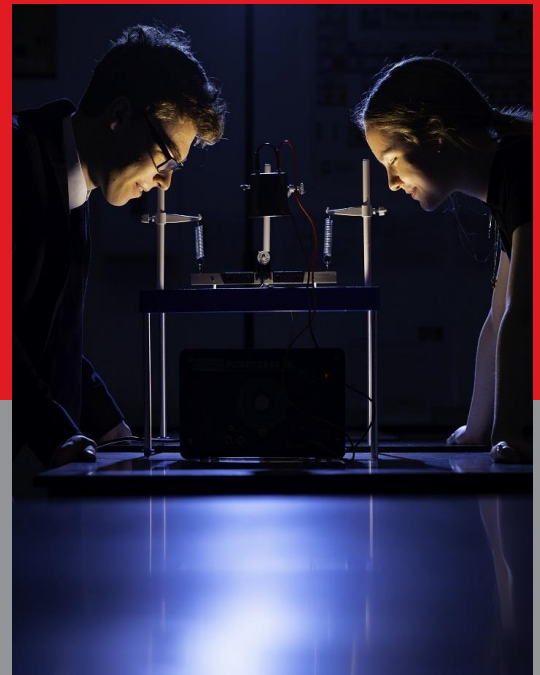




JOIN OUR TEAM

'Students are courteous and helpful to each other and to visitors. They are respectful of each other's views, beliefs and feelings. The school is a calm, orderly community and has a strong ethos for learning.'

Ofsted, 2014 (Outstanding)





MATHEMATICS TEACHER

POSITION:	Mathematics Teacher
TYPE:	Teaching
HOURS:	Full time
CONTRACT:	Teaching / permanent
GRADE:	MPS / UPS (fringe)
START DATE:	September 2025

This is an exciting opportunity for an excellent colleague to join our Maths Department in this outstanding school. We are seeking a passionate and innovative graduate teacher to teach Maths. The successful applicant will join a friendly, welcoming and supportive team, where teachers work together regularly sharing resources and good practice. Maths is our most popular subject at A-level and there is an opportunity for the successful candidate to teach both Maths and Further Maths at A-level, should they wish to do so.

BENEFITS OF WORKING AT CHESHAM GRAMMAR SCHOOL:

Chesham Grammar School is one of the largest employers in the town of Chesham. We know that our staff are our most important resource and we try to do all we can to look after them. Our vision is for everyone at CGS to enjoy, achieve and belong. This applies to staff and students alike. Some of the benefits of working at CGS are:

- A strong commitment to ensuring staff workload is manageable and to staff wellbeing
- Minimum 14% PPA for all teachers (more for TLR holders)
- Engaging, highly motivated and able students
- High staff retention
- Staff social events
- London Fringe Allowance
- Long service awards
- Preferential admission for qualified children of school staff
- Access to the generous Teachers' Pension Scheme (TPS)
- A comprehensive induction programme for new staff
- Strong commitment to ongoing staff CPD, including support for NPQs
- Free on-site parking
- Cycle to work scheme
- Subsidised gym membership at Chesham Leisure Centre (next door to the school)

APPLICATIONS Please complete an application form via the "mynewterm" portal (follow link: <https://mynewterm.com/school/Chesham-Grammar-School/137091>)

CLOSING DATE FOR APPLICATIONS: Monday 20 January 2025, midday

INTERVIEW DATE: Thursday 23 January 2025

We reserve the right to interview and appoint on application. Early applications are encouraged to avoid disappointment

Red Kite Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share the same commitment.

Applicants will be required to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Service

Our commitment to Equality, Diversity and Inclusion

At Chesham Grammar School, our vision is for everyone to enjoy, achieve and belong. Our commitment to equality, diversity and inclusion is one way in which we seek to fulfill this for everyone in our diverse and vibrant school community



CHESHAM GRAMMAR SCHOOL

December 2024

Dear colleague

Firstly, I would like to thank you for your interest in Chesham Grammar School and our Mathematics Teacher role. I hope this information will help you decide whether you wish to apply for this exciting position. CGS is a co-educational selective school with 1300 students, 400 of whom are in the Sixth Form. We have around 120 teaching and support staff who work hard to ensure our students enjoy the best possible educational experience. We admit 180 students into Year 7 each September, drawn from a wide geographical area. We also take around 50 students into Year 12 each year.

Our vision is for everyone at CGS to enjoy, achieve and belong and for our students to be exceptionally well prepared for life. Our core values of aspiration, kindness and respect guide everything we do. Ultimately, we want to do all we can to enable our students to be happy.

CGS was graded outstanding by Ofsted when it was last inspected. It is very much our mantra that outstanding doesn't mean perfect and we are constantly seeking ways to make CGS a truly exceptional place in which to study and to work. Our public examination results are excellent, testament to the dedication and commitment of both our staff and students. The vast majority of our students progress to university at the end of Year 13, including Oxford and Cambridge.

Our curriculum is broad and rich from Year 7 with all students studying traditional academic subjects. They also explore a range of disciplines within the creative arts and technology. At GCSE, students can choose from a wide range of subjects with still more on offer when they get to Year 12. But what goes on inside the classroom, day in, day out, is only part of the story. Beyond that, there is a real richness of experience as well as a genuine warmth and openness in the relationships between students and staff, all of which combine to make CGS a hugely rewarding place in which to work.

Our pastoral care is superb and vertical tutoring, organised around our strong House system, gives the school a very distinctive family 'feel' and enables every student in the school to be known well by their tutor. It also ensures that healthy competition is an integral part of school life. Students belong to one of four Houses and there are competitions throughout the year in sport, music, art, drama to name but a few.

CGS is forward thinking and innovative. We have a passionate belief in our bright and articulate young people, seeking to ensure they are exceptionally well prepared for life. Our approach to learning seeks to develop students who are resourceful, resilient and confident learners with the skills to learn effectively both independently and collaboratively. We are constantly seeking ways in which to develop their character and there are many opportunities for students to take a leadership role within the school or to participate in a wide range of extra-curricular activities. None of this would be possible, of course, without the dedication, commitment and boundless energy of our staff who are always willing to give up their time to provide outstanding opportunities both within and beyond the classroom.

At CGS we also want our staff to continuously develop. Much of our CPD is 'in-house'; we have a clear focus on the sharing of good practice within the school where there is already so much expertise. We encourage our staff to visit other schools and to bring back ideas which can be shared with colleagues. We work collaboratively with several local schools through our membership of both Challenge Partners and the Astra Teaching School Hub and SCITT.



Annmarie McNaney
Headteacher

This role is a superb opportunity. We are seeking an outstanding classroom practitioner who will inspire and motivate our students and staff. Mathematics has an important place in the life of the school and the department is very highly regarded within the school and beyond it. The quality of work our students produce in Mathematics is superb. The department is staffed by highly qualified, passionate and experienced teachers who work incredibly hard to get the best from and for our students. Results at both GCSE and A level are excellent

When making appointments, I am first and foremost seeking to recruit the kind of person who 'fits' our ethos. It is a privilege to work with the students at CGS; they are mature, committed and hard-working but they are also great fun to be with and, when you visit the school, you will see that there are very warm relationships between staff and students, based on mutual trust and respect. This helps to make CGS a hugely rewarding place to work. We want our students to have a superb experience both within and outside the classroom and to learn to build positive relationships with others during their time here so that when they leave, they are ready for life beyond school in social as well as in academic terms. Of course we also want them to benefit from outstanding teaching and to be taught by passionate and committed subject specialists who will be willing to go that extra mile to give them the very best education possible.

I hope this letter gives you a feel for CGS and for this post. Our website is an excellent way to find out about all that goes on within the school so please do take a look: www.cheshamgrammar.org and feel free to get in touch if you would like to know more or would like to visit the school. If you wish to apply, please complete an application form. Additionally, please submit a letter of application, details of which are in this pack. Your application and responses should then be emailed to recruitment@redkiteschooltrust.org.

I look forward to hearing from you.

Yours sincerely,



Annmarie McNaney
Headteacher

CGS FACT

1947

School Founded

186

Teaching days per year

1324

Number of students

411

Number of sixth form students

54%

2024 A level A- A grades*

86%

2024 A level A- B grades*

51%

2024 GCSE 8-9 grades

75%

2024 GCSE 7-9 grades



Annual Celebration of Sport Award

17

RESIDENTIAL TRIPS

7

DIFFERENT COUNTRIES

34

Number of staff who have worked at Chesham Grammar School for over 10 years.





MATHEMATICS TEACHER

RESPONSIBLE TO:	Assistant Subject Leader for Maths
GRADE:	MPS / UPS (fringe)
HOURS:	Full time
CONTRACT TYPE:	Teaching / Permanent
START DATE:	September 2025

OVERVIEW

Teachers at Chesham Grammar School are effective professionals who are thorough in their curricular knowledge and take responsibility for their professional development. The teacher's role is to promote the academic and personal development of all students.

KEY ELEMENT OF THE ROLE

- To encourage and support the learning of all students
- To promote positive values and attitudes
- To demonstrate professional values and practice

TEACHING

- To plan and teach sequences of lessons which incorporate an appropriate range and depth of subject knowledge
- To teach lessons with clear objectives and well-pitched tasks which provide pace and challenge using a variety of learning strategies including ICT
- To tailor teaching and learning strategies for individual students accordingly
- To employ a variety of assessment, marking and feedback strategies to inform planning, develop learning and evaluate students' progress
- To provide constructive feedback to help students reflect upon and improve their work
- To ensure the highest possible standards of student behaviour
- To contribute to the department development plan

CPD

- To demonstrate an unwavering commitment to continuing professional development, taking part in both the whole-school staff development programme and a personal development programme

PASTORAL

- To be a form tutor to an assigned group of students, promoting their general progress and wellbeing and encouraging student participation in the extra-curricular activities programme

GENERAL SCHOOL RESPONSIBILITIES

- To demonstrate consistently high expectations of all students and a commitment to raising their achievement
- To promote the positive values, attitudes and behaviour expected from all students by treating them with respect and consideration
- To communicate promptly and sensitively with parents, carers and other relevant bodies where necessary
- To contribute towards, and value, the work of teams of staff dedicated to advancing student learning and welfare
- To be aware of, and work within, the statutory frameworks relating to teachers' responsibilities and comply with policies & procedures relating to child protection, health, safety, welfare, confidentiality and data protection
- To undertake any other duty as specified by the Headteacher not mentioned above

PERSON SPECIFICATION	Essential	Desirable
EDUCATION AND QUALIFICATIONS		
A good honours degree and qualified teacher status	✓	
Evidence of relevant CPD	✓	
EXPERIENCE		
A thorough knowledge and understanding of current developments in teaching, learning and the curriculum	✓	
Excellent wider subject knowledge	✓	
PERSONAL SKILLS AND QUALITIES		
A demonstrable passion for mathematics with an ability to inspire students and staff	✓	
Excellent communication skills and the ability to foster positive relationships	✓	
The ability to set high standards	✓	
A strong moral purpose and drive for continuous improvement	✓	
Ability to work under pressure	✓	
Excellent record of attendance and punctuality	✓	
A good sense of humour		✓



ABOUT

The Mathematics Department at CGS is made up of nine highly qualified specialist teachers. Members of the department teach across the age ranges and the very popular Sixth Form courses are shared between them, according to particular interests and expertise. All teachers have the opportunity to teach Further Mathematics A-level should they wish. Based in a brand new purpose-built suite overlooking playing fields, the department has full use of seven specialist classrooms. The self-contained resource base offers staff their own work space, opportunities for collaboration and informal meetings.

Students in Years 7 to 9 enjoy lessons based on the department's own schemes of work. These incorporate the requirements of the Mathematics National Curriculum, but most importantly allow teachers the time to diversify and to plan challenging and interactive learning opportunities. The department is always seeking to develop strategies to promote mathematical thinking and is very open-minded to new ideas. Students in Years 10 and 11 are set according to ability in order to allow maximum opportunities for pace and challenge. All students in Year 11 currently sit the AQA GCSE Mathematics (linear) higher examinations, achieving outstanding results year on year. At this key stage, teachers again have the flexibility to plan engaging lessons using the wide range of resources available in the department; students are issued with a text book each year, the choice determined by the ability of the set. Mathematics is the most popular subject choice at A level. A significant proportion of Sixth Formers study Mathematics at A level, with approximately fifty students sitting Further Mathematics. In Year 12 there are currently four Mathematics classes and two classes studying both Mathematics and Further Mathematics. Many students continue with this interest studying Mathematics or related degrees at the top universities. Students make outstanding progress in Mathematics and results, both at GCSE and A level, are amongst the best in the school.

Every year large numbers of students participate in the three mathematical challenges, with the most able achieving great success in later rounds. These, in addition to Junior and Senior Team Challenges, lecture visits and other experiences outside of the classroom encourage students to enjoy their mathematics as well as excel in the subject.

There are numerous opportunities for professional development both within the department and the school.

HOW TO APPLY

To apply for this post, please complete an application form in full. Please also submit a letter of application which, in no more than two sides of A4 outlines:

- Your reasons for applying for this post
- How you believe your experience to date has prepared you for this role
- What skills and strengths you believe you will bring to CGS and to the department

Application forms should be completed and submitted via the mynewterm portal - link to home page <https://mynewterm.com/school/Chesham-Grammar-School/137091>

SHORTLISTING

Subject to the number of applications, shortlisting may take place before the deadline for applications has passed. If you have not heard from us within three weeks of the closing date, you can assume that your application is not being progressed on this occasion.

INTERVIEW

Shortlisted candidates will be invited to interview. The Interview will consist of a panel interview (including a member of the senior team), lesson observation/administrative task and tour of the school. Some roles may have a student and staff panel interview and a written task. Selected candidates may be interviewed by the Headteacher or other members of the management team.

