



Teacher of Mathematics

Temporary for one year

Full-Time

Closing date: 19 October 2018



Dear Candidate

I am delighted that you have requested further information regarding the position of Teacher of Mathematics at The Spires College. This is a one year post to cover a maternity leave. However the college always seeks to retain good teachers and so there may be scope for a permanent position.

The Spires College has a very positive, friendly atmosphere. The staff care passionately about the well-being of the children and our students are vibrant, enthusiastic and affable. The concept of community is something that I believe is essential for a successful school and we all strive

to ensure that every member of our community feels valued, and contributes positively to College life. Our primary focus is, and will always be, developing superb teaching and learning across all areas of the College. Pedagogy underpins all we do and all staff at The Spires College are committed to their own learning as well as their teaching. We have keen, willing learners who really want to receive a first class education.

The Maths Department is a relatively large team and this team have gone from strength to strength, with student outcomes improving each year. The leadership of the department have ensured a cohesive, collaborative approach, wherein each teacher is supported to be the best that they can be. This appointment is therefore pivotal as we strive to build on the good work that has already begun and create a genuinely 'outstanding' department.

Working at The Spires College is tremendously rewarding and this role is a fantastic opportunity to make a real difference to young people's lives as well as offering abundant prospects for professional learning and career development. As a College we are firmly committed to continuous professional development for all and we invest heavily in developing our staff at all levels. All teachers are actively involved in use of educational research and we encourage everyone to share their ideas, thoughts and good practice.

You are very welcome to visit The Spires College to help you decide if this is the role for you; I'd be delighted to meet you. Please contact my PA for an appointment. I look forward to hearing from you.

With best wishes

Alex Newton
Principal





The College

The Spires College is a co-educational, 11-18 college with a bilateral stream. It is situated in the Plainmoor district of Torquay, within the Local Authority of Torbay. There are currently just under 1000 students on roll, 38% of whom are in receipt of Pupil Premium funding. We are a friendly, caring college which puts the needs of our children at the heart of all we do. Academic progress is obviously vital but we also place a high value on the provision of enrichment opportunities that help our students to grow into responsible, confident and considerate young adults. Underpinning all of this are excellent standards of pastoral support and care that allow children to feel safe and valued.

Torbay is an area with a Selective Grammar School system, where parents can choose for their child to take the '11+' test if they wish for them to apply for a place at one of the selective schools in the area. The Spires College is one of very few schools in the country with bilateral streams. This allows us to take up to 60 students each year into a selective stream (out of a 220 PAN). Students who have reached a designated pass mark in the '11+' test can apply to our selective stream to access a challenging academic curriculum.

We have a modern, purpose-built building offering fantastic facilities for both students and staff alike. All full time teachers have their own classroom. We are committed to the professional learning of our teachers to ensure classroom practice is as good as it can possibly be. Every teacher follows a personalised CPD programme based on individual needs and interests, and every teacher is involved in research and professional reading through Teacher Enquiry Networks.

The Mathematics Department

The Maths Department is made up of nine teachers and a learning mentor. All of these teachers have a classroom within the Maths 'pod', thus allowing for a supportive, collaborative working environment. All classrooms have an electronic whiteboard and the department has good access to laptops, visualisers and ICT suites, and is well-resourced. There is both a department office and a Head of Department office.

Students are set on Mathematics ability from Year 7. This is sometimes linked with other subjects where Mathematics is the lead subject. We currently follow AQA specifications for GCSE and for A level.

In Key Stages 3 and 4, students have 8 hours per fortnight of timetabled Maths lessons. Some students then have further time with the Maths Mentor. In Key Stage 5 we offer A levels in Maths and core level 3 Maths, each having 9 timetabled hours per fortnight, whilst GCSE retake classes have 4 hours.

Following a drive on literacy across the curriculum, it is well embedded in the school and has proved to have an impact of student progress in English. We have begun to emulate this for numeracy and this has supported the improvements in outcomes in Maths.

The Maths staff form a friendly, cohesive team, who are open to new ideas and initiatives to move the department forwards. This positive team attitude helped our students to secure the college's best ever Maths GCSE results in 2018.





Job Description Teacher of Mathematics

Dates:	Apply by 19 October 2018 - To start 1 January 2019
Accountable to:	Head of Mathematics
Salary:	MPS/UPS
Contract Type:	Temporary for one year (maternity cover)

Introduction

This Job Description outlines the purpose and key tasks required to indicate the level of responsibility. It is not a comprehensive or exclusive list and duties / specific tasks may be varied from time to time, without changing the general character of the job or the level of responsibility entailed. This will allow flexibility for the college to respond to changing priorities and also support and enhance individual professional development. It is the practice of the college to examine job descriptions periodically, update them and ensure that they relate to the job performed, or incorporate any proposed changes. This procedure will be conducted by the Principal/Line Manager in consultation with the post holder.

Terms and conditions for staff employed on teaching contracts are detailed in the current School Teachers' Pay and Conditions document.

Overall Purpose and Accountability

- ▲ To meet the requirements of the Teachers' Pay and Conditions document and to support students in attaining at the highest levels.
- ▲ To support and uphold the ethos, principles, policies and rules of the college in all respects and at all times.
- ▲ To provide high quality learning experiences that support students in achieving at the highest level possible and in developing their own capacity as independent and reflective learners.
- ▲ To support the Head of Department to develop an inclusive approach to Mathematics so that all students are stimulated to accomplish their optimum performance.
- ▲ To assist the Head of Department to maintain standards of teaching and learning across the Mathematics curriculum.

Key Accountabilities

- ▲ Meticulously plan and teach engaging and challenging lessons.
- ▲ Meet the needs of all learners by consistently planning and teaching carefully differentiated lessons.
- ▲ Set and mark appropriate homework.
- ▲ Use regular, measurable and significant assessments of teaching.
- ▲ Complete all reporting on time.
- ▲ Closely monitor progress and attainment of students and use this to inform planning and teaching.
- ▲ Provide content for and where necessary deliver high quality student interventions.
- ▲ Ensure that all students achieve college targets.
- ▲ Work alongside the Head of Department on OFSTED Preparation, Self-evaluation measures and Quality Assurance processes.
- ▲ Support the Head of Department in the implementation of high quality Schemes of Learning.
- ▲ Maintain regular and productive communication with parents about students' progress.
- ▲ Organise and participate in exciting and motivating trips and events.

School Culture

- ▲ Help create a strong college community, characterised by consistent, orderly, caring and respectful relationships.
- ▲ Help develop a college culture and ethos that is utterly committed to achievement.
- ▲ To become an effective Form Tutor (teachers will usually be required to perform the role of form tutor).
- ▲ Create and sustain a positive learning culture.

Health and safety

You will:

- ▲ Adhere to school health and safety policies/procedures and current statutory health and safety requirements.
- ▲ Attend training as and when required for the purposes of safeguarding children and corporate safety.
- ▲ Ensure school is immediately notified of any issues that may affect your right to maintain enhanced clearance to work on the school site (DBS).

NB. This post is subject to satisfactory enhanced level verification by the Disclosure and Barring Service

Person Specification

The following list is indicative of the kind of person we are looking for but **not all of these criteria are essential**. However, please do try to give evidence of how you fulfil the majority of these requirements in your application.

Beliefs	You hold a belief that the students of The Spires College must have access to the best educational experience possible.
	You are committed to raising standards in the school and believe in the potential of all young people to achieve highly.
	You are passionate about your subject and want to share this enthusiasm with others.
Qualifications	A good honours degree in Mathematics or a related subject. The ability to teach Maths and to A level is desirable.
	A teaching qualification.
	QTS.
	An up to date knowledge of the emerging issues in education and record of appropriate CPD.
Skills and Attributes	You are a good practitioner in the classroom and keen to continue learning.
	You are capable of planning and delivering effective lessons and Schemes of Learning.
	You have the ability to inspire high levels of student performance.
	You can work under pressure and prioritise according to need.
	You have good communication skills.
	You can use data effectively.
	You have good behaviour management skills.
	You have the ability to think creatively to solve problems, pioneering new approaches as well as understanding which prior methods have been effective.
	You have a sense of humour and good interpersonal skills.
	You have high levels of energy and enthusiasm.
	You are ambitious and keen to prove yourself.
	You are a committed, highly competent, reflective and resilient individual.
Experience	You have experience of teaching Maths through Key Stages 3 to 5.
	You have experience of using data to inform actions.
	You have experience of the role and responsibilities of a form tutor.



How to apply



Please complete an application form, which includes space for a supporting statement (please use font size 11 or 12 and double spacing for this). Your supporting statement should include your vision for this role and how your experience and skills will equip you to realise this.

The application form can be downloaded from our website and should be returned to Nadine Osborne, the Principal's PA, **by 9am on 19 October 2018**, preferably by email to: nosborne@thespirescollege.com

Interviews will be held on Tuesday 30 October 2018.

If you do not receive an acknowledgement of your application by the deadline, please contact the college.

If you would like to arrange a visit or have an informal, confidential discussion, please contact the Principal's PA via the email above or telephone number below:

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