial teaching experience		✓	
Experience of developing the curriculum		✓	
Experience of effective management of student behaviour	✓		

Skills, Attributes and Knowledge	Essential	Desirable	How assessed
Secure knowledge of subject area	✓		Appl/Int
Knowledge of how to develop AfL and monitor impact	✓		
Clear understanding of planning differentiation into the curriculum	✓		
Awareness of Safeguarding and Child Protection issues	✓		
Good understanding of whole school issues	✓		
Strong understanding of the analysis and use of data to make improvements/inform planning	✓		
Excellent communication skills (written & verbal)	✓		
Planning, prioritising and managing workload in an environment of conflicting demands	✓		
Sound knowledge of the National Agenda		✓	

Personal qualities	Essential	Desirable	How assessed
Strong, outgoing personality	✓		Appl/Int/Ref
Passionate about achievement	✓		
Strong team player/lead by example/ability to inspire others	✓		
Ability to build effective and positive working relationships with students, colleagues and parents/carers	✓		
Highest standards of professional conduct	✓		
Organised and methodical approach to work/ability to prioritise and time manage effectively	✓		
Enthusiastic and committed	✓		
Committed to safeguarding and promoting the welfare of children and young people	✓		
Positive attitude to work	✓		
Supporting positive mental health within the school	✓	✓	
Designated safeguarding lead or willing to complete training if required			
Committed to personal learning and development	✓		

Positive approach to problem solving		✓	
Appl = Application form	Int = Interview	Ref = Reference	