



Job Pack

Teacher of Mathematics

September 2020

Full Time or Part Time



Weald of Kent



About Us
The Team
The Post
About You
The Package
The Application Process



About Us

Weald of Kent is a selective Girls' Grammar School for 11-18 year olds with a roll of approximately 1650 students including our co-educational Sixth Form. The school is one of the highest performing schools in the country. We aspire to excel at everything we do. Owing to our continued success we are thrilled to have been given permission by the Secretary of State to expand and mirror what we deliver at our Tonbridge site in an Annexe in Sevenoaks, which opened in September 2017. In addition to the exciting new facilities, we have also invested in our Tonbridge site which now has a state of the art Sports Hall and university style Sixth Form Study Centre. Both sites are situated in beautiful rural settings with far reaching views across the Garden of England with excellent transport links.

Results

We are, once again, exceptionally proud of the magnificent performance that has led to some wonderful results both at GCSE and A level this year. 99.4% of students achieved 5 GCSEs grades 9 to 4 and A* - C (including Maths and English). The average GCSE grade was above a Grade 7. We also enjoyed superb A Level results with 72% of our students achieving A*-B grades. The cohort gained the highest A*-A % for six years, at 38%. The average was a Grade B. Our aim is for students to achieve high academic results whilst still affording them a platform to extend their personal qualities, talents and interests.

Teaching School

This is an exciting time for Weald of Kent as we continue on our journey as the Lead School of the Kaizen Teaching School Alliance. We are passionate about ensuring students and staff have an opportunity to develop and grow and because of this we are working with a fantastic group of schools on collaborative projects.

Staff Development Opportunities

We are passionate about staff development. Individual Development Plans are tailored to help and support staff in new positions, existing posts and preparation for promotion. A whole range of developmental and capacity building training is available, supporting staff to develop their skills and professionalism. This includes opportunities such as:

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| A personalised induction programme |
| CPD days and a range of workshops |
| Performance development programme |
| Mentoring-Coaching programme |
| Relevant external courses and training |

The Team

All Staff are extremely school supportive and work exceptionally hard. Their commitment has secured higher standards across all areas of the school. Teams work effectively and closely within a framework that encourages rigorous self-reflection. All staff contribute to the school's self-evaluation process, the identification of priorities and very importantly the delivery of our ambitious targets. The use of mentoring/coaching approaches has been strengthened and a significant number of ideas have grown through the Investment in Excellence programme adopted.

We are all motivated and inspired by the students who have boundless energy and enthusiasm for learning in the classroom. This level of engagement is equally replicated in the way they respond to the vast array of extracurricular activities we offer. Weald of Kent Students "walk the talk" and at any Key Stage they can confidently compile a CV that clearly demonstrates academic excellence and personal success.

The Mathematics Department is at a very exciting stage in its development and is accommodated in a new purpose built Mathematics suite. The successful candidate will join the team at a time when our key aim is to ensure that students experience Mathematics in a way that engages them and challenges their understanding, whilst building confidence and problem solving skills. Staff work closely with the Head of Mathematics, ensuring that the Department continues to develop and deliver the very best for our students. The Department is constantly seeking ways to improve and to make sure that our students have the best opportunities for success to allow them to take the next step with confidence. Applications to real-life and other subject areas are being embedded into our schemes of work and form part of our day to day practice.

The Mathematics Department currently has seven full-time and three part-time staff. We have our own schemes of work for KS3 that have been developed in line with the National Curriculum and Numeracy strategies. All KS4 students follow the EDEXCEL Higher Tier Mathematics specification. As building confidence and encouraging outstanding achievement is at the heart of our department, there is no early entry and all students sit their GCSE examinations at the end of Year 11. At KS5 the students follow the EDEXCEL A level syllabus. The department also offers Further Mathematics at A-Level where there is an excellent uptake in both subjects. A number of students go on to a variety of Higher Education courses involving further study of Engineering and other Mathematics related subjects.

The Post

Job Title: Teacher of Mathematics

Reports to: Head of Mathematics

Team: Mathematics

Start Date: September 2020

Hours: Full time/Part Time

This position is an excellent opportunity for an outstanding and inspirational Mathematics teacher to join our dynamic Mathematics Team. The post will involve teaching from Key Stage 3 to Key Stage 5 Mathematics depending upon skills and experience.

This post would ideally suit a colleague who wishes to work with highly motivated, extremely engaged, enthusiastic and able learners. If you are keen to develop further as a practitioner and wish to extend your repertoire of teaching and learning strategies, then Weald of Kent would be a perfect fit for you. In addition to the opportunities to develop your practice within the classroom, the school offers an extensive range of professional development support including a bespoke package for those interested in working towards their next career step.

About You (Person Specification)

| | Essential | Desirable |
|---|-----------|-----------|
| Qualifications | | |
| Qualified teacher status | ✓ | |
| Degree or equivalent | ✓ | |
| Experience | | |
| Outstanding classroom teacher and tutor | ✓ | |
| Sustained performance securing very good student outcomes | ✓ | |
| The ability to teach Mathematics to A Level | ✓ | |
| Skills & Knowledge | | |
| Able to communicate effectively, orally and in writing | ✓ | |
| Able to consistently demonstrate effective planning and creative teaching including an ability to deliver outstanding lessons | ✓ | |
| Confident in own ability to be effective and to take on challenges | ✓ | |
| Ability to relate well to students, colleagues, parents and Governors | ✓ | |
| Effective behaviour management | ✓ | |
| Able to support students in maintaining high standards | ✓ | |
| Up to date awareness of curriculum development | ✓ | |
| Personal Attributes | | |
| Ability to inspire, challenge and motivate students | ✓ | |
| Have a positive approach to education with a desire to succeed | ✓ | |
| Energy, enthusiasm and perseverance | ✓ | |
| Reliability and integrity | ✓ | |
| Good interpersonal skills | ✓ | |
| Professional appearance and manner | ✓ | |
| Clear vision and educational philosophy | ✓ | |
| Positive commitment to individual personal development | ✓ | |
| Capacity to work hard, under pressure, to meet deadlines and manage time effectively | ✓ | |
| A good record of attendance | ✓ | |
| Adaptable and amenable with respect to working practices | ✓ | |
| Ability to work independently and in a team, take a collaborative approach | ✓ | |
| Ability to build supportive working relationships with colleagues | ✓ | |
| Commitment to supporting the full life of the school | ✓ | |
| Suitable to work with children | ✓ | |
| Equal Opportunities – A commitment to inclusive education | ✓ | |

The Package

Salary: MPS/UPS

Benefits:

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|---|--|
| Generous Pension Scheme (TP / LGPS) | Health Care Cash Plan* |
| Priority Admission for Staff Children** | Free On-Site Parking (subject to availability) |
| Kent Reward Scheme | Free refreshments |

Weald of Kent Grammar School is located on two sites; Tonbridge and Sevenoaks. The successful candidate will be required to work across both sites.

*Available upon successful completion of probation

** See Admission Policy on the School Website

The Application Process

Application forms can be found on our website and should be sent to Human Resources, HR@wealdgs.org or posted to the school. Please include a 1-2 side of A4 application statement or letter of application. The communication should set out how your proven relevant experience relates to this role.

References may be taken up before being short-listed, please indicate on your application form if you have any objection to us contacting the referee prior to interview.

Dates:

Closing date for applications: Thursday 30 January 2020, 9am

Interview day: w/c 3 February 2020

**Interviews and appointments may be arranged where a suitable candidate is found prior to the closing date.*

The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An Enhanced DBS check will be carried out for the successful candidate.

