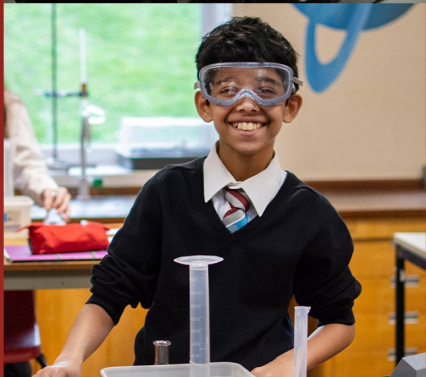




EGGBUCKLAND
COMMUNITY COLLEGE
Everyone can



Recruitment

Teacher of Maths

*Everyone can...
be exceptional.*

Dear Candidate

I am delighted that you are interested in applying for the role of Teacher of Maths at Eggbuckland Community College.

Eggbuckland is a wonderfully caring and positive College who put students at the centre of everything we do. We have extremely high expectations of our students and pride ourselves in our 'Everyone Can' ethos. We firmly believe that every student deserves a great education, regardless of their starting point and are committed to enabling all students to flourish academically and develop into exceptional young people.

Students are encouraged to develop a love of learning, to think for themselves and to maximise their full potential. As part of Westcountry Schools Trust, we work collaboratively within our family of schools to ensure that all students and staff have to best possible experiences and opportunities. I look forward to reading your application.

Yours faithfully

Heather Lilley



Heather Lilley
Principal



Our Mission, Vision and Values

Our Mission

At Eggbuckland, we *will* foster:

A climate where *effort* prevails, above all else;

A curriculum which inspires *curiosity*: accessible and ambitious for all;

A community where *difference* is celebrated and *character* is shaped.

Our Vision

To be recognised as a great school where students receive a great education, regardless of their starting point.

Graduates of Eggbuckland will have the power to understand themselves and the world around them and have the confidence to realise their ambitions; they will be exceptional.

Our Values



Tenacity

"I have a goal and work hard to achieve it"

"I seek challenges to improve myself"

"I view setbacks as an opportunity for learning"



Integrity

"I am strong and stand up for what is right"

"I am honest"

"I am guided by strong moral principles"



Compassion

"I allow the voice of others to be heard"

"I accept people for who they are"

"I relish opportunities to improve the fortune of others"



Knowledge

"I am committed to instilling knowledge to my long term memory"

"I value the link between knowledge and increasing my learning and life chances"

"I utilise all opportunities to increase my wider knowledge"



From the Trust

This is an extremely exciting time at WeST. Our Trust is currently formed of 26 schools in south Devon, Plymouth and Cornwall. However, it is highly likely that WeST will expand further in the coming year. We have made considerable investment in our school improvement capacity, and are excited about the further value we can bring and seeing the dividend of our work through even stronger outcomes.

WeST is an outward-looking, multifaceted trust that operates in partnership with the RSC Office, Teaching School Council, numerous schools, Higher Education Institutions and employers across the South West and beyond. Indeed, we are proud that within WeST there is a cohort of Teaching Schools that has been effectively supporting children beyond our own boundaries for nearly a decade.



Rob Haring CEO
Westcountry Schools Trust

WeST is a cross-phase family of local schools that share a commitment to improving the lives of young people in our community. Collaborative working with other schools in our trust offers many benefits for students and staff; sharing best practice in teaching and learning, curriculum collaboration, extra-curricular opportunities, staff development, finance and human resources, legal services, school improvement structures and governance arrangements. We also believe that by working together we can make our money go further and keep school funding focused on teaching and learning.

Whilst the educational landscape has changed significantly in recent years we have always kept abreast of developments and responded in a manner that ensures our children always receive a first-class education. This does not mean that we jump to the tune of the latest 'fad' or initiative, but filter through what we believe will improve and enrich the experience our students enjoy.

We have a pride in our schools, staff and children, and thrive on the constant challenge to do better. All our children are our collective responsibility.

At WeST we are committed to equality, diversity and inclusion, starting with ensuring that our recruitment process is inclusive and accessible for all.

Trust Vision, Mission and Values

While all our schools retain their own identity, we are a united family who share a common Vision, Mission, and Values. We believe that by working collectively, we are stronger and can provide the very best education for our children.



Vision

Every child in a great school



Mission

Empowering children to impact positively on society



Values

Collaboration, Aspiration,
Integrity, Compassion



WESTCOUNTRY
SCHOOLS TRUST

Job Description

Job title	Teacher of Maths
Responsible to	Curriculum Team Leader for Maths
Grade	MPS/UPS
Hours	1.0 FTE
Responsible for	Not applicable
Key relationships	The maths department

Introduction:

This Job Description outlines the purpose and key tasks required to indicate the level of responsibility. It is not a comprehensive or exclusive list and duties/ specific tasks may be varied from time to time, which do not change the general character of the job or the level of responsibility entailed. This will allow flexibility for the College to respond to changing priorities and also support and enhance individual professional development. Terms and conditions for staff employed on teaching contracts are detailed in the current School Teachers' Pay and Conditions document.

Purpose:

To carry out the duties of a teacher as set out in the most recent School Teachers' Pay and Conditions Document. Your aim is to be an effective teacher and tutor who challenges and supports all your students to do the best and achieve their potential by:

- Inspiring trust and confidence in your students and colleagues;
- Building team commitment amongst your students and colleagues;
- Engaging and motivating students;
- Analytical thinking;
- Taking positive action to improve the quality of your students' learning

The Department:

You will be joining a well-resourced and supportive Department of subject specialists who are committed to providing the best Mathematics education for all students at the College. The team are passionate about their subject and regularly engage in rich discussions around the enactment of the curriculum and the best ways to teach their subject.

The department are currently working collaboratively with the Trust to develop a common curriculum rooted in the most up to date educational research. The successful candidate will have the chance to have a positive input into these developments with all colleagues across the Trust. The range of experiences available in the Department provides an excellent framework within which to further develop their teaching skills

The postholder will also teach all aspects of GCSE and ideally A Level up to a high standard.

Key Tasks:

You will be responsible for teaching Mathematics from Year 7 to 11.

The postholder will also teach all aspects of GCSE and ideally A Level up to a high standard.

Responsibilities:

- Maintain a thorough and up-to-date knowledge of the teaching of your subject(s) and take account of wider curriculum developments, which are relevant to your work.
- Plan tutorials, lessons and sequences of lessons to meet students' individual learning needs
- Use a range of appropriate strategies and follow College policies for tutoring, teaching and behaviour management.
- Assess, monitor and record the progress of students in your teaching and tutorial groups; give them constructive feedback, targets and advice; and report their progress to, and discuss their progress with, their parents/guardians.
- Do all you can to ensure that, as a result of your tutoring and teaching, your students achieve well relative to their prior attainment, making progress as good as or better than similar students nationally
- Within the framework of the College's PDR and CPD policies, take responsibility for your own professional development and use the outcomes to improve your tutoring and teaching and your students' learning.
- Make an active contribution to the, aspirations and plans of your Year, your curriculum / and your student performance team.

Strategic Direction:

- Support the development an ambitious curriculum that ensures all students receive the very best that has been thought, said, and created.
- Work effectively with colleagues to ensure that the enactment of this continues to be excellent.
- Assist in the development of the curriculum as a progression model through short, medium, and long-term strategic planning.
- Engage fully in reviewing the curriculum and how it is operationalised in the classroom.

Learning and Teaching: implementing the curriculum:

- Contribute to the professional dialogue around optimising Teaching and Learning at Egguckland.
- Ensure our pedagogy and practice is research informed and serves to effectively operationalise the curriculum in an engaging and motivating way.
- Help to develop systems for assessing individual pupil's progress in line with college policy.
- Regularly aid in the review of curriculum plans and how they are enacted in the classroom to ensure that all pupils can make good progress, relative to their starting points.
- Engage in the evaluation of the quality of teaching and standards of achievement, setting targets for improvement and monitoring progress towards these targets.

Resource Management:

Secure and allocate resources to support effective learning and teaching within the subject area.

Monitor and control the use of resources.

Signed: _____ Date: _____

Signed: _____ Principal _____ Date: _____



Person Specification

E = Essential, D = Desirable

Method of Assessment The table indicates the possible method/s by which the skills/ knowledge/level of competence in each area will be assessed.	Essential or Desirable	Application Form	Interview (or other selection activity)
Qualifications:			
Degree, teaching qualification in the specified curriculum	E	X	X
Recent record of appropriate in-service training	E	X	X
Ability to teach both Key Stage 3 and 4	E	X	X
Experience:			
Experience of the delivery of teaching to promote learning and achievement across Key Stages	E	X	X
Experience of taking positive action to improve the quality of your students' learning	E	X	X
Proven experience in maintaining a thorough and up-to-date knowledge of the teaching of your subjects and take account of wider curriculum developments	E	X	X
Experience in assessing, monitoring and recording the progress of students	E	X	X
Knowledge, Skills and Abilities:			
Have an understanding of what highly effective evidence-based pedagogy and practice looks like	E	X	X
Ambitious, hardworking, committed professional	E	X	X
Ability both to motivate the students and raise standards even further	E	X	X
Inspire trust and confidence in your students and colleagues	E	X	X
Ability to build team commitment amongst your students and colleagues	E	X	X
Analytical and creative thinking	E	X	X
Ability to engage and motivate students	E	X	X
Ability to use a range of appropriate strategies and follow trust policies for	E	X	X
Make an active contribution to the policies, aspirations and plans of your Year, your curriculum / student performance team and the College	E	X	X

Values-based Behaviours

Compassion

Recognising need in others and acting with positive intention to promote well-being and improve outcomes

X

Aspiration

Works to high expectations, modelling the delivery of high-quality outcomes

X

Showing passion, persistence and resilience in seeking creative solutions to strive for continuous improvement and excellence

X

Integrity

Acting always in the interests of children and young people,

X

Acting with a consistent and uncompromising adherence to strong moral and ethical principles

X

Communicating with transparency and respect, creating a working environment based on trust and honesty

X

Collaboration

Creating a shared vision and working effectively across boundaries in an equitable and inclusive way to skilfully influence and engage others

X

Additional Information

Westcountry Schools Trust is committed to safeguarding and promoting the welfare of children and we expect all staff to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974; pre-employment checks will be carried out, references will be sought and successful candidates will be subject to an enhanced DBS check and other relevant checks with statutory bodies.

Equal Opportunities

In fulfilling its aims and objectives, Westcountry Schools Trust actively seeks to achieve equality of opportunity and treatment for all members of the school community.

We will continuously strive to ensure that everyone is treated with respect and dignity. Each person in our school will be given fair and equal opportunities to develop their full potential regardless of their gender, ethnicity, cultural and religious background, sexuality, disability or special educational needs and ability. The school works actively to promote equality and foster positive attitudes. WeST is committed to combatting all forms of discrimination by implementing positive policies and practices in compliance with the Equality Act 2010.

Procedures

All appointments are subject to pre-employment checks. That means:

- We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. A copy of our Child Protection Policy & Safeguarding Policy is available at: <https://www.westst.org.uk/attachments/download.asp?file=2101&type=pdf>
- Your identity will be confirmed by sight of original, official documents such as a Birth Certificate, Passport etc. in line with the Asylum and Immigration Act 1996
- Original documents relating to all the qualifications you have listed on your application form must be supplied
- Your employment history will be thoroughly examined and clarification will be sought where there are gaps or other discrepancies arising from information provided either by you as the candidate or your referee
- References will be used to check dates of employment and your relevant experience. A minimum of two written references will be taken up and these references will be requested before the interview. References should cover the last 3-5 years' work history, as a minimum
- An online search of shortlisted candidates will be conducted in accordance with Part Three 'Safer Recruitment' of Keeping Children Safe in Education statutory guidance.
- The identity of referees and information relating to disclosures will be verified
- You will be required to provide details of any relevant unspent or spent convictions in accordance with the Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) Order 1986
- An enhanced Disclosure and Barring Service (DBS) check will be requested. This check will be cross referenced against the Protection of Vulnerable Adults list (PoVA), the Protection of Children Act (PoCA) list and List 99. These lists contain details of people deemed unsuitable to work with children or vulnerable adults. Please note that it is an offence to apply, offer or accept to do any work with children (paid or unpaid) if disqualified from working with children. Applicants will be challenged where inconsistencies exist. Please be aware that a firm offer of appointment will only be made after receipt and verification of all satisfactory checks. Westcountry Schools Trust will carry out these checks and should you fail these checks, our offer of employment will be withdrawn.



