



# Dyson Perrins

CHURCH OF ENGLAND ACADEMY

LIFE IN ALL ITS FULLNESS

## BRIEF FOR THE POSITION OF LEAD PRACTITIONER OF MATHEMATICS



## DYSON PERRINS CHURCH OF ENGLAND ACADEMY

### Our Mission:

A Christian school which enables all students, regardless of beliefs, abilities or background, to reach their potential and flourish. 'Life in all its fullness' John 10:10.

### Our Vision:

- To deliver academic excellence every day.
- To enable character development and personal growth.
- To provide extra-ordinary experiences that create life-long memories.
- To create a supportive and happy learning community with a sense of togetherness
- To work in effective partnerships to have a positive influence across our community.

### Our School values:

*Belief*

*Trust*

*Resilience*

*Challenge*

Dear Applicant,

Thank you for showing an interest in joining Dyson Perrins.

This is an exciting opportunity and your contribution will help improve the life chances of our young people. Our students are wonderful and deserve the very best. You will join a supportive, committed and highly talented staff team who share high ambitions for our students. You will need to bring a sense of energy, a desire to continually improve and share our commitment to raising the achievement of every student. In return we will invest in your professional development and offer opportunities for further career development in the future.

"Pupils are happy and feel safe at this inclusive school. Staff have high expectations for pupils in all aspects of school life. This is reflected in their positive behaviour and their participation in all aspects of school life. Pupils' behaviour in and around school is calm and friendly." Ofsted, June 2023

In your covering letter, which should be no longer than 2 sides of A4, please provide examples of how you meet the requirements of the person specification and outline how your current experience has prepared you for this role. Your application form and covering letter should be sent to [hr@dysonperrins.co.uk](mailto:hr@dysonperrins.co.uk).

Equality and diversity are important to us and we welcome applications from candidates regardless of age, disability, gender identity, sexual orientation, pregnancy, marital status, religion, belief, or race. Dyson Perrins is a Church of England Academy so applicants should be in sympathy with the aims and philosophy of a Church School and willing to lead through our Christian values of belief, trust, challenge and resilience.

I hope you have been inspired to apply and I look forward to reading your application. We are happy to offer informal visits to the school so please do get in contact with any questions, for a conversation about the post or to arrange a visit.

Best wishes with your application.

Mike Gunston  
Headteacher



# Dyson Perrins

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**Lead Practitioner of Mathematics – LPS**

**Permanent**

**Full Time**

**Required to start: January 2025 or earlier if possible**

We are looking to appoint a dynamic and committed Lead Practitioner of Mathematics. You will be an exceptional practitioner with high expectations of all students. The role presents an exciting opportunity for a colleague with ambitions to lead on the quality of teaching and professional development at whole school level in the future. In addition to leading on pedagogy across the Maths Department, the successful candidate will join our team of instructional coaches and support the development of pedagogy across the school. You will need the capability to model excellence and the skills to motivate, challenge and support colleagues.

The successful candidate will be:

- Committed to raising student achievement
- A highly effective classroom practitioner with the capacity to support colleagues to develop their pedagogy
- Committed to professional development and continual improvement
- Willing to uphold our school values of trust, belief, challenge and resilience.

**Dyson Perrins is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Dyson Perrins carries out an online search as part of our due diligence of shortlisted candidates. References will be sought on shortlisted candidates before interview. If successful for this position you will be expected to apply for an Enhanced Disclosure from the Disclosure and Barring Service before appointment is confirmed.**

We strive to be an Employer of Choice and are committed to the wellbeing and development of our colleagues. You will join a supportive, warm and friendly community. We reserve the right to close this vacancy early if we receive suitable strong applications. If you are interested in working with us, please apply without delay.

For a confidential discussion about this post, more information or to arrange a visit, please contact our HR team.

Email: [HR@dysonperrins.co.uk](mailto:HR@dysonperrins.co.uk)

Telephone: 01684 564751

An application form can be found using the following link

<https://mynewterm.com/search/category-professional-support/jcategory-pastoral-welfare>

Alternatively our address can be found on the back cover.

**Thank you for your interest in Dyson Perrins Church of England Academy, We look forward to receiving your application form**

**Closing date: Monday 3 July 2024**



## JOB DESCRIPTION

### Accountability:

Accountable to the Headteacher. Under the daily leadership of the designated SLT line manager.

### Leadership of:

- Teaching staff across the department.
- Teaching assistants supporting lessons within the department.

### Key Strategic Areas:

- Raising achievement in all subjects within the department, across all Key Stages.
- Developing the quality of teaching & learning within the department.
- Designing an engaging & relevant curriculum across all subjects within the department.
- Ensuring effective behaviour for learning exists within the department, in line with school procedures.
- Support the priorities identified in the School Development Plan, working within school policies.

### Strategic Responsibilities:

- To develop a department culture that is committed to improvement through raising achievement and high aspirations.
- To develop an ambitious and innovative curriculum across Key Stage 3 and 4 that supports engagement knowledge, retention and positive student outcomes.
- To lead self-evaluation and subsequent development planning across the department in line with school procedures.
- To design and implement strategies to improve the teaching of all staff within the department, including the sharing of best practice.
- To provide leadership by coaching, mentoring and motivating staff to build a culture of commitment, high standards and drive for success.
- To ensure assessment data is recorded, analysed and used effectively to drive improved student outcomes across the department.
- To ensure behaviour & safety across the department is conducive to effective learning.
- To lead the department's provision for Pupil Premium students.
- To establish highly effective academic intervention within the department for students at risk of underachievement.
- To ensure the needs of vulnerable groups (SEN, EAL, G&T) students are met within lessons across all subjects within the department.
- To promote and contribute to enrichment and extension activities within the department.
- To actively contribute to the leadership of all external reviews, including any Ofsted inspections.
- To contribute effectively to school governance through effective communication and attendance at meetings as requested.
- To Promote and lead on the delivery of all extra- curricular activities in Mathematics.



## Developing Teaching & Learning:

- To take responsibility for own continuing professional development, including attendance at in-service training, to develop job performance and for personal development.
- To model excellence in teaching and learning by consistently delivering highly effective lessons with own teaching groups.

## In addition:

- To provide strategic leadership for identified areas of the financial and material resources, including maintaining the agreed budget.
- Effective deployment of teaching and support staff within the faculty.
- Effective performance management of teaching and support staff within the faculty.
- To maintain of high standards of behaviour for SEND students across the school, promoting a sense of community.
- To take an active role in the school's pastoral care of students.
- To attend and actively contribute to Middle Leader meetings within the school.
- To carry out such other duties as are required and as are commensurate with the grade of the post.

## Key quantitative and qualitative outcome measures:

- Student performance in relation to achievement targets.
- Student performance in relation to national achievement indicators.
- Monitoring & evaluation of teaching across the department shows typically 'good' provision or better.
- Monitoring & evaluation of behaviour across the department shows positive student attitudes.
- Achievement gaps between Pupil Premium students and their peers are closing.
- There is evidence of high expectations in all lessons.
- Department leader can articulate and evidence effective intervention strategies for students at risk of underachievement.



## Person Specification

CATEGORY	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• QTS</li> <li>• Successful teaching experience in a secondary school</li> <li>• Evidence of Continuing Professional Development relevant to the role</li> </ul>	<ul style="list-style-type: none"> <li>• Further professional qualifications relevant to the role</li> <li>• Strong academic credentials</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• An outstanding classroom practitioner</li> <li>• Demonstrable experience of having significantly improved student outcomes</li> <li>• Understanding of effective teaching and learning strategies including developing behaviour for learning</li> <li>• Ability to think strategically and creatively on how to support students with SEND needs</li> <li>• Can train, coach and mentor others to achieve good progress in students' learning</li> <li>• Makes effective use of assessment information and data on students' attainment and progress</li> </ul>	<ul style="list-style-type: none"> <li>• Good understanding of best practice re: Pupil Premium &amp; catch-up funding</li> <li>• Using teacher appraisal as an effective tool for support and challenge</li> <li>• Experience in leading and managing colleagues, including direct line management</li> <li>• Knowledge and experience of monitoring, evaluation and review processes (self-evaluation)</li> </ul>
<b>Skills and understanding</b>	<ul style="list-style-type: none"> <li>• Key Stage 3 &amp; 4 curriculum design to ensure progression and knowledge retention</li> <li>• Vision to develop the role to ensure positive impact in every classroom</li> <li>• Excellent verbal and written communication and inter-personal skills</li> <li>• Ability to analyse problems, reach considered judgements, resolve issues sensitively</li> <li>• Ability to lead others and delegate effectively</li> <li>• Personal organisation and time management skills</li> <li>• Able to effectively hold colleagues to account for the provision and outcomes of students</li> <li>• Able to communicate effectively with a wide range of stakeholders</li> <li>• Adaptable and able to work well under pressure and meet deadlines</li> </ul>	
<b>Personal qualities and attributes</b>	<ul style="list-style-type: none"> <li>• The ability to inspire colleagues and act as a professional role model</li> <li>• Dynamic nature with innovative ideas and a passion for teaching and learning</li> <li>• Energy, drive and ambition</li> <li>• The highest levels of personal and professional integrity</li> <li>• A commitment to raising the aspirations of the whole school community</li> <li>• Good sense of humour and healthy sense of perspective</li> <li>• Resilient and adept at managing workload</li> <li>• Motivation and drive to seek further promotion</li> </ul>	





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## Staff benefits:

- A supportive and caring community
- Excellent CPD opportunities and career progression/ Professional development of support staff
- One to one coaching for teaching staff
- Centralised behaviour systems
- Employer Contributions to Teachers Pension Scheme or Local Government Pension Scheme
- Laptop available for staff for business use
- Discounted gym membership scheme
- Mental health and well-being support
- Employee Assistance Programme for free and confidential advice
- Family friendly working arrangements and policies
- Eye Care Voucher scheme / Annual Flu Vaccination
- Free parking
- Member of Dyson Perrins Staff Association

## Our Commitment to Safeguarding:

Dyson Perrins Church of England Academy is committed to safeguarding and promoting the welfare of children and young people and expects staff and volunteers to share this commitment.

An offer of employment will be conditional until an Enhanced DBS and medical clearance have been received. References will include your most recent employer and may be sought prior to interview. Any offer of employment will be conditional on the receipt of at least two satisfactory references.



## Notes

- The job description allocates duties and responsibilities. It does not direct the particular amount of time to be spent in carrying them out and no part of it may be so construed. In allocating time to the performance of duties and responsibilities, the post holder will have regard to the needs and priorities of the school.
- The job description is not comprehensive definition of the post and you may be required to undertake such other tasks appropriate to the level of appointment as the line manager may reasonably require. It may be reviewed annually if necessary. You may discuss your job description with your line manager or the Headteacher at any arranged time.



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