



**GREENSHAW**  
LEARNING TRUST

**B**  
**S** BROADWATER  
SCHOOL  
BY INCREMENTS CONQUER

# Teacher of Maths

## Recruitment Pack

**ALWAYS  
LEARNING**

## Introduction

Thank you for your interest in joining our school

This is a unique and exciting opportunity for an inspirational teacher to join Broadwater School and further contribute to the life chances of young people in the school and across the Trust.

Broadwater has been on a rapid improvement journey and is highly ambitious to secure incredible outcomes for our young people and committed to ensuring a world class character education. In 2019, the school was judged Good by Ofsted with Outstanding for Personal Development, and the school has continued to improve and thrive ever since.

Broadwater converted to an Academy and joined the Greenshaw Learning Trust in September 2020. This has been a really exciting period, and has given both students and staff a wealth of exciting opportunities.

The Greenshaw Learning Trust is a 'family' of like-minded schools that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing their own distinctive character. The Greenshaw Learning Trust website [www.greenshawlearningtrust.co.uk](http://www.greenshawlearningtrust.co.uk) provides a clear picture of our aspirations and our vision for schools within the Trust; however, please do not hesitate to contact us to seek further information.

Please do also look at our school website <https://www.broadwater.surrey.sch.uk/> which gives a flavour of the school. Everyone who comes to look around comments about the positive ethos and exciting atmosphere. We welcome visitors at any time of the day, so if you would like visit and get a feel for the school prior to submitting your application, you would be very welcome. Please email my PA Sonya Turpin [s.turpin@broadwater.surey.sch.uk](mailto:s.turpin@broadwater.surey.sch.uk) to schedule a visit.

If you would like to work in an incredibly supportive school with a highly visible SLT, disruption free learning and the best CPD opportunities then we would love to receive your application.



Lizzi Matthews  
Headteacher

### **Teacher of Maths**

TMS /UPS (Dependent upon experience)

***Broadwater is committed to safeguarding and promoting the welfare of its students and expects all staff to share this commitment.***

You will be an inspirational and aspirational mathematician. The successful candidate will have a passion for inspiring children and have high aspirations for all students. The Broadwater community is an exciting place to be and this is a chance to be part of something very special. Broadwater was rated Good by Ofsted in October 2019 with Outstanding for Personal Development.

**We would welcome applicants who:**

- **are outstanding teachers of Maths across the ability range**
- **can demonstrate a commitment to their own CPD**
- **have excellent subject knowledge**
- **have high expectations for their students and themselves**
- **would relish working collaboratively across the Trust and within the Waverley Federation**

**We can offer:**

- **lessons with disruption free learning where teachers can teach rather than worry about behaviour**
- **centralised resources**
- **a strong, supportive and highly visible SLT**
- **excellent CPD opportunities**
- **opportunities for further development and whole school responsibilities**
- **a school that is highly ambitious for its students and its staff**
- **free Gym membership and Pilates classes**

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**Closing Date: 21<sup>st</sup> February. Interview date TBC**

**Start Date: September 2022**

## Greenshaw Learning Trust – About us

The Greenshaw Learning Trust (GLT) provides an effective structure for schools to achieve real benefits from school-to-school collaboration, and a culture of trust and openness that promotes honest and transparent dialogue and mutual support.

At the heart of the Trust is proven school improvement advice and guidance – with regular meetings with school leaders, input from specialist primary and secondary experts and staff training and development in all our schools.

All schools in the Trust receive expert advice and fast-response support on budget planning and monitoring, payroll, human resources, employment and legal advice, purchasing, capital projects, admissions, policy development and audit. Our catering team provides advice and guidance on meeting the statutory responsibilities for food standards, healthy eating and safety, and helps our schools achieve higher take-up of meals and significant cost savings through quality improvement and the central procurement of food supplies.

Each school's local governing body receives support and advice to ensure that they can contribute effectively to the governance and leadership of their school, including tailored guidance to chairs and clerks and governor training.

The Greenshaw Learning Trust is committed to meeting the needs of every student – our schools offer a wide range of special needs provision and across the Trust we have extensive expertise in behaviour, attendance, family liaison and therapies to support our students and their teachers.

### The Greenshaw Learning Trust Mission Statement

- *We are ambitious for our schools and their students. We believe that there is no ceiling on what can be achieved by anyone, regardless of their circumstances or background.*
- *We are committed to providing a supportive and inclusive learning environment, giving every young person the opportunity to fulfil their potential now, and in the future.*
- *We seek to realise the power of individuals and organisations working together in collaboration whilst retaining their individuality, and we recognise that we can always improve.*

### **Greenshaw Learning Trust Employee Benefits**

The Greenshaw Learning Trust recognises that our employees are our most important asset and we are aware that the quality and commitment of our employees is critical to our success. We offer all our employees the following staff benefits:

- Excellent CPD opportunities and career progression.
- Employer Contributions to Teachers Pension Scheme.
- Cycle to work scheme.
- Gym membership scheme.
- Employee Assistance Programme.
- Eye Care Voucher scheme.

**Resources:**

In each classroom there is a visualiser which the maths team use during the input part of every lesson. Each student has their own mini whiteboard enabling teachers to assess their classes with ease.

We use Sparx with our Y7s and 8s and Hegarty with our Y9-11s. Students have weekly homework tasks set on these platforms, and the tasks are centred around retrieval practice.

The team work on and embed the latest mathematical pedagogy into our continually developing shared lesson bank. Each lesson has been designed with a retrieval segment to start the lesson, the main body of the lesson focuses on I Do, We Do, You Do, with students completing at least 20 minutes of silent independent work.

The use of live marking in lessons, when permitted results in our students being able to correct mistakes before they become embedded.

**Curriculum:**

Students are examined through Edexcel, and our Schemes of Learning allow for a seamless transition between KS3 and KS4, with topics mapped out from one year to the next. Assessments are completed during the school assessment windows, with time built in to the schemes of learning for students to work on their individual gaps of knowledge.

All Year 11s attend a weekly period 6. This time is used for exam practice and to support students with essential exam topics. This year we were excited to have started Direct Instruction (<https://www.direct-instruction.co.uk/>) with key groups of our students so they have an even better chance of success. Students complete an assessment to find out where they need to start in the programme and attend DI lessons with our DI teacher. DI sessions focus on a key mathematical skill (e.g. multiplication, division, ratios or fractions) which students can then implement in class, with an end of unit assessment to measure students' progress.

## Job Profile

***The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Broadwater is an equal opportunities employer.***

This profile recognises the demands of the current Pay and Conditions regulations and reflects the policies within the Governors' Pay Policy.

**JOB TITLE:** Teacher of Maths

**JOB PURPOSE:** To ensure that the negotiated aims and objectives of the school (which are reflected in those of the department) are achieved, by enabling the staff to deliver the curriculum effectively.

**ACCOUNTABLE TO:** Subject Lead

<b>Key Accountabilities:</b> Head of Department	<b>Key Tasks:</b>
<p><b>B. Teaching and Learning</b> To secure and sustain effective teaching of the relevant subject for individuals, groups and classes. Develop the quality of teaching, assess the standards of students' achievements and set targets for improvement.</p>	<ul style="list-style-type: none"> <li>• Use school policy and National Curriculum requirements to set clear targets for improvement of students' achievement and monitor students' progress towards those targets.</li> <li>• Use appropriate teaching and learning strategies to communicate clear learning objectives and expectations including, where appropriate, in relation to literacy, numeracy and other school targets.</li> <li>• Recognise the level that a student is achieving and make accurate assessments independently, against attainment targets, where applicable, and performance levels associated with other tests or qualifications relevant to the subject taught.</li> <li>• Plan effectively to ensure that students have the opportunity to meet their potential, notwithstanding differences of race and gender and taking account of the needs of students who are underachieving, very able, not yet fluent in English, making use of relevant information and specialist help where available.</li> <li>• Plan effectively, where applicable, to meet the needs of students who are Pupil Premium or those with Special Educational Needs and, in</li> </ul>

	<p>collaboration with the SENDCO, make an appropriate contribution to the preparation, implementation, monitoring and review of Individual Education Plans.</p> <ul style="list-style-type: none"> <li>• Take appropriate account of ethnic and cultural diversity to enrich the curriculum and raise achievement.</li> </ul>
	<ul style="list-style-type: none"> <li>• To work with the Headteacher and Senior Leadership Team to promote inclusion, and equality of opportunity for both students and staff.</li> <li>• To share in the corporate responsibility for, and commitment to, the safeguarding and promotion of the well-being and discipline of all students.</li> <li>• To progress the education and welfare of designated groups of students in accordance with the prevailing School Teachers' Pay and Conditions Document, having due regard to the requirements of the National Curriculum, the aims, objectives and schemes of work of the Academy/Learning Area, Year Cohort, and any policies of the Academy Trust.</li> <li>• To perform particular assigned duties at the reasonable direction of the Headteacher or his/her designated representative(s)</li> </ul>
<p><b>General</b></p>	<ul style="list-style-type: none"> <li>• To participate in school initiatives where every person is expected to contribute to learner's progress.</li> <li>• To participate in the school's professional learning programme as agreed.</li> <li>• To play a full part in the life of the school community, supporting its distinctive mission and ethos, and encouraging and ensuring staff, pupils and students adhere to school expectations.</li> </ul>

## Safeguarding

The Trust is committed to safeguarding children and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to an enhanced Disclosure & Barring check along with other relevant employment checks.

This job description is not exhaustive and serves only to highlight the main requirements of the post holder. The line manager may stipulate other reasonable requirements. The job description will be reviewed regularly and may be subject to change.

### PERSON SPECIFICATION – Teacher

*Broadwater is committed to safeguarding and promoting the welfare of its students and expects all staff to share this commitment Teaching & Learning*

Job Criteria	Essential	Desirable	Assessment
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status and hold a recognised degree</li> </ul>	Further CPD or Educational qualification	Application Form and certificates
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Excellent classroom practitioner</li> <li>• Capable of delivering innovative successful teaching &amp; learning.</li> </ul>		Written statement, references and interview
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Sound understanding of the Secondary Curriculum</li> <li>• Knowledge of monitoring and assessment</li> <li>• Understanding of strategies for raising student performance</li> <li>• Widely read around pedagogy</li> </ul>		Written statement and interview
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Communicates at a level and in a manner appropriate to the situation.</li> <li>• Able to plan, organise and prioritise effectively</li> <li>• Proven ICT skills</li> </ul>		Written statement,

	<ul style="list-style-type: none"> <li>• A good understanding of Health &amp; Safety requirements.</li> </ul>		references and interview
<b>Abilities and Attributes</b>	<ul style="list-style-type: none"> <li>• Innovative and enthusiastic</li> <li>• Trustworthy</li> <li>• Reliable</li> <li>• Able to develop and maintain good relationships with staff, parents and students.</li> <li>• Focused on the need of the student</li> <li>• Ability to be a good ambassador</li> <li>• Ability to use initiative</li> <li>• Creative thinking</li> </ul>	<ul style="list-style-type: none"> <li>• Flexibility</li> </ul>	Interview
<b>Safeguarding</b>	<ul style="list-style-type: none"> <li>• Suitability to work with children</li> <li>• Not on the Children's Barred List</li> </ul>		References and Enhanced DBS disclosure

## **The Recruitment Process**

### **1. Application**

To apply for a staff vacancy, please register for an online account to complete the application form. Please visit our website [www.greenshawlearningtrust.co.uk/join-us/staffvacancies](http://www.greenshawlearningtrust.co.uk/join-us/staffvacancies)  
The recruitment process is managed via your online account and you will receive notifications regarding the progress of your application.

The completed online application form should be accompanied by a personal statement of suitability of no more than 2 sides of A4. In the application form and personal statement, you should demonstrate how you meet the requirements set out in the Person Specification. Please include specific examples which support your application.

### **2. Shortlisting**

Shortlisting will be finalised as soon as possible. Shortlisted applicants will be invited by telephone or email to attend a formal interview process. Please make sure you have indicated clearly day and evening telephone numbers on which you can be reached. References will be taken up after shortlisting.

### **3. Interview Process**

The interview process may consist of a practical test related to the knowledge and abilities in the Person Specification. A further shortlisting process may then take place and shortlisted applicants will be invited to a final formal interview.

### **4. Feedback**

Unsuccessful shortlisted applicants will have the opportunity for professional feedback during the week following the interviews.

### **5. Taking up post**

The successful applicant will take up post TBC

### **6. Additional information**

For further information, please contact Karen Carling, HR Manager on [k.carling3@broadwater.surrey.sch.uk](mailto:k.carling3@broadwater.surrey.sch.uk) 01483 520634

## **Employee Benefits**

### **Professional Development and Career Progression**

We recognise our employees as our most important asset and we are aware that the quality and commitment of our employees is critical to our success.

We offer training programmes to support staff across all our schools. We offer both inhouse and external training opportunities as well as links to professional bodies. If you have specific training requirements or would like to find out more about any of the courses above please see your line manager.

### **Local Government Pension Scheme (LGPS)**

The Local Government Pension Scheme is one of the largest public sector pension schemes in the UK. It is a nationwide pension scheme of 3.5 million members working in local government or working for other types of employer participating in the scheme. The LGPS is a defined benefit scheme which means that your pension will continue to be worked out using a set formula and it is guaranteed by Government. On starting your employment, you will be automatically entered into the pension scheme, we will provide you with further information within your starter pack.

### **Cycle to Work**

You can make huge savings on a bike and permitted accessories when you sign up to the Cycle to Work scheme through Greenshaw Learning Trust. Your Cycle to Work scheme will be implemented via a salary sacrifice arrangement whereby you agree contractually to a regular reduction from your gross salary to cover the cost of the bike and accessories, therefore making tax and National Insurance savings. For further information, please visit <http://www.flexiblebenefits.coop/our-benefitsorig>

### **Gym Discounts**

As an employee of Greenshaw Learning Trust, you can benefit from discounts at over 2900 gyms, health clubs, leisure centres, yoga studios, boot camps and outdoor activities across the UK. Even if you are currently a member at one of the listed gyms, you may still be able to benefit from a corporate discount.

### **Employee Assistance Programme**

Life – there's a lot to juggle. Work, family, relationships, finances, health, the list goes on. Sometimes, meeting the demands of your work and personal life can be a real challenge. As your employer, we recognise this and therefore feel it is important that we provide you with an Employee Assistance Programme (EAP) to help take the strain when you need some extra support. Your EAP can save you time, and help reduce stress and anxiety, improving your well-being and freeing you up to focus on other things. [www.workplaceoptions.com](http://www.workplaceoptions.com)

### **Eye Care Voucher Scheme**

Greenshaw Learning Trust are committed to fulfilling responsibilities for the health, safety and welfare of its employees. Eye tests will be provided to ensure users can comfortably see the screen and work effectively without visual fatigue. If a DSE user requests an eye test, the Trust will provide one. If the test shows that the user requires glasses specifically for DSE work, the Trust will cover the cost of these glasses.