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**JOB DESCRIPTION**

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| **School:** | Springwood High School part of West Norfolk Academies Trust |
| **Job Title:** | Teacher of Maths **Start January 2023**This post is open to ECT’s |
| **Grade:** | MPS |
| **Responsible to:** | HeadteacherLine Manager |
| **Working With:** | StaffStudentsParents/Carers |

**Purpose of the Job**

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 hegarty 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.

**Responsibilities**

The successful candidate will:

* be passionate about the teaching of Mathematics and able to inspire others to achieve success;
* be an excellent classroom practitioner with an understanding of high quality teaching and learning;
* have excellent subject knowledge and be comfortable delivering Mathematics up to Key Stage 4 and potentially up to Key Stage 5 for the right candidate;
* be committed to continuing the outstanding extra-curricular provision that the school currently provides;
* be adept at monitoring data and providing intervention when needed;
* be able to create and manage resources;
* be able to work collaboratively.
* Be committed to continually improve classroom practice

**Teaching and Learning Responsibilities**

* To deliver a programme of teaching leading towards assessment of designated skills that is personalised to meet the needs of the class.
* To use a variety of delivery methods to stimulate learning, appropriate to student abilities.
* To prepare and share high quality and appropriate teaching resources.
* To ensure a high quality learning experience for students that meets internal and external quality standards.
* To undertake assessment of students as required by internal and external (e.g. examination boards) procedures.
* Within the guidance presented in the school and Faculty Assessment Policies, and using appropriate I.T. systems, to assess, record and report on the attendance, progress, development and attainment of students.

**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.

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.

The post holder will have a shared responsibility for the safeguarding of all children and young people. The post holder has an implicit duty to promote the welfare of all children and young people.

West Norfolk Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All staff appointments are subject to satisfactory references and an enhanced DBS check with barred list.

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

**PERSON SPECIFICATION**

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

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| **Experience** | **Essential** | **Desirable** | **How assessed** |
| A record of successful teaching at KS3 and KS4 | ✓ |  | Appl |
| Experience of teaching at KS5 |  | ✓ |
| Significant teaching experience |  | ✓ |
| Experience of developing the curriculum |  | ✓ |
| Experience of effective management of student behaviour | ✓ |  |

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| **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 | ✓ |  |
| Understanding of how to develop the use of ICT, numeracy and literacy across 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 |  | ✓ |

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| **Personal qualities** | **Essential** | **Desirable** | **How assessed** |
| Strong, outgoing personality  | ✓ |  | 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 | ✓ |  |
| Committed to personal learning and development | ✓ |  |
| Positive approach to problem solving | ✓ |  |
| Positive attitude to work, supporting positive mental health within the school | ✓ |  |  |

Appl = Application form Int = Interview Ref = Reference