



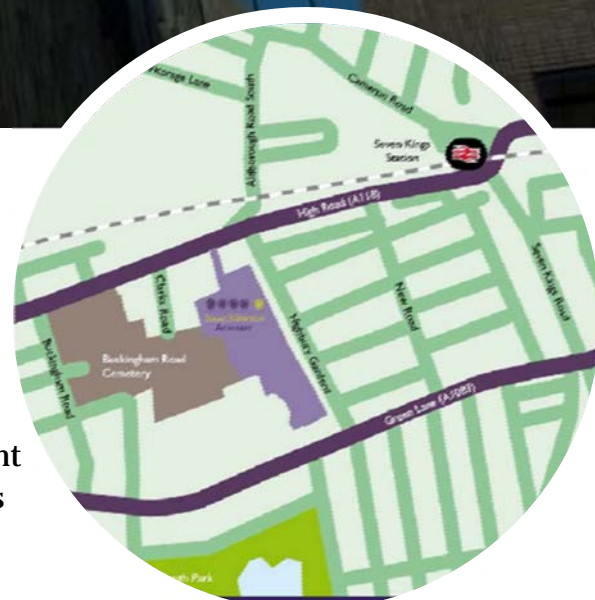
Isaac Newton  
Academy

Teacher of Maths



## About Isaac Newton Academy

INA is based in new buildings between Ilford High Road and Green Lane in Ilford. The school's learning community is based upon the core values of mutual respect, personal discipline, and an unwavering commitment on the part of all community members to do whatever it takes to excel.



Isaac Newton Academy Secondary is a non-denominational, non-selective school, welcoming girls and boys from all backgrounds from the local community. The school opened with just 180 Year 7 students in September 2012. The secondary school has grown year on year and we now have 1200 11-18 year olds (including 250 students in the Sixth Form). In September 2014, Isaac Newton Academy opened a three-form entry primary school in purpose-built accommodation right next to the secondary academy. There are 90 children in each year group and, like the secondary school, it has grown a year group at a time. From September 2020, we now have children in Reception through to Year 6.

The London Borough of Redbridge forecasts a significant deficit in secondary school places over the coming years. The new Academy will thus serve a critical, long term need for the community. Although the local area encompasses considerable economic disadvantage, its young people achieve some of the best results in London schools. Ark was chosen to sponsor the academy because of the success of our educational model and the alignment of our educational vision with the Redbridge context.

Dear Candidate,

I am delighted to introduce you to Isaac Newton Academy, a brand new, purpose-built, all-through school for students aged 4-18 in Ilford.

Our staff work tirelessly to ensure that each and every student is supported and stretched to reach their full potential. We focus on working towards achieving our vision to 'equip every student with the knowledge, learning power and character necessary for success at university and beyond'. Commitment to our vision has already delivered a series of great successes highlighted in October 2018 when the academy was judged by Ofsted to be outstanding in all areas.

Joining Isaac Newton Academy in September 2020, I have spent more than a decade as a senior leader, a large portion of this within an all-through school. There is something incredibly special about working in an all-through school, which makes me committed to delivering the highest quality education to all the students at Isaac Newton Academy and will build on the successes already enjoyed by the school.

My vision for the community is to strive to ensure that the students and families we serve continue to receive excellent levels of care and academic support, whilst pushing new boundaries in pursuit of the ambitions I have for the academy and community. These ambitions will be fulfilled by each person in our community committing to our BRIDGES values, displaying a growth mindset and believing that our aspirational vision can be achieved by all. Ultimately, I want to help lead a legacy of pioneers who will positively change the world around them.

I wish you the best with your application.



Morgan Haines  
Principal



## Our Vision, Our Mission and Core Purpose

At Isaac Newton Academy our core purpose (mission) is to equip students with the knowledge, learning power and character necessary for success at university and beyond.

### **We:**

- Set clear, ambitious goals, and rigorously monitor our progress in achieving them
- Offer a curriculum emphasising core academic subjects, while providing the facilities and the specialist staff to meet and stimulate a wider range of interests
- Employ an approach to teaching that instils knowledge, understanding and a desire to learn
- Ensure that all students, teachers, staff and parents commit fully to making Isaac Newton Academy a vibrant learning community.

We expect all staff to be aligned to the mission, core purpose, vision and ethos of the Academy.

## Our Ethos

We strive to create a stimulating, challenging and rewarding environment in which to support learning, teaching, development and progress. We share a collective duty of care for resources, facilities and accommodation.

At Isaac Newton Academy everyone is a learner with needs and entitlements. We all have a responsibility to support everyone else in the school community with their learning and a role to play in encouraging ambition, hope and optimism in our fellow learners.

We model good learning habits and we discuss and reflect on our learning journeys. Everyone is expected to work hard and with a common sense of purpose and direction.

The ethos of Isaac Newton Academy is one of mutual respect and consideration. Interactions between members of staff, between students and between staff and students are based on trust and the highest regard for each other. The language we use and the way in which we communicate with each other reflect this. The authority of staff is acknowledged and respected.

The differing backgrounds, views and outlooks of members of the school community are honoured. The particular needs, talents, interests and contributions of students are nurtured and developed.

## Core Purpose

- To demonstrate belief in the potential of all students to develop the skills and character necessary for a place at a top university and success in life.
- To embrace shared accountability for the achievements of the students and the performance of the Academy. This will require hard work.
- To uphold all school policies and follow all agreed procedures with consistency and care.
- To maintain zero tolerance of any form of student behaviour that runs counter to the Academy's stated aims and objectives: for example, disrespect, rudeness, bullying, dangerous/anti-social/loud behaviour, failure to bring basic equipment or complete independent learning tasks, possession of banned items, lateness.



# BRIDGES at Isaac Newton Academy

At INA, we know that developing our students’ character crucial to them living happy, fulfilling and successful lives. Our Bridges programme develops the following learning dispositions and characteristics:

*“We build too many walls and not enough bridges”*

Isaac Newton

CHARACTERISTIC	SHOWN THROUGH
<u>BRAVERY</u>	courage, creativity, leadership, experimentation, risk-taking, optimism
<u>RESOURCEFULNESS</u>	remembering, making connections, transferring, gathering, recycling,  scavenging, questioning, reasoning, imagining, imitating
<u>INTEGRITY</u>	fairness, humanity, justice, citizenship, honesty, humility
<u>DISCOVERY</u>	curiosity, open-mindedness, enthusiasm, energy, noticing
<u>GRIT</u>	patience, persistence, resilience, determination, managing distractions, perseverance, concentration
<u>EMOTIONAL INTELLIGENCE</u>	listening, empathy, collaboration, sociability, reflectiveness, imagining, understanding, openness
<u>SELF-DISCIPLINE</u>	organisation, hard-work, patience, absorption, practicing, focus, prioritising, planning, prudence, revising, self-regulation, independence, motivation



## About Ark

Ark is an education charity set up in 2004 to create a network of high achieving, non-selective, inner city schools where all pupils, regardless of their background or prior attainment, achieve highly enough by age 18 to have real choices: to go on to university or the career of their choice. Ark has no faith affiliations.

All ARK schools are situated in areas of high deprivation or educational need and our pupil profile reflects this: over half of our pupils are eligible for free school meals compared to 18% nationally.

The ARK network operates 38 schools in the UK across London, Portsmouth, Birmingham and Hastings. Each of our schools has its own distinctive character, reflecting its local community.

## A Commitment to Encourage Diversity

Ark is committed to eliminating discrimination and encouraging diversity amongst our employees. Our aim is that our workforce will be truly representative of all sections of society and that each employee feels respected and able to give their best. To that end we are committed to provide equality and fairness for all in our recruitment and employment practices and not to discriminate on grounds of age, disability, gender reassignment, marriage/civil partnership status, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. We oppose all forms of unlawful and unfair discrimination.

## About the department

Mathematics at Isaac Newton Academy is a successful and vibrant subject area and is one of our specialisms. Our curriculum is engaging, purposeful and will enable our students to succeed in their secondary education so that they can achieve success at university and beyond. We are committed to ensuring our curriculum and assessment model encourages students to become life-long learners who are creative and curious thinkers capable of dealing with complex problems in a confident and strategic way. We prioritise depth of understanding and mastery; our aim is to support students to understand how and why solutions are derived. Above all though, we endeavour to instil a love of problem solving, a love of challenge and a love of learning.

Our outcomes at KS4 have been exceptionally strong, and we are working hard to ensure our KS5 outcomes are equally transformational for our students. We have a large cohort of students that take the subject at KS5 and have had our first offer for a student to read mathematics at Cambridge this year. This is also an exciting time to join the department as we will welcome our first cohort of students from the Primary phase and this will allow us to build on the excellent mathematical foundations laid.

We are ambitious for our students and so work hard to provide a high-quality experience for our students in all key stages. By joining our team, you will be sharing our ambition to support all learners, irrespective of their starting point to achieve to the highest possible levels.



## **Job Description – Teacher of Maths**

Reports to: Head of Mathematics  
Start date: September 2021  
Location: Isaac Newton Academy, 1 Cricklefield Pl, Ilford IG1 1FY  
Salary: MPS/UPS (£30,663- £47,600)  
Contract: Fixed-term, 12 months  
Closing Date: 9am, Friday 26<sup>th</sup> March

### **The Role – key responsibilities**

- To plan, resource and deliver imaginative, interactive and inspiring lessons that ensure that effective learning takes place and students make excellent progress
- To provide a nurturing and stimulating classroom and academy environment that helps students to develop as learners
- To maintain/establish positive behaviour for learning across the whole academy
- To contribute to the effective working of the academy
- To support students in the acquisition and development of learning dispositions and positive character traits
- To provide stimulating and enriching extra-curricular opportunities for students and potentially for members of the wider school community
- To be accountable for student progress and attainment levels in their own classes.

### **Teaching and Learning**

- With direction from the Head of Department, to plan and prepare effective teaching modules and lessons
- To teach engaging and effective lessons that motivate, inspire and involve students and improve student attainment
- To use regular assessments to monitor progress and set targets
- To respond accordingly to the results of such monitoring to differentiate intervention
- To utilise a full range of AfL strategies
- To maintain regular and productive communication with parents, to report on progress, sanctions and achievements
- To promote reading and teach literacy skills

### **Development of the Ark Network**

- Value and support practices driving continued progress across the network of Ark schools
- Participate actively throughout the network, by attending relevant meetings, and, as appropriate, delivering network-wide training and initiatives

### Other

- To act as a co-tutor and BRIDGES mentor
- To meet the expectations of all INA staff as laid out in the Staff Expectations Policy
- To uphold all Academy policies with consistency and diligence
- To undertake any other professional duties as set down in the Ark Schools pay and conditions of service document, and as directed by the Principal.

## **Person Specification: Teacher of Maths**

### **Qualification criteria**

- Qualified to at least degree level
- Qualified to teach in the UK
- Qualified to work in the UK

### **Knowledge**

- In-depth knowledge of the Maths National Curriculum and KS4 GCSE specifications and/or KS5 A level specifications
- 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 line managing colleagues desirable
- Experience of successfully teaching GCSE or A Level Mathematics and/or Further Mathematics depending on the role.

### **Skills, Behaviours and Qualities**

- Vision aligned with Ark and the academy's high aspirations and high expectations of self and others
- Demonstrate the ability to be an outstanding teacher
- An understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour in an urban school setting and commitment to relentlessly implementing these strategies
- A confident use of data to inform planning to raise academic outcomes
- An understanding of what outstanding teaching practice looks like and how to diagnose and implement effective strategies to raise learning standards
- A passion for the subject
- The ability to work in close harmony with all staff
- Excellent listening skills
- Strong interpersonal, written and oral communication skills
- Passion, resilience and optimism to lead through day-to-day challenges of a high performing team
- A firm and constant belief in the unlimited potential of every student and a commitment to inclusive educational provision

- The ability to skillfully manage and maintain effective working relationships with parents, community members and other stakeholders
- A commitment to the safeguarding and welfare of all students
- The ability to develop positive relationships with all young people
- The ability to take personal responsibility, a readiness to reflect and self-evaluate and the ability to change, improve and develop
- Confidence and self-motivation
- The ability to work well under pressure
- A commitment to modelling BRIDGES every day and contribute to a unique culture

### Other

- This post is subject to an enhanced Criminal Records Bureau disclosure.
- 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.*