



## Job Description and Person Specification

<b>Reports to:</b>	Principal /Assistant Principal
<b>Start date:</b>	April 2020
<b>Salary:</b>	MPS-UPS plus TLR 2b

### The Role

The Head of Maths, a middle leader, will work with the Principal and the Senior Team in ensuring Avanti Fields School provides an outstanding education for all pupils, rooted in the inclusive and distinctive Avanti Schools ethos of *educational excellence, character development and spiritual insight*.

The Head of Maths is a critical middle leadership role. The key responsibilities laid out here are those, which will be assumed by the successful candidate upon appointment.

Avanti schools are Hindu-designated faith schools. However, all staff members at Avanti Fields School will **not be required to present themselves** from any specific faith background and there will be no preference given in this regard. This is an exciting time to join the school as it continues its journey to outstanding.

The successful candidate must have at least three years of successful experience as a teacher in a good or outstanding school or schools.

### Key responsibilities:

- **Vision Implementation:** Work with the Principal as part of a team of middle and senior leaders on the effective implementation and coordination of the vision, ethos and strategy for the school, within the context of the Avanti Schools Trust vision – taking a strategic lead on the leadership and management of the subject of Maths.
- **Curriculum Development:** The appointed candidate takes the strategic lead on developing the Maths curricula intent and managing the implementation of this subject.
- **Learning Leader, Assessment and Tracking:** Take a lead on pedagogical development, standards of teaching and learning within the Maths department – supporting less experienced teachers in the delivery of excellent teaching at all key stages.

Lead in target setting, tracking, intervention and reporting to parents and other stakeholders.

- **Team Leader:** Lead the Maths team in developing vision, strategy and engendering high levels of performance from team members through coaching and support and by holding staff to account for performance and outcomes.
- **Extra-curricular Development:** The appointed candidate takes the strategic lead on developing the extra-curricular provision of Maths



- **British Values:** As part of the development of the curricula, find opportunities to ensure that the fundamental British values are both understood and actively promoted within Maths.
- **External Links:** Contribute towards developing links across local, regional and national groups, business & industry and higher education
- **Infrastructure, Health and Safety:** Take a lead on the effective provisioning and use of technology and other learning infrastructure within Maths and also on all aspects of safety risk management within the areas (including trips organised in the name of the subject).
- **Pastoral Support:** To act as a Form Tutor and to carry out the duties associated with that role. To contribute to the school's pastoral programme and other cross-curricular areas according to school policy.

### Standards in the Subject Areas

- **Outstanding Practitioner:** As a teacher the appointed candidate would be expected to lead from the front and set an example as an outstanding practitioner in their own right.
- **Outstanding Teaching, Learning and Assessment/Reporting:** Work alongside the senior team, to ensure the highest standards of teaching and learning across the faculty; to this end contributing to a highly effective programme of coaching, mentoring, classroom based research and development.

Contribute to the self-evaluation of teaching and learning across the Maths team, through scrutiny, monitoring, review and evaluation. Robust assessment and reporting regimes will be implemented, monitored, evaluated and adapted by the successful candidate.

- **Outstanding Outcomes:** The post-holder will be expected to contribute towards ensuring the achievement of standards (attainment and progress) in Maths, at Key Stages 3 and 4 that reflect those that would be achieved by students working in the top 10% of schools with a similar intake (FFT: SE10)
- **Stakeholder Engagement:** The post-holder will be expected to maintain strong, positive and highly effective working relationships with parents/carers, the local and regional community, agencies and stakeholders, other schools and the Governing Body.
- **Safety, Risk Management and Safeguarding:** Putting the highest standards of safety and safeguarding above all else, you will lead on developing and administering systems and procedures that assess and risk manage effectively across all spheres of activity within the department.



## Person Specification (A Application, R References, I Interview)

### Qualification Criteria

- **Essential:** Qualified to Bachelor or higher degree level in Maths. (A)
- **Essential:** QTS Qualified. (A)
- **Essential:** Right to teach and work in the UK. (A)

### Experience

- **Essential:** At least three years teaching experience in one or more good or outstanding schools – demonstrably delivering high standards. (A/R)

### Leadership

- **Essential:** Genuine passion for lifelong learning (R/I)
- **Essential:** A belief in the unique potential of every student. (R/I)
- **Essential:** Able to self-start, work independently and collaboratively as part of a team- whether led or leading. (R/I)
- **Essential:** Effective and compelling management style that secures the buy-in of stakeholders and encourages confidence and creativity alongside high levels of personal and team organisation. (R/I)
- **Essential:** Shows initiative and takes personal responsibility for their own actions with the motivation to work very hard, embrace any activity that is in the interests of protecting and education children and to continually raise standards. Can initiate, complete and finish; be effectively strategic and where appropriate, innovative. (R)
- **Essential:** Resilience, the ability to work well with others and the motivation to support the senior leadership team in leading the subject area through day-to-day challenges while maintaining a clear strategic vision and direction. Extremely positive and solutions-driven even when faced with seemingly insurmountable challenges. (R/I)
- **Essential:** Commitment to the safeguarding and welfare of all students. (R/I)

### Skills, Vision and strategy

- **Essential:** Vision aligned with the Avanti Schools Trust's emphasis on educational excellence coupled with *embedded* character development and spiritual insight; having high aspirations and high expectations of self and for others. Able to work entirely within the framework of the Trust's Ethos Handbook – including the promotion of the Faith Ethos of the school. (I)
- **Essential:** Clear vision and understanding of how to implement and sustain a high quality of teaching and learning within Maths. (A/R/I)
- **Essential:** Up to date on national changes to the educational landscape; particularly relating to Maths.
- **Essential:** Excellent organisational skills and ability to delegate. (R/I)
- **Essential:** Excellent skills in the use and application of technology. (R/I)
- **Essential:** Able to use of data to inform and diagnose weaknesses that need addressing. (R/I)