

The  
**3-18**  
Education  
Trust

# Applicant Information Pack

## Teacher of Mathematics



*Respect – Resilience – Success*



## Headteacher Letter to Applicants

Thank you for the interest you have shown in our school. I am proud to be the Headteacher of The Thomas Adams School, a successful co-educational community school, sixth form and boarding house in the centre of Wem. Established in 1976 and with a strong history dating back to 1650, we provide quality teaching and learning for our 1200 students, aged 11 – 18 years old. Thomas Adams is now a member of the 3-18 Education Trust, a collaboration of successful schools in Shropshire, all with the same goal of excellence in education.

We have two main sites on our 30 acre campus in Wem, a small rural market town. Although many of our students live in Wem, our extensive transport links allow students from across North Shropshire to access our excellent provision. Our Lowe Hill buildings cater for years 7 – 11, providing excellent facilities for all curricular areas. At our Noble Street site, we have our Sixth Form, housed in the attractive grammar school building. We also have our thriving boarding provision, Adams House, which accommodates students from throughout the UK and overseas.

Large enough to offer choice and opportunity, we pride ourselves on seeing all students as individuals, providing quality pastoral care throughout a student's academic journey with us.

The school is renowned for its Music, Drama and Sport. We have specialist centres for all of these subjects, with full performance facilities. We also have a multi-use sports centre and extensive playing fields, along with additional facilities including; tennis courts, basketball courts, hard surface play areas and many pitches for team games. We encourage all students to engage and get involved in our extra-curricular programme, be that a member of a sports team, working towards their Duke of Edinburgh award or taking part in the many educational or leisure trips on offer.

We are committed to continuous professional development for all our staff and foster open, professional and respectful relationships. Our staff well-being and happiness is paramount as we see them as our greatest asset.

For further information about The Thomas Adams School, please visit our website <https://thomasadams.net/>.

You can also find out the latest news via our social media pages:



<https://www.facebook.com/ThomasAdamsWem>



<https://www.instagram.com/thomasadamswem/>



Mark Cooper, Headteacher

## About our Trust

# The 3-18 Education Trust

The 3-18 Education Trust is currently made up of five schools and derives its name from the age range of the pupils and students who attend those schools. We have an inclusive ethos, defined by age and we recognise that education is a continuous process, secured through consistent values and a strong transition (through the key stages).

### **Our Vision:**

To ensure every individual is in a great school.

### **Our Mission:**

To celebrate the diverse nature, culture and identity of our individual schools, whilst enjoying the benefit of the team, so that each school is reciprocal in their support for one another and achieves together.

### **Our Values:**

- Accomplished: to provide high quality education and training for all
- Resilient: to be solution focused and able to intelligently manage challenges
- Compassionate: to show care and understanding towards others

Not only do we pursue the important dimension of achieving the best results for each student regardless of their starting point, but we also believe strongly that education is about developing well-rounded individuals who are ready, willing and able to make their contribution to society.

Please take a look at our Trust website <https://www.3-18education.co.uk/> for more details. For further information about our schools, please click on the links to their websites below:



<https://bowbrookprimary.co.uk/>



<https://www.3-18education.co.uk/schools/coleham-school/>



<https://www.3-18education.co.uk/schools/the-priory-school/>



<https://www.3-18education.co.uk/schools/st-martins-school/>



<https://www.3-18education.co.uk/schools/thomas-adams-school/>



<https://www.3-18education.co.uk/schools/william-brookes-school/>

## Faculty Information

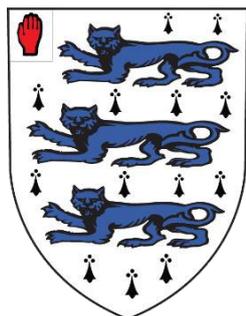
The Maths department at Thomas Adams consists of 11 members of staff on a variety of full and part-time contracts – each bringing their own expertise and specialisms to the faculty. Majority of rooms are equipped with BENQ screens and the department is well equipped and resourced. Staff are passionate about their subject and this is obvious when you walk into classrooms.

Key stage 3 follows the White Rose scheme of work and we are introducing mastery to the Key stage 3 curriculum in liaison with the local Maths Hub. Key stage 4 and 5 follow the AQA curriculum maps and our top sets in years 10 and 11 also study for the AQA Level 2 certificate in Further Mathematics. Maths is a popular subject at Key stage 5 and we also run A level Further Maths alongside the A level in Mathematics.

Staff in the department are enthusiastic and work together closely as a team – sharing good practice and offering professional and moral support to each other in order that we cope with the day-to-day rigours of a busy Maths department. Students generally enjoy the subject and there is a feeling of mutual respect between students and staff both in classrooms and around the department – students want to do well and staff go the extra mile to help them. Behaviour is good in the department and when students make the wrong choices we work together with parents and the excellent pastoral team to support them in their learning.

This is an excellent opportunity to join an established Maths department in a happy and friendly school.

## Job Description



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<b>Title of Post</b>	Teacher of Mathematics
<b>Post Status</b>	1.0 FTE, Permanent
<b>Salary/TLR/ Allowance</b>	MPS/UPS
<b>Reporting to</b>	Head of Mathematics

### Main Purpose

The following subject job description is in addition to any statutory requirements and responsibilities of a Main Scale Teacher:

- Promote the highest standards of teaching Mathematics within the framework of the school and share ideas to promote the best practice within the Department.
- Ensure high standards of discipline and organisation within a school environment.
- Demonstrate high standards of ICT competence in teaching and learning, and develop these as technologies change.
- Ensure the smooth running of internal and external controlled assessments
- Ensure that Departmental records and information are regularly updated, and keep informative records of students' progress.
- In partnership with other members of the Department, assist with information and Consultation Evenings for parents and carers.
- Keep the marking of students' work up to date and maintain a record of students' marks.
- Attend relevant meetings
- Deal effectively with behaviour, attendance and punctuality issues
- Ensure the safeguarding of students, and support their wellbeing at all times, utilising the pastoral system effectively

### Professional Development

- Help keep knowledge and understanding relevant and up-to-date by reflecting on your own practice, liaising with school leaders, and identifying relevant professional development to improve personal effectiveness
- Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the school

### **Other Responsibilities**

- Comply with and assist with the development of policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of and comply with all school policies and procedures
- Be aware of and support difference and ensure equal opportunities for all
- Contribute to the overall ethos and aims of the School and Trust
- Appreciate and support the role of other professionals
- Attend and participate in relevant meetings, training and learning activities as required

The postholder may be required to carry out any other duties that are commensurate with the post. Whilst every effort is made to explain the main duties and responsibilities of the post each individual task undertaken may not be identified.

This job description is subject to review, in negotiation with the post holder at any time. However, an annual review of this job description and allocation of responsibilities will take place as part of agreed performance management arrangements.

## Person Specification

Criteria	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Good honours graduate</li> <li>• Qualified Teacher Status</li> <li>• Commitment to personal/professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of CPD</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of teaching Mathematics at KS3 and KS4</li> </ul>	<ul style="list-style-type: none"> <li>• Ability and willingness to teach other related subjects</li> <li>• Experience of practice or observation at KS5</li> </ul>
<b>Learning &amp; Teaching</b>	<ul style="list-style-type: none"> <li>• Ability to challenge, support and motivate students</li> <li>• Ability to monitor and evaluate student performance</li> <li>• Ability to meet challenging targets</li> <li>• Secure knowledge and a good understanding of the key skills, concepts in specialist subject</li> <li>• Clear understanding of the secondary curriculum and its assessments</li> <li>• Committed to the role of form tutor for a group of students and the benefits of pastoral care</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of, and sensitive to, the needs of teaching students with all ranges of needs and abilities</li> </ul>
<b>Skills &amp; Knowledge</b>	<ul style="list-style-type: none"> <li>• Data analysis skills, and the ability to use data to set targets and identify weaknesses</li> <li>• Understanding of high-quality teaching, and the ability to model this for others and support others to improve</li> <li>• Effective communication and interpersonal skills</li> <li>• Ability to communicate a vision and inspire others</li> <li>• Ability to build effective working relationships</li> </ul>	

<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• High expectations of students and colleagues</li> <li>• Highly motivated and able to motivate and inspire staff and students</li> <li>• Enthusiastic and committed</li> <li>• A passion for teaching</li> <li>• A passion for Maths as a subject</li> <li>• A forward thinking approach</li> <li>• Excellent communication and interpersonal skills</li> <li>• Ability to be reflective and self-critical</li> <li>• Display calmness under pressure</li> <li>• Charismatic – having a ‘presence’</li> <li>• Cheerful, enthusiastic and committed</li> <li>• A good sense of humour!</li> <li>• A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school</li> <li>• Ability to prioritise effectively</li> <li>• Ability to establish good working relationships and effective teamwork</li> <li>• Dynamic, positive, organised and constructive</li> <li>• Excellent role model for staff and students</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to take on other roles and responsibilities within the department</li> </ul>
<b>Special Conditions</b>	<ul style="list-style-type: none"> <li>• Commitment to safeguarding and promoting the welfare of children and young people</li> <li>• Commitment to equality of opportunity</li> <li>• Willingness to undertake an enhanced Disclosure and Barring Service (DBS) check.</li> </ul>	

## What We Offer

**In addition to exclusive access to a reward and discount scheme, comprehensive induction, commitment to your ongoing training and career progression, paid for enhanced DBS, we also offer:**

- A competitive salary
- Access to the Trust's Employee Assistance Programme, which includes 24 hour access for you and your family members to legal, financial, health, parenting and life advice
- 1:1 Counselling Service
- Cycle to Work Scheme
- Childcare Voucher Scheme or Tax-Free Childcare Scheme
- Access to freshly made hot meals or deli-style food on site
- Teachers Pensions (23.68% employer contributions)
- Local Government Pension Scheme (17.9% employer contributions)
- Generous Sickness Payment Scheme
- Eye Testing Scheme
- Flexible Working Policy
- Special Leave Policy
- Member of the Valued Worker Scheme (accredited by our recognised unions)
- A Disability Confident Committed Employer
- Continuous Professional Development (CPD)
- Collaborative working culture and professional development opportunities across our Trust schools

## Application & Appointment Process

Full details of the post can be found in the Applicant Information Pack available on the school website <https://www.thomasadams.net/vacancies/>

Please send completed applications to [bjh@thomasadams.net](mailto:bjh@thomasadams.net)

Interviews will be offered to those applicants who best demonstrate how their skills, abilities and experience match the person specification, taking into consideration the job description.

**Closing date for applications: 12.00 noon Monday 27 March 2023**

**Interviews will take place on Thursday 30 March 2023**

**Please note:**

- It is essential that all elements of the application form are completed in full.
- We do not accept CV's in support of an application.
- Appointments will be subject to clearance in respect of medical fitness, satisfactory references, right to work in the UK and criminal disclosure.
- This post is exempt from the Rehabilitation of Offenders act 1974 and as such the applicant who is appointed to this post will be subject to an Enhanced Disclosure before the appointment is confirmed. This check will include details of cautions, reprimands or warnings, as well as convictions and non-conviction information. Once appointed, the successful applicant may also be required to apply for an Enhanced Disclosure at intervals during the course of their employment whilst in this post.

If invited for interview, **you are required to bring evidence of your qualifications and appropriate documents to initiate the DBS application process** should you be the successful candidate.

*The 3-18 Education Trust is committed to safeguarding and promoting the welfare of children and young people, as such this post requires acknowledgement and understanding of safeguarding and child protection policies. Policies can be found on the school website <https://www.thomasadams.net/key-information/>.*