



Lynch Hill Enterprise Academy

Head of Maths
Application Pack



Contents

Thank you for your interest in the Head of Maths post at Lynch Hill Enterprise Academy

This pack contains:

- Letter to candidates
- Information about Lynch Hill Enterprise Academy
Details of the Slough and East Berkshire Multi Academy Trust
- The job description and person specification

We hope that you find the pack informative. If you do have any further questions, please contact Lynch Hill Enterprise Academy via the details below:

Amy Martin

a.martin@lhea.org.uk

01753 691583

You can also visit our website at

www.lhea.org.uk

In line with the Government's announcement, our school is closed until further notice. However, we are focused on our recruitment for the forthcoming academic year and will ensure a meaningful and fair process is in place, utilising video-conferencing links. If you wish to visit to have an informal discussion with the Headteacher prior to application then please contact Amy Martin

We are a school that places the safeguarding of all students as our number one priority. Please take the time to review our Child Protection & Safeguarding Policy:

<https://www.lhea.org.uk/information/policies/>

Dear Applicant

Thank you for your interest in the post at Lynch Hill Enterprise Academy. This is an exciting opportunity to join our rapidly improving school community. We can offer a supportive setting that will provide further opportunities for development as the school continues to grow and improve. The school achieved a promising first set of GCSE results in 2019 and recently joined the Slough and East Berkshire Multi Academy Trust (SEBMAT) which brought financial stability and an open and supportive working relationships with our Secondary and Primary partners.

A typical Lynch Hill Enterprise Academy member of staff is someone who is highly committed, motivated and resilient, with a clear focus on improving the life chances of all young people. We firmly believe that high achievement for each and every student is our shared responsibility. Our school community celebrates excellence and enables students to flourish as happy, successful individuals who achieve their best in all they do. It is a special place to work!

If you have enthusiasm and energy and want to be part of our dynamic culture working to ensure:

- teaching and learning engages and challenges
- our students' aspirations are raised
- our students are happy, supported and motivated

then I would be pleased to receive your application. Together with your completed application form, I would also request an accompanying letter of no more than two sides of A4 outlining your previous experience and how you would fulfil the role. Within this letter please detail examples of your successes, especially how you have impacted positively on results and life chances for young people, within your teaching career.

Yours faithfully



Chris Thomas
Head of School of Lynch Hill Enterprise Academy



The school

Lynch Hill Enterprise Academy is a free school which opened in September 2014. We moved into our new building in April 2017 and, in January 2019, Lynch Hill Enterprise Academy became part of the Slough and East Berkshire Multi Academy Trust. There are approximately 630 students on roll and this will increase further in September 2020, as a fully subscribed Year 7 replaces a small Year 11.

We are fortunate to have new state of the art and purpose built facilities, which provide an outstanding learning environment in which to deliver an exciting curriculum and broader learning opportunities. Additional funding has recently been secured to make further developments and improvements and it is fair to say that learning at Lynch Hill is not confined to the four walls of the classroom, as teachers are encouraged to utilise the 'break-out' spaces within the building.

The school was first inspected in June 2017 at which it was found to be inadequate. Significant improvements had been made by the first monitoring visit in June 2018, where the inspector noted:

"...teachers' expectations for pupils' behaviour and attitudes were consistently high. Pupils conducted themselves well and spoke respectfully both to each other and to the adults around them."

This summer marked the first set of GCSE results for the school and I was delighted at the achievements of our students. Our Progress 8 compares favourably with the other non-selective schools in the borough of Slough and nationally.

The school is now much improved and is well placed to build on this; the support provided through the new trust will be invaluable in its continued improvement as well as increasing the range of opportunities for staff career development and CPD.

At Lynch Hill Enterprise Academy our mission is:

Aspire: To be the best you can be.

Achieve: High achievement is the shared responsibility of all.

Succeed: To aim for success in academic, personal and future work life, and for this aim to be a personal and collective endeavour.

I would urge you to visit this wonderful school and see for yourself what makes Lynch Hill such a special place to work.

The Trust

Lynch Hill Enterprise Academy is a member of the Slough and East Berkshire C of E Multi Academy Trust (SEBMAT). SEBMAT includes both primary and secondary schools, which may have a Church of England link, but this does not prevent non Church of England schools from joining the Trust. SEBMAT supports schools to achieve very effective education with high levels of performance through coaching, sharing good practice and helping to secure good value for money.

SEBMAT values

We fully subscribe to the National Society's determination since 1811 that the education we offer as Church of England schools does not depend on the background of the pupil but on a profound investment in their character and in the sparking of their aspiration. Every pupil will be encouraged to respect and honour their similarities and their differences as well as achieve success and be a positive contributor to the local and wider community. Schools joining SEBMAT will be expected to commit themselves fully to open, honest and transparent collaboration that aims to help every pupil in the Trust to achieve the highest standards.

SEBMAT aims to provide:

- School improvement and has a track record of success
- Excellence in leadership
- Sustained momentum across the improvement journey
- Curriculum innovation
- Standards monitoring, data analysis and trend information
- Links to local, national and international groups
- Facilitated school-to-school networks, coordinating and brokering expertise
- Excellent staff by attracting the best to the Trust and by providing good development opportunities
- Excellent financial management and value for money

Details of vacancy – Head of Maths

We are offering an exciting opportunity for an enthusiastic and well-qualified Teacher of Maths to lead the department in our rapidly evolving school. The successful applicant will teach maths to all year groups as well as leading the overall development of the department. The current Head of Maths has established a strong foundation and the department is ready to be moved to the next stage of its development.

The Maths Faculty

There are currently 5 teachers in the department. Accommodation is in a suite of five rooms, all with data projectors and interactive whiteboards. There is also access to the computer suites housed in the main building. Numerous ICT resources are available, including subscriptions to MyMaths and ActiveTeach.

MATHS curriculum

All students from years 7 to 11 have 8 Maths lessons each fortnight. The school operates a 50 period fortnightly timetable with 5 lessons each day of 60 minutes duration. Students in Year 7 and 8 are currently taught in ability groups and follow our own scheme of work, preparing them to begin study of the GCSE course at the start of Year 9. The setting from year 9 allows tutor groups to be split into slightly smaller groups, enabling targeted teaching of the mathematics curriculum. In Years 10 and 11, the majority of students will be aiming for and achieving Grades 5 or above on the new GCSE. The challenging curriculum aims to develop students further, with the more able students entered for the individual UKMT at Junior and Intermediate level, as well as team challenges.

Job Description- Head of Maths

Responsible To:

SLT link

Primary Purpose:

To promote the highest possible achievement of students in Maths through consistently high quality teaching and effective line management.

Main Duties and Responsibilities:

Job Purpose

- To ensure that students make progress equivalent to or better than expected on the basis of prior attainment data
- To ensure that students' progress is monitored and that appropriate measures are taken to address underachievement of groups and individuals
- To ensure effective learning takes place through consistent, high quality teaching.
- To contribute to curriculum review to ensure it remains relevant in our changing world
- To demonstrate achievement of Teachers' Standards.
- To support and make a positive contribution to the STEM agenda

Main Duties and Responsibilities

1. To promote and safeguard the welfare of students according to school procedures.
2. To teach across the age and ability range and to line manage a team.
3. To line manage other subject leads as required
4. To set high expectations which inspire, motivate and challenge students.
5. To promote the best possible progress and outcomes by students.
6. To demonstrate good subject and curriculum knowledge.

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7. To plan and teach well-structured lessons within a coherent curriculum that meets statutory and other relevant requirements.
 8. To adapt teaching so that it responds to the strengths and learning needs of all students.
 9. To assess students' attainment and progress regularly and accurately, in line with the school policy, and update school and department records as required.
 10. To complete reports to parents/carers on students' attainment and progress in line with the school's procedures.
 11. To provide students with regular "formative" feedback to help them raise their attainment.
 12. To manage students' behaviour effectively to ensure a good and safe learning environment.
 13. To make a positive contribution to the wider life and ethos of the school.
 14. To develop effective professional relationships with colleagues, drawing, as appropriate, on advice and support.
 15. To deploy support staff effectively.
 16. To take responsibility for improving own teaching through appropriate professional development and responding positively to advice and feedback from colleagues.
 17. To communicate effectively with parents.
 18. To promote equal opportunities for all within the school community.
 19. To help to support the 'can do, will do' culture within all aspects of the service at the school.
 20. To carry out the professional duties of a schoolteacher, under the reasonable direction of the Headteacher, as set out in the current School Teachers' Pay and Conditions Document (STPCD).

Skills and attributes

1. Professional competence – able to work cooperatively with others, lead and manage other people to work towards common goals.
2. Communications skills – able to make points clearly and understand the views of others.
3. Self-management – able to plan time effectively and to organise oneself.
4. Ability to reflect on own practice.
5. Providing a good role model which nurtures and respects others.
6. Adaptability to changing circumstances and new ideas.

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7. Energy, enthusiasm, resilience and a sense of humour.
 8. Reliability and integrity.
 9. Commitment to the wider life of the school.

Person Specification- Head of Maths

	Essential	Desirable
<u>Experience, Qualifications and Training</u>		
1. Qualified Teacher Status.	x	
2. Educated to degree level	x	
3. Evidence of relevant further professional development		x
4. Teaching experience	x	
5. Good or better teaching	x	
6. Leadership experience		x
<u>Knowledge and Skills:</u>		
1. Good written and oral communication skills.	X	
2. Ability to foster a positive classroom ethos which motivates students to achieve their potential.	X	
3. Able to make learning stimulating and motivating for students	X	
4. Able to plan effectively and organise time and resources	x	
5. Able to foster excellent relationships with students, parents and colleagues.	X	
6. Good communication, administration and organisational skills.	x	
7. Able to create a challenging and effective learning environment for students.	x	
8. Recognition and understanding of the importance of an effective partnership with parents.	x	

9. Understanding of the need for the school to play a full part in the community.	x	
<u>Attitudes & Qualities:</u>	X	
1. Commitment to improving their practice through appropriate professional development.	X	
2. Commitment to equal opportunities and promoting the welfare of the children.		
3. Ability to act as role model for pupils and colleagues.	x	
4. Ability to work as a team with other professionals.	x	
5. Good time management skills.	x	
6. Enthusiasm, energy, resilience and a good sense of humour.	x	
7. Commitment to the wider life of the school.	x	
8. Can demonstrate initiative in developing ideas and activities.	x	
Other requirements: <ul style="list-style-type: none"> • A commitment to multicultural education • A commitment to professional development • This post is exempt under the Rehabilitation of Offenders Act 1974. Due to the sensitive nature of the duties the post holder will be expected to undertake a criminal record check as part of the recruitment process. 		