

#### Biddick Lane, Washington, Tyne & Wear, NE38 8AL

11-16 Comprehensive 1144 on roll Headteacher: Miss Kate Morris

Required for September 2024 Closing date 19<sup>th</sup> April 2024

Teacher of Mathematics (MPS/UPR)

### Inspiring learning, unlocking potential, achieving success

Closing date: 19<sup>th</sup> April at 09:00 Interview date: TBC

This vacancy is being managed by our Recruitment Partner at Hays. If you wish to apply for this post or are interested in discussing further, please contact our Recruitment Partner at Hays by using the expression of interest link which can be found below or contact Rachel Green on 0191 2613980 or email <u>Rachel.Green@hays.com</u>

#### Hays Expression of Interest Form

Join Our Team: Mathematics Teacher (MPS/UPR) – Recruitment/Retention Bonus available for this post up to £3000.

Inspiring learning, unlocking potential, achieving success

We are thrilled to offer a unique opportunity for a dynamic and passionate educator to become part of our Mathematics Department. Biddick Academy is on the lookout for both emerging and seasoned teachers ready to contribute to our culture of academic excellence and continuous growth. Are you a Maths Teacher looking to join an established team? Biddick Academy are happy to consider applications from both experienced and early career teachers.

Located within a short drive from the vibrant cities of Newcastle and Durham, Biddick Academy is an Ofsted-rated 'good' school for 2021, known for its strong community ties and consistent record of being oversubscribed. We invite you to join us in our mission to transform education and make a real difference in the lives of our students. Our educational approach is built upon the pillars of resilience, curiosity, aspiration, and readiness.

We expect our new team member to:

- Uphold the highest standards and expectations for all students.
- Foster a deep-rooted commitment to student achievement.
- Demonstrate profound expertise in Mathematics.
- Showcase exceptional communication and interpersonal abilities.
- Possess a talent for motivating and inspiring students.
- Prove a track record of exemplary teaching practices.
- Display a profound enthusiasm for Mathematics.

At Biddick Academy, you'll be part of a collaborative environment dedicated to creating a nurturing and stimulating atmosphere for our students. We offer a robust support system for new faculty members, including a comprehensive induction and tailored leadership development programs. If you are looking for development opportunities within your career this could be the opportunity for you, with a range of TLR opportunities available.

To embark on this rewarding journey with us, submit your completed application to Rachel.Green@hays.com

Biddick Academy is staunchly committed to safeguarding and promoting the welfare of children. All staff and volunteers are expected to endorse this commitment. The appointed individual will undergo an enhanced DBS check and pre-employment safeguarding verification prior to commencing their role. Biddick Academy reserve the right to



close the position early subject to adequate applications.

Biddick Academy is committed to the safeguarding and promoting the welfare of children and expect that all staff and volunteers to share this commitment. The successful candidate will be subject to an enhanced DBS check before taking up the post, along with pre-employment safeguarding checks.



Thank you for your interest in the post of Teacher of Mathematics at Biddick Academy.

Our aim is to inspire children to learn, unlock their potential and achieve success. We are passionate and determined that every student feels a sense of achievement, enjoys their learning, is happy and cared for, and develops as a well-rounded individual.

At Biddick Academy, we are preparing students not just to excel in examinations but also to have the skills and attributes to be successful in life. Our curriculum is designed with the intention of developing curious, resilient, aspirational young people who leave us, truly ready for their next steps. We recognise the importance of the informal and formal curriculum and actively encourage a wealth of extra-curricular activities.

I am proud to lead a team of exceptional staff who develop positive relationships with students and are committed to providing opportunities so that students fulfil their potential. You will be joining a team that works together, supporting and motivating each other to ensure our students thrive and flourish.

Biddick Academy is at the heart of the local community and for this reason; the Academy is a warm, energetic, and supportive environment. We provide a comprehensive induction programme for new colleagues and offer a range of high-quality professional development opportunities.

I would like to wish you the best of luck with your application and should you require any further information please do not hesitate to contact the Academy.

K.M.

Miss Kate Morris Headteacher



## Academy Information

As an oversubscribed school, Biddick Academy has an excellent reputation in the local community. With 1144 students on roll and a specialist ASD provision comprising of 35 places, Biddick Academy is a dynamic place to work. We have 6 feeder primary schools and our catchment area is comprehensive, encompassing a wide variety of backgrounds.

The Academy has benefited from significant investment over a number of years and has excellent facilities, including a purpose-built Engineering workshop and Hair and Beauty salon. After school hours, the Academy is busy with many community groups using the 3G pitches and leisure facilities. As an organisation, we want everyone, students and staff alike, to:

- Be part of a safe and respectful community
- Feel happy, valued and empowered so that we all thrive
- Aspire to be the best we can be
- Act with integrity
- Nurture resilience and independence
- Have the attitude and character to excel in life
- Have a desire to learn and work with passion, purpose and pride

## **Mathematics Faculty**

The Faculty aims to provide all students with a rewarding and enjoyable experience of mathematics and to prepare them to become confident, numerate individuals who are able to deal with all aspects of mathematics in their chosen career and adult life. This is accomplished through a commitment to the high-quality teaching of a well-designed curriculum which motivates and engages all students.

The Faculty comprises of eleven teachers with a range of experience who work collaboratively to plan and implement a well sequenced curriculum which engages our students.

The Mathematics Faculty is:

- Highly successful
- Committed to sustaining and improving results across KS3 and KS4
- A highly collaborative and supportive department
- Innovative, creative and student centred
- Following EdExcel at GCSE for Mathematics

Alongside the Faculty Leader and Second in Faculty, there are several supporting TLR leadership positions within the faculty, including a Lead Practitioner, to support and develop teaching and learning.

### Curriculum

Key Stage Three

In Years 7 to 9 students study a broad range of subjects that, at the end of Key Stage Three, enable them to make informed choices for their GCSEs. For example, at present students study the following subjects: English, Mathematics, Science, Geography, History, Religious Education, Physical Education, Music, Art, Design Technology, Computing, PD (Personal Development), Accelerated Reader, Spanish/French.

#### Key Stage Four

At the end of Year 9, students make choices regarding the courses they would like to study in Years 10 and 11. All students study GCSEs in the following subjects: English Language, English Literature, Mathematics,



Science, History and /or Geography. In addition, all students must also continue to study Physical Education and PD (Personal Development) as part of the non-examined curriculum.

Students may then choose from a wide variety of further subjects to make up their option choices. At present GCSEs and vocational courses are available in: French, Spanish, Religious Education, Computer Science, Creative iMedia, Business and Enterprise, Hospitality and Catering, Fine Art, Art and Design, Textiles, Digital Art, Physical Education, Dance, Drama, Music, Chemistry, Biology and Physics.



# Job Description

Job title:	Teacher of Mathematics
Contract type:	Permanent
Accountable to:	Faculty Leader/ SLT Link
Grade:	MPS/ UPS
The role:	A teacher who is passionate about teaching mathematics, is an excellent
	practitioner and is committed to bringing out the best in our students.
General Expectations:	<ul> <li>Staff will:</li> <li>Contribute effectively to the work of the school and to the achievement of the 'School Improvement Priorities'.</li> <li>Be aware of and observe all policies, procedures, working practices and regulations, and in particular to comply with policies relating to Child Protection and Safeguarding, Equal Opportunities, Health and Safety, Confidentiality, Data Protection and Financial Regulations, reporting any concerns to an appropriate person.</li> <li>Uphold our commitment to safeguarding and to promote the wellbeing of children.</li> <li>Play a full part in the life of the school community, to support our distinctive aims and ethos, to encourage staff and students to follow this example.</li> <li>Follow school policy regarding safeguarding, care, support and supervision of students.</li> <li>Attend training and development activities and courses, ensuring continuing, personal and professional development.</li> <li>Comply with any reasonable requests from a leader to undertake work of a similar level that is not specified in this job description.</li> </ul>
	<ul> <li>Work as a team member.</li> <li>Act as a role model to students in speech, dress, behaviour and attitude.</li> <li>Have common duties in the areas of: Quality Assurance, Communication, Professional Practice, Health &amp; Safety, and General Management (where applicable), Financial Management (where applicable), Appraisal, Equality &amp; Diversity, Confidentiality and Induction.</li> </ul>
Duties and Responsibilities for all Teaching Staff:	<ul> <li>All teaching staff will:</li> <li>Work within the National Conditions for Employment of School Teachers (STPCD).</li> <li>Uphold and observe the Professional Code for Teachers (GTC) and meet the National Standards for Qualified Teachers.</li> <li>Promote the school's stated ethos and support the school's policies in student leadership and Management.</li> <li>Support and encourage colleagues at all levels within the school.</li> <li>Contribute to and implement the annual School Improvement Plan and agreed policies.</li> <li>Teach as directed throughout the school, subject to appropriate training.</li> <li>Expect, monitor and improve progress in student learning.</li> <li>Contribute to the personal and social development of all students.</li> <li>Participate in the pastoral management and delivery of the schools Careers Education Information Advice and Guidance (CEIAG) and personal development programmes as requested.</li> <li>Take part in quality assurance and performance management procedures outlined in an agreed school policy.</li> <li>Take responsibility for personal development.</li> </ul>



Responsibilities	All subject staff will:
for all Subject	<ul> <li>Take full responsibility for ensuring a scheme of learning is delivered to</li> </ul>
Teachers:	students in their allocated classes.
	<ul> <li>Plan lessons using a range of strategies to meet student's individual learning</li> </ul>
	needs understood from attainment and supporting data.
	• Have a thorough knowledge and understanding of their subject, its teaching
	and place in the National Curriculum and that of the school.
	Use the models set out in School Policies for delivery of lessons.
	<ul> <li>Set homework according to school and department policies.</li> </ul>
	<ul> <li>Mark assess record and report on student's achievements setting appropriate</li> </ul>
	targets. Keen to deadlines for reporting marking submission of coursework
	and assignments
	and assignments.
	• Prepare students for examinations when required, taking part in standardising
	and moderating activities required by departments and examination boards.
	Contribute to the development of schemes of learning, school and department
	policies as appropriate.
	<ul> <li>Attend and contribute to appropriate meetings and professional development</li> </ul>
	activities.
	<ul> <li>Take an active part in the school's self-evaluation process, including the</li> </ul>
	completion of appropriate documentation, and contribute to this process
	within the subject area.
	• Undertake whatever other duties might reasonably be requested by the
	Headteacher or Faculty Leader.
Responsibilities	All form tutors:
of all Form	• Are responsible for day-to-day administration in the tutor group.
Tutors	<ul> <li>Review and discuss student's work and welfare, setting targets as necessary.</li> </ul>
Tutors.	Meet with parents including school calendared meetings
	<ul> <li>Promote good behaviour and positive attitudes at all times</li> </ul>
	Support form year and school activities as appropriate
	<ul> <li>Deliver an appropriate programme of form group activities, including the</li> </ul>
	• Deriver an appropriate programme of form group activities, including the
D	agreed CEIAG/IAG programme.
Responsibilities	Teachers who have passed the Threshold should ensure that they continue to meet
of Post	I hreshold Standards and should demonstrate that they make an active contribution
Ihreshold	to the policies and aspirations of the school.
Teachers:	Specifically:
	<ul> <li>They provide a role model for teaching and learning.</li> </ul>
	<ul> <li>Make a distinctive contribution to the raising of student standards.</li> </ul>
	<ul> <li>Contribute effectively to the work of the wider team.</li> </ul>
	Take advantage of appropriate opportunities for professional development,
	using outcomes effectively to improve students' learning.
	There is a clear expectation that Post-Threshold Teachers will take a lead role in
	the development of other teaching staff and will welcome Early Career Teachers
	and visitors, by prior arrangement, into their learning environment.
Contribution to	Contribute to the development of school policy through participation in
school	appropriate meeting groups, committees and working parties
development	Liaise as appropriate with external agencies including school improvement
development.	services/nartners
	<ul> <li>Support the school ethos and policies in relation to students, parents, the local</li> </ul>
	- Support the school ethos and policies in relation to students, parents, the local
	Drovide reports as appropriate for Trustees on activities and preserves within
	Provide reports as appropriate for Trustees on activities and progress within
	the area of responsibility.



Student Outcomes:	<ul> <li>Be accountable for the performance of students against targets in the appropriate curriculum area(s).</li> <li>Prepare reports as required analysing student progress and performance in the designated area</li> <li>Establish and maintain a safe, healthy and attractive environment for learning.</li> </ul>
Resources:	<ul> <li>Manage budgets allocated to the area following all Trust procedures.</li> <li>Deploy staffing and physical resources effectively to support the delivery of high quality teaching and learning.</li> <li>Ensure all relevant health and safety requirements are complied with, bringing concerns to the attention of the relevant staff promptly.</li> </ul>
Notes	<ul> <li>This document is an overview of the role. The responsibilities will include but are not limited to those listed above and it is anticipated that the role will evolve over time and the duties may change.</li> <li>This document does not form part of your contract of employment.</li> <li>This post will have contact with children and as such a satisfactory disclosure form the Disclosure and Barring service (DBS) is a required condition of employment.</li> </ul>



### **Person Specification**

Job title: Teacher of Mathematics		
Qualifications and Training		
Qualified Teacher Status or completion of training programme		
Degree – ideally in a relevant subject		
Evidence of recent and relevant CPD		
Experience		
Experience of working closely with colleagues, parents/carers resulting in an improvement in student outcomes	Е	
Expertise in curriculum design and planning to ensure progression		
Experience of leading others	D	
Experience of supporting colleagues' professional development through coaching and mentoring	D	
A proven track record of excellent maths teaching		
A proven track record of delivering strong progress outcomes		
Ability/Skills		
An exceptional classroom practitioner across Key Stage Three and Four		
Outstanding communication skills		
The ability to plan, implement, monitor and evaluate change		
$\label{eq:constant} The aptitude to adapt to changing circumstances and work well under \ pressure$		
The capacity to listen, empathise and resolve conflict	D	
A good level of ICT capability	Е	
The ability to evaluate the quality of pupils' progress using a range of evidence	Е	
Disposition		
High professional standards and expectations		
A desire to play a central part in the wider life of the Academy		
A commitment to promoting equality, diversity and inclusion		
A thorough understanding of up-to-date safeguarding requirements and best practice		

Assessment against the criteria outlined above will be through the application form, letter of application, work related assessments, interview process and references.