



Heworth Grange
School

Enriching Lives, Inspiring Ambitions

BUILD YOUR DREAM CAREER

Join our Team!



RECRUITMENT PACK

Teaching and Learning Lead Maths

Heworth Grange School, Gateshead

EXCELLENCE AND EQUITY WITH INTEGRITY

WELCOME FROM THE CEO



Dear Candidate,

Thank you for your interest in the position of Teaching and Learning Lead Maths at Consilium Academies.

At Consilium, we are on a mission to being an excellent trust with excellent schools – we would love you to join us in that mission.

We are a values driven trust and bring this to life every day though our commitment to excellence, equity and integrity. We recognise the unique value of everyone, whether they are staff or students and are dedicated to ensuring that every member of our Trust reaches their full potential. To achieve this, we collaborate with stakeholders and external organisations to build relationships that enhance opportunities for all members across the Trust.

We have a commitment to ensure each and every staff member is supported to achieve their goals within their career and have the skills and development to flourish. This commitment is reflected in our Centre for Professional Learning, where colleagues have access to tailored training opportunities and resources to meet their specific needs.

We firmly believe that every student, regardless of their background deserves an excellent education and an equal opportunity to fulfil their potential. This vision guides us in creating an environment where every pupil can thrive.

As part of our Trust, our academies align with collective aims, including prioritising holistic development of pupils academically, socially and emotionally. We aim to instil a passion for lifelong learning and continual improvement among our academies, staff and students, empowering them to pursue their aspirations and ambitions. Our goal is to create a family of academies that is inclusive and embraces diversity, fostering a supportive community where all members feel inspired and empowered to succeed.

We look forward to your application, thank you for your interest in joining the Consilium family.

Mr Michael McCarthy
Chief Executive Officer of Consilium Academies.

WELCOME FROM THE HEADTEACHER



Dear Candidate,

I am very proud to welcome you to Heworth Grange School. Heworth Grange is an exciting place to learn and a school where we are committed to giving each student equal opportunities to succeed, regardless of their background. We expect the best for all our young people and we continuously strive to ensure they can engage with the highest quality teaching and learning as well as opportunities to develop personally. We know that our young people learn best when they feel cared for and well supported.

Heworth Grange is a 'family away from home' where in endeavour to ensure all our young people feel safe and secure so that they feel confident to engage fully in all aspects of their learning. Our school ethos and values provide an important cornerstone in realising the potential of all students that we are proud to support. To ensure our young people have the best opportunity to learn, we expect exemplary standards of behaviour, attendance and respect for all within our inclusive school community and strive to encourage a thirst for learning.

We are an improving school that serves a community that deserves the excellent education we are determined to provide. Although we aren't quite there yet, our most recent Ofsted report recognises our context and highlights some of the positive groundwork that has already taken place. This role, to enhance and develop the teaching and learning in mathematics, is a key appointment in ensuring we reach our goal.

Neil Rodgers
Headteacher



Heworth Grange is proud to be part of Consilium Academies' Multi-Academy Trust (MAT). As part of Consilium, we are dedicated to working towards the Consilium mission of providing an inclusive partnership with our community where lives are enriched by providing care, experience and opportunity, and where every student benefits from the same opportunities to succeed.

We are guided by four key drivers.

Every child- No Excuses

At Heworth Grange, we want every single student to achieve their potential. We go the extra mile for our students and understand that some of our students will require more support to overcome barriers to learning than others. We work collaboratively to problem solve and find the best therapeutic and academic solutions for our students to achieve the best possible outcomes.

High Expectations

We know that expecting the best from all our students is integral to them achieving a world class education. We strive day in and day out to ensure the highest standards of behaviour where everyone can learn and develop in a safe and secure environment. We also work tirelessly to embed the importance of attendance as a vital employability skill and work collaboratively with parents and carers to ensure all students attend school.

Engaging Learning

We know that great teaching and learning everyday will make the difference for our students and will support them to achieve their very best. We want to ensure all students are fully engaged and inspired by the learning experiences at Heworth Grange and as educators we fully commit to professional development to ensure we are continuously developing and providing the best experiences for our students.

No Islands

We know that there is strength in unity and at Heworth Grange we do not want anyone to feel like an island. We care for each other and we support each other, this means that we learn better. Our No Islands culture means that we work collaboratively with parents, carers, outside agencies, governors and other Trust schools. We value relationships above all else because we know that trust is vital to the success of our organisation. We put students and staff at the heart of our decision making, ensuring everyone benefits from continuous improvement. We ensure that our staff have access to great professional development so that we continue to grow in expertise and provide the very best education for our young people. We want to do everything in our power to ensure that the students at Heworth Grange leave school with the academic qualifications and personal skills to become happy and successful adults in their own right. We want our students to develop a life-long love of learning and to have the confidence to make a difference in their community as positive, proactive citizens within our society.

“The school is working in a context that provides significant challenge.”

“Pupils at the school are polite, friendly and respectful.”

“They work hard in lessons and conduct themselves in a calm and sensible manner.”

“The school has established high expectations of pupils' behaviour. It is developing a culture in which there are positive relationships between pupils. The school does not tolerate disruption to lessons.”

“Staff enjoy working at the school. The school prioritises staff workload and well-being. It values its staff highly.”

Ofsted (November 2024)

ABOUT THE TRUST



Consilium Academies is a Multi-Academy Trust dedicated to Excellence and Equality with Integrity. Consisting of eight schools across three hubs in Salford, South Yorkshire, and the North East of England, our culture is built on support, guidance, capacity building, and fostering a collaborative approach to school improvement.

Our Trust is committed to the highest standards of curriculum, teaching, and learning, leading to excellent outcomes for our pupils. This commitment extends to our staff, with a focus on high-quality learning, professional development, and an uncompromising approach to support and growth.

Schools within the Trust are encouraged to engage in rigorous self-evaluation and take swift action to address any areas of underperformance, guided by our School Improvement Framework.

Our Key Areas of Focus:

- **Expert Knowledge:** We prioritise school-to-school support, fostering expert knowledge, and providing effective assistance to our schools.
- **Ambitious Curriculum:** Our schools share a common language for curriculum development, with a focus on Enriching Lives, Inspiring Ambitions, and embedding Equality, Diversity, and Inclusion throughout.
- **Effective Pedagogy:** Our research-focused approach seeks impactful teaching methods, a shared language for pedagogy, and developing partnerships with external experts.
- **Purposeful Practice:** We respect each school's identity while promoting a shared understanding of high-quality practice and staff development.
- **Rigorous Assessment & Intervention:** We implement evidence-based benchmarking and targeted support through Rapid Action Plans, maintaining a relentless focus on achieving strong outcomes for all students.
- **Rich Culture:** Guided by Excellence, Equality, and Integrity, we aim to identify, attract, develop, and retain expertise at all levels, ensuring our schools contribute to the Trust's success over time.

Led by our Chief Executive Officer, Michael McCarthy, our Central Team provides direct services, accountability, leadership, and management to our schools. We operate a strong partnership model, where our partner schools play a crucial role in the Trust's continual growth and development. Our collaborative approach respects each school's individual identity, empowering them to focus on student achievement and success while being part of a supportive network committed to excellence.

WE ARE PROUD TO OFFER THE FOLLOWING STAFF BENEFITS:

- Pension with the Local Government Pension Scheme and Teachers Pension Scheme
- 34 days annual leave plus bank holidays for all support staff (pro-rated for part-time employees)
- 36 hour working week for all full-time support staff
- Automatic pay progression for all staff in line with their current grading structure
- Enhanced contractual sick pay in line with the Burgundy Book and Green Book
- Employee Assistance Program with access to counselling and CBT 24 hours a day, 7 days a week
- Access to an Occupational Health Provider
- Free membership to Vivup. with hundreds of exclusive offers and discounts available online and in store at many shops, gyms, and restaurants
- Access to the leading salary sacrifice car and home electronics lease scheme, exclusive to public sector employees
- An excellent CPD offer for every member of staff; to help you perform as well as you can in your role, provide you with a sense of wellbeing at work and to help you reach your career aspiration

ABOUT THE ROLE



JOB TITLE:	Teaching and Learning Lead of Maths
START DATE:	April 2025
HOURS:	Full time
CONTRACT:	Permanent
SALARY:	MPS/UPS + TLR 2c

Do you have the drive, passion and commitment to lead our team of mathematics teachers to ensure they deliver outstanding lessons? This is an opportunity to join a dedicated team of staff at Heworth Grange School who are committed to providing the best possible education for our pupils. We are seeking to appoint a committed and inspirational Teaching & Learning Lead of Maths who will have the opportunity to innovate and develop as an outstanding leader and practitioner.

At Heworth Grange School we aim to offer students an exciting curriculum and a huge range of extra-curricular opportunities within a safe, secure and encouraging environment. Candidates will have high expectations of their students.

We are looking for an outstanding teacher of mathematics who is ambitious and wants to further their career. Candidates will have the drive and motivation to continually improve the department, whilst understanding the importance of developing a positive culture.

We are looking for:

- Someone who is infectious about their love of teaching maths – and can use that enthusiasm to inspire pupils and colleagues alike
- An inclusive individual, with high expectations of their students, who is committed to maximising rates of progress and has innovative ideas to ensure all pupils are supported to maximise their potential, regardless of starting points
- Someone with a sense of humour, who understands the importance of developing a positive culture in our organisation.

Begin your journey with a team dedicated to empowering every student to achieve their full potential. If you share our values and have the vision and ambition to drive excellence, we want to hear from you. The successful candidate will present the best possible example of professional standards to colleagues.

Please ensure that within your application you provide the names, addresses, and contact details for two referees, one of whom should be your current or most recent employer.

The closing date for applications is Monday 27th January 2025 at 12pm
Interviews will take place on a date to be confirmed

We look forward to welcoming a new team member who shares our commitment to excellence in education!

Consilium Academies is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointments are made subject to an Enhanced DBS Check, and where applicable, a prohibition from teaching check will be completed for all applicants.

In accordance with our statutory obligations under Keeping Children Safe in Education Consilium Academies is required to conduct an online search as part of our due diligence on shortlisted candidates. This may help identify any incidents or issues that have happened, and are publicly available online, which Consilium Academies might want to explore with you. Further information on online searches can be found in paragraph 221 of Keeping Children Safe in Education.

The Trust is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Under Part 7 of the Immigration Act 2016, the Public Sector fluency duty requires state funded schools to ensure candidates for their customer facing roles have the necessary standard of spoken English.

JOB DESCRIPTION



JOB TITLE:	Teaching and Learning Lead of Maths
REPORTS TO:	Head of Maths
BASED AT:	Heworth Grange School
GRADE:	MPS/UPS + TLR 2c
MAIN PURPOSE OF THE ROLE	
Key responsibilities <ul style="list-style-type: none">• Lead on development of teaching and learning strategies in the mathematics department to ensure all lessons are of the highest quality• Lead on subject-specific CPD to ensure all members of the mathematics team are equipped to deliver excellent lessons that motivate, inspire and develop understanding within their pupils.• Assist the head of department in monitoring the quality of provision within the mathematics department and to provide challenge and support where needed• Assist the Head of Department along with the Deputy Head, Teaching & Learning, to ensure that the curriculum area provides a range of teaching which complements the school's strategic objectives.• Assist in the process of curriculum development and change to ensure the continued relevance to the needs of students, examining and awarding bodies and the school's aims and strategic objectives.	
CORE RESPONSIBILITIES & TASKS	
<ul style="list-style-type: none">• To maintain and contribute to the development of policies• A commitment to securing high expectations for learning and the raising of achievement• To:<ul style="list-style-type: none">○ Effectively teach the mathematics curriculum○ Set appropriate homework○ Mark work, assess, record and report student progress○ Provide a stimulating learning environment○ Have due regard for maintaining security, health and safety in the area s/he uses○ Contribute to department and school enrichment programmes.• To lead the effective development of Teaching and Learning of mathematics by:<ul style="list-style-type: none">○ Developing schemes of work, teaching and learning resources and strategies○ Contributing to quality assurance activities (including lesson observations), monitoring and evaluation, and the development of working practices○ Taking part in other professional development activities.• To work with the Mathematics Department to improve attainment, classroom practice, and professional development:<ul style="list-style-type: none">○ Leading the team as a model of outstanding teaching○ Raising student aspirations at all levels○ Lead on raising attainment across the department through developments in teaching and learning pedagogy○ To be involved in in-class support across the curriculum.• To work collaboratively with other teachers on classroom organisation and teaching methods/providing model lessons:<ul style="list-style-type: none">○ Leading continuing professional development activities○ Holding workshops on classroom management, differentiation, pace and challenge, co-coaching○ Matching teaching approaches to student learning styles○ Demonstrating model lessons○ Team teaching○ Developing strategies with colleagues to use with students experiencing difficulties○ Keeping abreast of the new teaching and learning strategies.• Disseminating best practice based on educational research:<ul style="list-style-type: none">○ Identifying educational research to enhance existing practices	

- Developing action planning based on the needs of the Department.
- **Producing high quality teaching materials:**
 - Updating existing and create new schemes of work and supporting their introduction
 - Leading the introduction of new technologies, such as video conferencing, white board technology, the internet and Learning Platforms
 - Sharing good practice with members of staff
- **Advising on Professional Development:**
 - Designing and delivering professional development activities
 - Participating in the planning and delivery of focused in-service training days
 - Participating in the performance management of other teachers
 - Assisting with the performance review of teachers experiencing difficulty
 - Undertaking observation and feedback
 - Developing a code of good practice in the observation of teaching.
- **Helping teachers experiencing difficulties:**
 - Observing and feeding back on the teaching of colleagues experiencing difficulties
 - Providing a structured programme of advice and support
 - Give constructive criticism.
- **If required, mentoring Newly Qualified Teachers:**
 - Providing a weekly discussion and overseeing personal action planning
 - Formulating a handbook to provide support across the school.
- **Initial Teacher Training:**
 - Providing exemplar lessons for trainee teachers
 - Contributing to the assessment of students' teaching practice
 - Participating in the training of teachers within teacher training institutions
 - Acting as mentor to trainee teachers.
- **Further duties:**
 - Provide workshops for students on key borderline
 - Provide targeted support for disaffected or more able students
 - Support strategies for helping particular groups such as underachieving boys.

Other specific duties

- To undertake any other duty as specified by the School Teachers Pay and Conditions Document not mentioned in the above
- To comply with any reasonable request from a manager to undertake work of a similar level that is not specified in the job description

CORPORATE RESPONSIBILITIES

- The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment
- To pursue and promote the achievement and integration of diversity and equality of opportunity throughout the Trust's activities
- To plan, monitor and review health and safety within areas of personal control
- To participate in the Trust's Performance Management process and engage in continuous professional development and networking to ensure that professional skills and knowledge are up to date
- To maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues

ADDITIONAL NOTES

- The job purpose and key statements remain indicative and by no means exclusive. Given the evolving needs of the Trust, flexibility among staff is very important. All staff may be required to undertake other such reasonable duties as may be required from time to time in line with the grade of their post.

- An Enhanced DBS Check will be requested on successful application to a position at the Trust.

PERSON SPECIFICATION

	Essential/ Desirable	Method of Assessment
Qualifications		
Qualified Teacher Status; degree level or higher	E	AP/I/R
Honours Degree	E	AP/I
Behaviour & Safety		
Suitability to work with young children	E	AP/I/R
Able to form and maintain appropriate relationships and personal boundaries with children and young people	E	AP/I/R
Positive attitude and authority in maintaining discipline within the classroom environment	E	AP/I/R
Experience		
Able to enthuse, motivate and discipline students	E	AP/R/I
Able to inspire, enthuse and motivate colleagues	E	AP/R/I
Experience of teaching across the full age and ability range of an 11-16 school	E	AP/R/I
Ability to teach to all ability levels across KS3 and KS4	E	AP/R/I
To be committed to ensuring that every pupil is given the opportunity to achieve their potential and meet the high expectations set for them	E	AP/R/I
Enthusiasm to inspire in students a desire to learn and participate	E	AP/R/I
Ability to have the vision to plan ahead and to get things done	E	AP/R/I
Efficient manager and administrator	E	AP/R/I
Good, up-to-date, subject knowledge and skills	E	AP/R/I
Full working knowledge of the National Curriculum requirements for Maths	E	AP/R/I
To be able to work as a member of a team	E	AP/R/I
To be able to work effectively with pupils, staff, parents and members of the community	E	AP/R/I
To make a significant contribution to extra-curricular clubs	E	AP/R/I
High levels of resilience and a well developed sense of humour	E	AP/R/I
To be able to assist in the planning and organisation of school trips/visits	D	AP/R/I