



Education
Partnership
Trust

High Expectations • Commitment • Ambition

Candidate Information Pack

Lead Mathematics Teacher

Pleckgate High School



A message from the Headteacher

“Pupils enjoy learning and are kind to each other. They feel happy and safe and part of a caring community and trust staff to support them when they need it”. **Ofsted 2023**

Thank you for expressing an interest in the position of Lead Teacher of Mathematics at Pleckgate High School. This is a special opportunity for an outstanding, ambitious and dynamic mathematics teacher to further enhance the teaching and learning within the department. Candidates should demonstrate an excellent understanding of the pedagogy of mathematics teaching, excellent subject knowledge and some experience of coaching teachers in mathematics using an instructional coaching programme.

We are looking for a candidate who has a passion for teaching mathematics and is able to make a successful contribution to our key priorities including outstanding assessment practice, so that pupils at Pleckgate are well informed as to how to make progress in mathematics.

The successful applicant will be expected to teach across KS3 and KS4 and work closely with the Head of Mathematics to ensure that high quality pedagogy is a feature of teaching and learning in all lessons. If successful, we will support training for leading teaching through the NPQ programme which will support teacher career development and progression.

Currently there is a team of 12 members of staff within the maths department, including the Head of Mathematics and Second in Mathematics. The department is well resourced.

The role will also require working collaboratively with Mathematics colleagues across Trust on a range of projects. This post is in addition to the existing team. We would welcome applications from candidates who are interested in working part time.

The role will report into the Assistant Headteacher responsible for Teaching and Learning.

We are a large secondary school, part of Education Partnership Trust (EPT), situated on the northern outskirts of Blackburn with Darwen. Our school community is made up of 1350 pupils and 180 staff with excellent facilities to benefit both the school and local community. Pleckgate High School is a thriving multicultural community that places the best interests of young people at the heart of everything we do.

At Pleckgate everyone is committed to providing the best educational experiences and opportunities for our pupils. At the heart of the school's work is a commitment to high quality teaching and learning and achievement for all: for our pupils to be safe, happy and successful developing as individuals into caring, responsible citizens who participate fully in school life and are proud of their achievements. Every pupil at Pleckgate is encouraged to have ambitious goals and everybody is responsible for creating a culture of high expectations and academic excellence. Our most Ofsted report, March 2023 positively reported, *'Leaders and staff have high expectations & set high standards for staff & pupils'*. A copy of our full report is available from the school website.

We are proud of our achievements – our ambitious curriculum, our examination success, opportunities for pupils' personal development, our charity work and our community involvement. Ofsted also commented, *'Subject curriculums are expertly designed with a careful selection of the most important knowledge for pupils. We are committed to the pursuit of outstanding teaching and learning alongside the highest possible academic, personal and moral standards. This commitment is built upon a shared belief in hard work, self-reflection and a culture of respect and support for others.*

We are significantly oversubscribed and pupils achieve positive outcomes at Pleckgate. We are proud of how staff support pupils in achieving success both academically and through sport.

To apply for this post, please follow the instructions on the Vacancies page on our website. For visits to the school or any other information, please contact mwade@pleckgate.com



Mrs Aishling McGinty
Headteacher



**Education
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I am delighted that you are considering a role within the EPT. The EPT was established in 2012 as a high performing multi academy trust and approved academy sponsor, that delivers the very best educational experience for our pupils within an ethos of collaboration and excellence.

The reduction of workload and the wellbeing of our colleagues are key priorities with Wellbeing Champions in each school and a designated trust lead.

Wishing you all the best with your application.



Sharon Roscoe
Chief Executive

Our Vision

Creating outstanding schools which transform learning, lives and communities

Our Values

High Expectations

of ourselves, our pupils and our school community

Commitment

we are dedicated to raising standards and improving opportunities

Ambition

we constantly strive to improve by setting ourselves challenging goals

Job Advert

Lead Mathematics Teacher

Hours: Full Time
Start Date: 1st January 2025
Salary: MPS/UPS plus TLR2B (£5,530)

Pleckgate High School wishes to appoint a Lead Teacher of Mathematics. This is a special opportunity for an outstanding, ambitious and dynamic mathematics teacher to further enhance the teaching and learning within the department.

Candidates should demonstrate an excellent understanding and keen interest in mathematical pedagogy, a commitment to keeping up to date with developments in this area, be proactive in engaging with colleagues and networks in other organisations to ensure that we are at the forefront of teaching and learning practice, excellent subject knowledge and some experience of coaching teachers in mathematics using an instructional coaching programme.

If successful, we will support training for leading teaching through the NPQ programme which will support teacher career development and progression.

What does this job do?

- Consistently modelling high quality teaching, providing models of excellence for other teachers in the department. To be able/willing to demonstrate excellent practice to others.
- To contribute to raising standards of pupil attainment and achievement in mathematics. To enable all staff to use well-judged and imaginative teaching strategies to provide support and intervention to meet the needs of individual learners in order that they make at least good progress relative to their starting point.
- To secure the promotion of high levels of enthusiasm for, participation in and commitment to, learning amongst all pupils by working with other teachers to develop their practice.
- Being a member of the Teaching and Learning team who will plan and deliver the whole school and mathematics- specific CPD, being part of the strategic direction of the quality of education across the school.
- Leading on researching best practice and keeping up-to-date with the latest developments in mathematical education; sharing this knowledge with staff and offering support to implement the research into their own practice.

- Working collaboratively with colleagues in the mathematics department to promote proven strategies and support colleagues, both on a 1-2-1 basis and in groups, to develop pedagogy and practice in order to improve the quality of teaching and learning with the specific aim of securing outstanding teaching and pupil outcomes.
- Providing effective and impactful mentoring and coaching to teachers at all stages of their career, giving constructive feedback, monitoring to ensure improvements and effective use of the Steplab instructional coaching programme.

What are the job requirements?

The successful candidate will:

- Hold QTS (or equivalent) and a relevant undergraduate degree.
- Be able to show evidence of ongoing professional development.
- Demonstrate outstanding teaching practice and excellent behaviour management.
- Knowledge of effective teaching and learning strategies and how children learn mathematics.
- Have a keen interest in subject specific pedagogy, reading and research which is evidenced in teaching practice.
- Evidence of commitment to extracurricular and enrichment provision.
- Have experience of observing lessons, coaching and mentoring colleagues, having a positive impact on their development.
- Have experience of improvement planning and of implementing a range of strategies to raise pupil achievement, with evidence of success.
- Evidence of contributions to curriculum development.
- Have a proven track record of excellent results at KS3 and 4.
- Have experience of high-quality pupil tracking, reporting and feedback practices.
- Ideally, have experience of working in more than one school
- Knowledge of guidance and requirements around safeguarding children.

Amongst the many benefits of working within the Trust you will receive:

- Healthcare cash back plan provided free by the Trust includes optical, dental, physio, diagnostics, health assessment, NHS prescription charges, hospital cover, discounted gym memberships plus lots more.
- 6 sessions of free counselling including CBT, wellbeing and bereavement.
- Cycle to work scheme.
- Electric Car Scheme (Salary Sacrifice)
- Access to Teachers' pension scheme.

- Free parking
- Training and development opportunities
- Personal development and promotion opportunities across the Trust
- Trust wide focus on staff wellbeing
- Trust wide Intranet to share knowledge and resources

Closing date: Friday 25th October 2024
Interview date: w/c Monday 28th October

Safeguarding

The Education Partnership Trust is committed to ensuring the highest levels of safeguarding and promoting the welfare of children and young people, and we expect all our staff and volunteers to share this commitment.

The post you are applying for is covered by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013). All offers of employment are subject to an enhanced Disclosure and Barring Service (DBS) check, references, an online search, and where applicable, a prohibition from teaching check will be completed.

Education Partnership Trust is also committed to promoting equality, challenging discrimination and developing community cohesion. We welcome applications from all sections of the community.

Incomplete application forms will not be shortlisted, if you need to discuss a reason for being unable to complete a section, please contact the recruitment team HR@ept-uk.com.

Applications for this exciting post are to be made through <https://ept.face-ed.co.uk/vacancies>

Job Description

Lead Mathematics Teacher

Reports to: Assistant Headteacher for Teaching and Learning

Grade: Salary: MPS/UPS plus TLR2B (£5,530)

Key responsibilities will include:

Teaching and Learning

- Consistently modelling high quality teaching, providing models of excellence for other teachers in the department. To be able/willing to demonstrate excellent practice to others.
- To contribute to raising standards of pupil attainment and achievement in mathematics. To enable all staff to use well-judged and imaginative teaching strategies to provide support and intervention to meet the needs of individual learners in order that they make at least good progress relative to their starting point.
- To secure the promotion of high levels of enthusiasm for, participation in and commitment to, learning amongst all pupils by working with other teachers to develop their practice.
- Being a member of the Teaching and Learning team who will plan and deliver the whole school and mathematics- specific CPD, being part of the strategic direction of the quality of education across the school.

Staff Development and Coaching

- Leading on researching best practice and keeping up-to-date with the latest developments in mathematical education; sharing this knowledge with staff and offering support to implement the research into their own practice.
- Working collaboratively with colleagues in the mathematics department to promote proven strategies and support colleagues, both on a 1-2-1 basis and in groups, to develop pedagogy and practice in order to improve the quality of teaching and learning with the specific aim of securing outstanding teaching and pupil outcomes.
- Providing effective and impactful mentoring and coaching to teachers at all stages of their career, giving constructive feedback, monitoring to ensure improvements and effective use of the Steplab instructional coaching programme.

Quality Assurance

- Contributing to quality assurance procedures within the department including work scrutiny, drop ins and pupil voice.
- Supporting with self-evaluation and improvement planning across the department.

- Supporting the effective development of the mathematics curriculum.
- Working closely with other teaching and learning leads to ensure teaching and learning is consistently of an excellent standard.

Achievement

- Using data to identify individuals or groups that need further teaching support and develop and lead the implementation of strategies to raise the quality of teaching.
- Promoting strategies which support adaptive teaching, inclusion and positive behaviour with a particular focus on adaptations to teaching considering the learning needs of talented mathematicians and those with SEND
- Exploring and advising on appropriate and stimulating resources and ensuring that these are used impactfully

Extra Curricular and Enrichment

- Supporting wider engagement in mathematics through the organisation and delivery of extracurricular enrichment opportunities.
- To share and support the Academy's responsibility to provide and monitor opportunities for personal and academic growth.

Other Specific Duties

- Working in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies.
- Working with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary.
- Promote the safeguarding of all pupils in the school.
- To continue personal development as agreed at appraisal.
- To engage actively in the performance review process.
- To address the appraisal targets set by the line manager each Autumn Term.
- To undertake any other duty as specified by School Teachers' Pay and Conditions Body (STPCB) not mentioned in the above.
- To play a full part in the life of the Academy community, to support its distinctive aim and ethos and to encourage staff and pupils to follow this example.
- To support the Academy in meeting its legal requirements for worship.
- To actively promote the Academy's policies.
- To comply with the Academy's Health and Safety policy and undertake risk assessments as appropriate
- To show a record of excellent attendance and punctuality.
- To adhere to the Academy's Dress Code.

Person Specification

Lead Mathematics Teacher

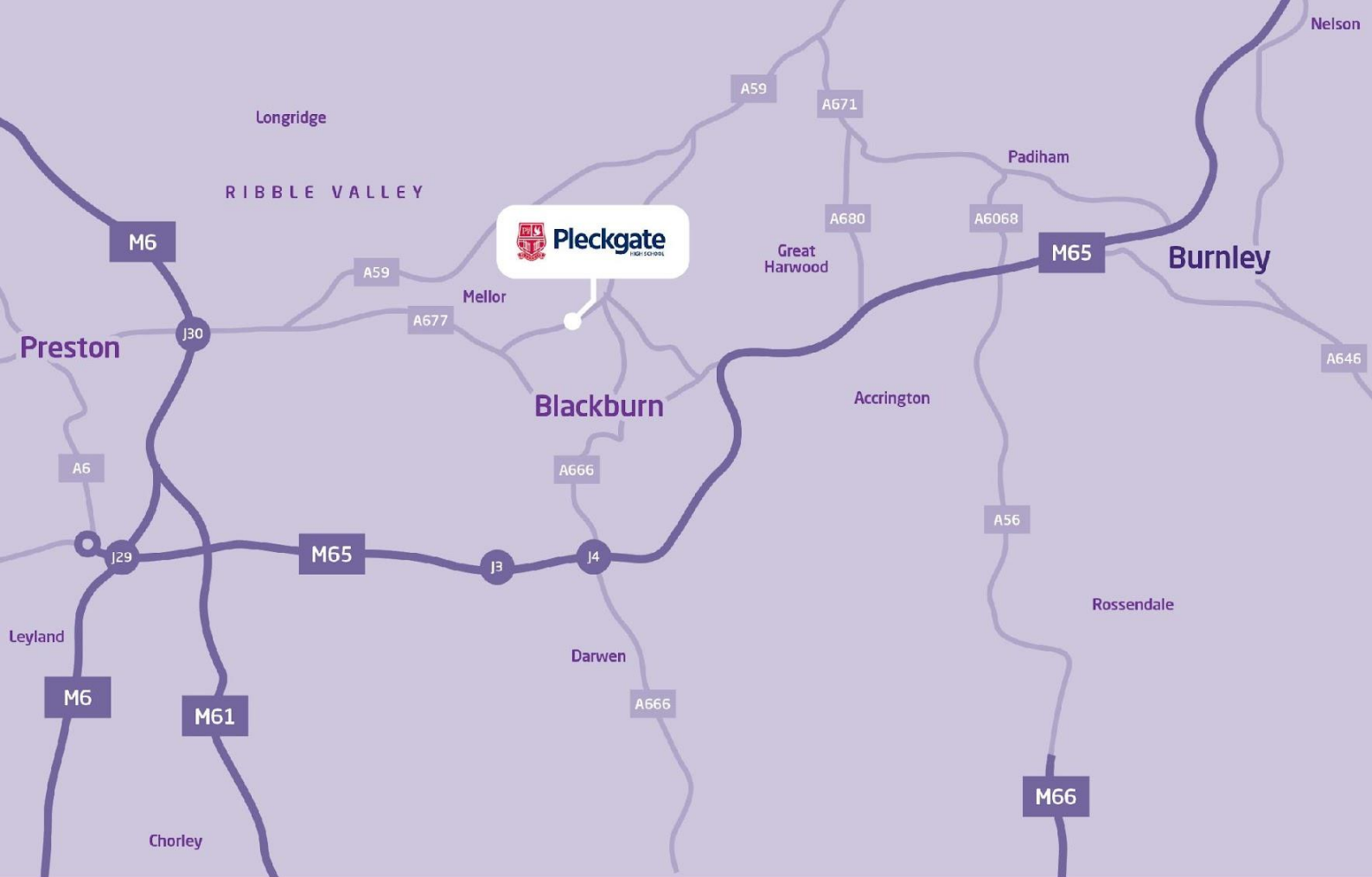
Reports to: Assistant Headteacher for Teaching and Learning

Grade: Salary: MPS/UPS plus TLR2B (£5,530)

No	Categories	Essential / Desirable	App Form	Interview
QUALIFICATIONS AND TRAINING				
1	Qualified to at least degree level in a relevant subject	E	AF	
2	Qualified teacher status.	E	AF	
3	Evidence of relevant and substantial CPD	E	AF	I
KNOWLEDGE & EXPERIENCE				
4	Ability to deliver consistently high-quality lessons in this subject to pupils of all ages and abilities.	E	AF	I
5	Proven record of raising achievement with all groups of pupils across the age and ability range, and of helping them achieve impressive examination outcomes.	E	AF	I
6	Proven commitment to continued professional development and a readiness to reflect and self-evaluate to change, improve and develop.	E	AF	I
7	Experience of delivering staff training and undertaking the professional development of other teachers, in particular with regard to high quality teaching, assessment, marking and feedback, questioning, lesson planning and scheme of work writing, and other elements of exceptional subject leadership	D	AF	I
8	Experience of having designed, implemented and evaluated effective, imaginative and stimulating schemes of work	D	AF	I
9	Experience of leading a team in the development and implementation of a curriculum initiative that had a sustained and demonstrable impact on pupil progress	D	AF	I
10	Thorough knowledge of the requirements of the National Curriculum in the subject.	E	AF	I
11	Good knowledge of current educational developments and initiatives relating to the subject and their implications	D	AF	I



12	An understanding of the ways children learn and how individual needs may be assessed and met	E	AF	I
13	An understanding of the strategies needed to establish consistently high aspirations and academic / behavioural standards and a commitment to relentlessly implementing these strategies.	E	AF	I
PROFESSIONAL SKILLS				
14	Excellent interpersonal and listening skills and a high degree of emotional intelligence	E	AF	I
15	A proven ability to use data confidently to inform and diagnose weaknesses that need addressing, and an ability to plan effectively in order to raise individuals' and cohorts' attainment	D	AF	I
12	The ability to develop positive relationships with all young people	E	AF	I
17	An effective leadership and management style that encourages participation, innovation and develops colleagues' confidence	D	AF	I
18	The ability to lead, coach and motivate staff within a performance management framework, providing professional development and effectively challenging and managing any underperformance, whilst developing the leadership skills of others	D	AF	I
19	Well-developed planning and organising skills including time management, prioritisation, delegation and administration. To lead by example.	D	AF	I
PERSONAL QUALITIES AND ATTRIBUTES				
20	A clear passion for your subject	E	AF	I
21	The ability to enthuse and inspire others.	E	AF	I
22	Passion, resilience, maturity and optimism to lead through day-to-day challenges while maintaining a clear strategic vision and direction.	E	AF	I
23	Confidence and self-motivation to work well and be decisive under pressure	E	AF	I
24	A high level of honesty and integrity	E	AF	I
25	A firm and constant belief in the unlimited potential of every pupil and a commitment to inclusive educational provision	E	AF	I



Contact

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An Education Partnership Trust School