

Second in Charge of Maths

Isaac Newton Academy

Candidate Information Brief



Dear colleague,

Thank you for your interest in the post of Second in charge Maths at Isaac Newton Academy, an ARK School. I'm delighted to have this opportunity to introduce myself, to give some details about our school and to describe the kind of candidate we hope to appoint to the position.

Isaac Newton Academy opened in September 2012 in Ilford, East London, in brand new, purpose-built accommodation. The Academy has been carefully designed with ARK's philosophy in mind and has facilities and resources to support a rich and diverse 21st century curriculum. It has an intake of 180 year 7 students each year. 2018 has seen the secondary school reach its full capacity, with 1,125 students (900 11 – 16 year olds and 230 sixth formers). In 2014 the primary phase of the Academy opened to 90 reception-aged pupils. This too will grow year on year, until full in September 2020. The Academy benefits from joining a number of successful secondary schools in the diverse Redbridge community as well as being part of the ARK Schools network.

I feel both privileged and excited to have been appointed as Isaac Newton Academy's Interim Principal. I joined the academy as Vice Principal prior to it opening and helped shape its vision and ethos. The chance to create a new and outstanding school from scratch, designing the curriculum, policies and procedures, structuring the school day and year and appointing the staff, is a rare and golden one. I am committed to providing an inspirational and life-enhancing educational experience for all the young people who attend the academy.

In 2018 we had our second full OSTED inspection where we maintained our outstanding rating in all categories. However, we are not complacent and continue to strive to provide the best possible education for all of our students.

A new Second in charge of Maths at Isaac Newton Academy will be a key member of staff. First and foremost, I am looking for an individual who is committed to ARK's six pillars and feels as passionately as I do about the school's vision (outlined in the prospectus found on the Academy website). You will read that at Isaac Newton Academy we have extremely high expectations of ourselves and of each and every student. It is important that the post holder believes unswervingly that, regardless of background or prior attainment, every student entering the school has the potential to leave with a set of qualifications that will enable them to pursue their education at a top university. We are setting ourselves very ambitious goals, and the post holder will play a central role in ensuring that Isaac Newton becomes a truly great school. They will require determination, resilience, optimism and creativity in order to ensure that effective and efficient systems are in place to support every student to achieve their target grades.

Isaac Newton Academy is at the centre of the local community, with opportunities for the students' parents, siblings and neighbours to benefit from our amazing facilities. I am looking to appoint a Second in charge of Maths who shares this desire to enrich the lives of residents of Ilford and make the school a true community school.

And what you can expect from me as your Principal? I will be committed to providing you with the environment, support and resources necessary to carry out your role to an outstanding level. I will prioritise your professional development needs. I will ensure that you receive supportive and developmental line management and coaching.

If what you have read about Isaac Newton Academy chimes with your personal educational philosophy, I very much hope that you will consider applying for the post. This is a key role in the Academy and a challenging yet highly rewarding opportunity.

If you would like to discuss the role, or if you have any technical issues with the application form please contact the HR Department, on 020 8911 6656 or recruitment@isaacnewtonacademy.org

To apply please go to: <http://isaacnewtonacademy.org/vacancies>. Please complete your application by **09:00 on Friday 6th March**.

Yours faithfully,



Jo Spencer
Interim Principal

Job Description & Person Specification

Reporting to:	Head of Department
Start date:	September 2020
Salary:	Ark MPS (£29,064-£41.036) / UPR (£43,078-£46,326) plus TLR 2c £6,829 allowance
Disclosure level:	Enhanced

The Role

To lead on a specific key stage of maths, deliver outstanding teaching, to ensure effective student learning in the subject and to achieve excellent results for the students.

To be a role-model and impact positively on the academy more widely.

Key responsibilities

- To strategically lead maths specific key stage of maths, ensuring that there is sufficient forward planning and that schemes of learning (SOL) and resources are completed to deadline and meet INA's requirements
- To lead on the design, development and review of the SOL, lesson plans and resources; ensuring that there is sufficient challenge, and that deep questions are explicitly built into SOL and LPs within that specific key stage
- To set up routines and systems to ensure that students organise and formally record their learning to aid revision
- To maintain expert knowledge of T & L from KS3 to KS5, keeping abreast of the latest research and publications, attending courses and disseminating great practice to members of the department
- To visit successful Mathematics providers and include good practice observed when planning for provision at INA
- To monitor and evaluate teaching and learning within a specific key stage by conducting regular learning walks, lesson plan checks, book looks and lesson observations
- To support or coach less experienced members of the team to develop great teaching practice at all levels
- To research, amend and administer appropriate assessments within a specific key stage
- To track and monitor data within a specific key stage; identifying students requiring additional support and managing interventions. To ensure that the assessments are used to drive students' progress

- To review the curriculum and advise the key stage coordinators of amendments needed to best prepare students for study at KS3/KS4/KS5

Other:

- To be Performance Developer for a number of teachers within the department and review probation targets for teachers as required
- To support the Head of Mathematics with the effective induction of new staff to the department
- To support the Head of Department with monitoring and evaluation of the teaching and learning within Mathematics by conducting regular learning walks, lesson plan checks, book looks and lesson observations
- To deputise for the Head of Department with day to day issues such as behaviour incidents / cover work
- To lead on the training of all staff on numeracy across the curriculum.

Person Specification: Second in charge Maths Teacher

Qualification criteria

- Qualified to degree level and above in a maths (related) degree
- Qualified to teach (and work) in the UK.

Knowledge

- Up to date knowledge in the maths curriculum, including KS4 and KS5
- Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour.

Experience

- Experience of raising attainment in a challenging classroom environment
- Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities.
- Experience of successfully teaching GCSE and A Level Mathematics

Behaviours

- Passion for the subject
- High expectations for accountability and consistency
- Vision aligned with Ark's high aspirations, high expectations of self and others
- A firm and constant belief in the unlimited potential of every student and a commitment to inclusive educational provision
- Motivation to continually improve standards and achieve excellence
- Commitment to the safeguarding and welfare of all students and providing equality of opportunity
- The ability to enthuse and inspire others
- The ability to consistently deliver outstanding lessons
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and recognition
- Excellent communication, planning and organisational skills
- Demonstrates resilience, motivation and commitment to driving up standards of achievement
- Acts as a role model to staff and students
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice
- The ability to develop positive relations with students and adults
- The ability to work effectively alone and as a part of a team
- Excellent listening skills
- Strong interpersonal, written and oral communication skills and ICT skills
- Strong organisational and time management skills
- The ability to take personal responsibility, a readiness to reflect and self-evaluate, and the ability to change, develop and improve
- Confidence and self-motivation
- The ability to work well under pressure

- High levels of honesty and integrity
- A sense of humour and desire to have fun.

Other

- This post is subject to an enhanced Disclosure & Barring Service check
- The post holder must be committed to safeguarding the welfare of children and to providing equality of opportunity.

Ark is committed to safeguarding and promoting the welfare of children and young people in our academies. In order to meet this responsibility, we follow a rigorous selection process. This process is outlined here, but can be provided in more detail if requested. All successful candidates will be subject to an enhanced Disclosure and Barring Service check.