



All Saints'
Academy
Cheltenham

Application Pack Lead Practitioner (Mathematics)



Where every member of our extended family realises their God-given potential, inspired by **John 10:10**. Jesus said 'I have come so you may have life in all its fullness'.





All Saints'
Academy
Cheltenham



www.asachelt.org

All Saints' Academy, Cheltenham, Gloucestershire.

Interim Principal: Mr Liam Wilkinson

Lead Practitioner (Mathematics)

Start date: September 2024

Salary: Leadership Scale Points 1-4 or 5-9 depending on experience

Hours of work: Full Time

Contract: Permanent

Closing date: 9.00 am, Tuesday 07 May 2024

We are looking for an outstanding Lead Practitioner to enhance and enrich the quality of Mathematics teaching and across the wider Academy. This role will be expected to raise the quality of teaching practice of all members of staff and therefore raise student standards and progress even further. The successful candidate will be expected to teach across all Key stages within Mathematics.

You might be an early career teacher with great skill or an accomplished leader who wants to maintain the connection with the classroom and help to develop the next generation of maths teachers. The ideal candidate will have the vision, creativity and drive to work alongside the Head of Faculty in making the maths team "outstanding". In return you will have the full support of the Academy and department leadership teams.

Following another Good judgement, Ofsted reported:

- All Saints' Academy is an inclusive school.
- Leaders and directors have been successful in improving pupils' life chances by ensuring that they have achieved well in recent years.
- Staff hold fast to the school's values and ethos, which unite them in their drive to improve standards.
- There is a clear determination to support pupils and their families to overcome barriers.

Ofsted 2018

Sponsored by the Anglican Diocese of Gloucester, we are an Academy serving at the heart of our local community. All Saints' Academy has a Life Vision, 'Where every member of our extended family realises their God-given potential, inspired by John 10:10. Jesus said 'I have come so you may have life in all its fullness'.

We are an inclusive Church Academy who welcomes applications from all denominations and those of none.

What we offer:

- The Academy is in an attractive new building, within easy access to Cheltenham, Tewkesbury and the M5 with onsite catering facilities
- Entry into the Local Government Pension scheme
- Free access to the onsite gym facility
- Access to our Employee Assistance Scheme
- Free onsite parking and Electric car charge points

The Academy is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. Shortlisted candidates will be subject to an online search in line with Keeping Children Safe in Education 2022 recommendations. Successful applicants will be subject to enhanced DBS clearance.

To apply for this role please complete an online application form that can be found on the Academy website www.asachelt.org If you have any questions regarding this role please contact Katie Jordan, HR Manager at hr@asachelt.org

All Saints' Academy is committed to ensure that all applicants and employees are given equal opportunities and that no applicants or employees are discriminated against on the basis of gender, gender reassignment, race, disability, pregnancy or maternity, sexual orientation, marital or civil partnership status, age or religion and belief.

Job Description



Post Title: **Lead Practitioner**

Salary: **Leadership Scale Points**

Reporting To: **Head of Faculty**

Duties and responsibilities

Raising quality of teaching and learning

Carry out teaching responsibilities in line with the professional duties of a teacher

Model consistently high-quality teaching and be able to demonstrate excellent practice to others

Produce high-quality teaching materials that support excellent practice

Prepare and deliver training courses across the school to improve teachers' practice

Support with teachers' professional development and appraisal through carrying out lesson observations, providing feedback and implementing strategies to improve practice

Provide mentoring/coaching to individual teachers' in need of 1-to-1 support to improve their practice

Use data to identify individuals or groups that need further teaching support and develop and implement strategies to raise the quality of teaching

Use data to identify individuals or groups of pupils that need targeted support, and develop and implement strategies to raise achievement

Set challenging and ambitious targets for pupils on interventions and update parents' on progress

Measure and assess the impact of interventions to raise achievement for pupils and the quality of teaching

Promote strategies which support differentiation, inclusion and positive behaviour

Monitoring and evaluation

Co-ordinate and carry out monitoring and evaluation activities to improve teaching and learning, including work scrutinies, lesson observations, learning walks etc

Use systems to analyse data from monitoring and evaluation, and use insights to inform strategies and plans for teacher development

Support with self-evaluation and school improvement planning across the Mathematics department and whole school

Professional development

Lead on researching best practice and keeping up-to-date with the latest developments

Share knowledge with staff and offer support to implement the research into their own practice

Inform staff about the latest innovations in intervention strategies

Lead on identifying high quality CPD programmes to improve quality of teaching and learning

Take part in the school's appraisal procedures

Take part in further training and development in order to improve own practice

Where appropriate, take part in the appraisal and professional development of others

Management of staff and resources

Direct and supervise support staff assigned to them, and where appropriate, other teachers

Contribute to the recruitment and professional development of other teachers and support staff

Deploy resources delegated to them

Other areas of responsibility

Safeguarding

Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies

Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary

Promote the safeguarding of all pupils in the school

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the Principal or line manager.

PERSON SPECIFICATION



Lead Practitioner

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Graduate with good degree in a relevant subject. • Qualified Teaching Status. 	<ul style="list-style-type: none"> • Further professional qualifications in a relevant subject.
Skills	<ul style="list-style-type: none"> • Excellent teaching skills. • Ability to teach Maths at GCSE and A-Level • Ability to offer extra-curricular activities. • Able to inspire, lead and support young people. • Show initiative and approach challenges with a positive attitude. • Experience planning and delivering interventions for pupils • Able to use data effectively to assess prior attainment, track progress and set student targets. 	<ul style="list-style-type: none"> • Ability to use technology as a learning and teaching tool and a motivator. • Knowledge of examination specifications and requirements for Maths. • Experience of supporting colleagues to develop • Experience delivering training
General	<ul style="list-style-type: none"> • Flexible and enthusiastic attitude. • Clear ability to relate to young people. • A commitment to a positive culture of learning. • Resilience to support and find ways to develop young people. • Excellent communication skills. • Experience of planning successful lessons. • Clearly able to demonstrate the standards relevant to experience in teaching. 	<ul style="list-style-type: none"> • Have ideas that you can turn into practice. • Ability to work proactively in a team. • Ability to self-review effectively and set appropriate performance targets. • Willingness to organise and participate in school trips.