



Teacher of Maths and KS4 Coordinator

January 2024 Start

MPS/UPS + TLR 2C (£7,365)

Application Pack



Wanstead High School

Education with Character

- Redbridge Lane West, Wanstead, London E11 2JZ
- Tel: 020 8989 2791 • Email: whs@wansteadhigh.co.uk
 - Website: www.wansteadhigh.co.uk



Headteacher: Miss E Hillman

October 2023

Dear Prospective Candidate,

Thank you for showing an interest in our school.

I have been Headteacher since September 2022 and am loving the school, the pupils and the commitment to 'Education with Character'. This is a great place to be with great staff, a welcoming atmosphere, opportunities for growth and development and strong links with local schools; including being part of the Seven Kings Teaching Alliance. Behaviour for learning is excellent and pupils are polite, engaging and motivated. They really are truly amazing young people.

The school is clear about its development priorities and aspires to be outstanding in all areas over the next 3-5 years. This is currently a good school but we are clear about our strengths and areas for development.

Quality assurance has not shown typicality in previous years and we have developed new models of monitoring, evaluation and review and appraisal to make sure staff really do grow and develop - a high challenge, low threat approach supported by line management and instructional coaching. We believe that all staff want to be better teachers and educators and need to find the right systems to make it happen, rather than outdated 'speed camera' models of reviewing teaching and learning. This is an exciting place to grow and develop as a teacher and leader.

Whilst we want to ensure change as per our School Development Plan, we are also committed to ensuring this is a truly great place for staff to work - we constantly consider well-being and offer great perks like the opportunity to leave school if staff have free periods for the rest of the day, as long as directed time is made up elsewhere. We also offer free tea and coffee in the staff room and are looking to develop a much more active staff social life in the future for those who like this sort of thing!!

We are seeking an inspirational Teacher of Maths and Key Stage 4 Coordinator to join our well established Maths department. This is a fantastic opportunity for a person with experience teaching across all Key Stages of Maths, enabling pupils to achieve their highest potential and working collaboratively with other staff members. The successful candidate will be expected to teach Maths to A-Level standard and will contribute substantially to the continual cycle of refinement across all year groups.

Wanstead High School seeks to enable all pupils to achieve the highest academic standards, with a particular focus on narrowing the disadvantaged gap. The current Ofsted grade is "Good" and we need to endeavour to retain this in the next inspection and ultimately aim for the stars!

We welcome visits to the school and I am happy to talk over the phone to anyone about the role and/or school. We currently have a large building project taking place, but I hope you will have the vision to look beyond the temporary facade. Please do not hesitate to get in touch and learn more about this amazing school. The summary School Improvement Plan is available on the website (the website is again, a work in progress).

Yours sincerely,

Emma Hillman
Headteacher

Application Requirements

Please write a statement in support of your application.

This must address the person specification

Statements in support of your application should be no longer than two sides of A4.

The closing date for this post is 12 noon on Tuesday 31 October 2023 although outstanding candidates may be interviewed before the closing date. Completed applications should be returned by email to recruitment@wansteadhigh.co.uk. Interviews to be scheduled for outstanding candidates as applications are received.

If you would like to speak to the Headteacher or Head of Department regarding this post or if you have any questions, please contact the Headteacher's PA, Ms Rutland (f.rutland@wansteadhigh.co.uk).



Further Information

Full/Part time: Full-time

Start Date: January 2024

What We Are Looking For

We are looking for a passionate and dynamic professional to join our exciting Maths department; to help enthuse and excite pupils about the subject and lead them to great outcomes.

The successful candidate will be expected to teach Maths to A-Level standard and will be responsible for Key Stage 4. This post would suit an experienced teacher and ECT alike who has the drive and enthusiasm to deliver an academically challenging programme of study for pupils of all ability levels. You will be a dynamic, committed professional who strives for all pupils to do their very best. You will have exemplary core skills of literacy and numeracy and you will create exciting lessons across the age ranges that lead pupils to want to know more. You will be ambitious and proactive in seeking solutions to problems.

What We Offer

This is a great opportunity for an enthusiastic, creative and well-qualified candidate who is keen to develop their teaching and leadership skills in a successful school that will provide great support and encouragement. The Maths department itself is well established and successful, receiving a progress score of +0.63 and +0.56 in 2019 and 2022 respectively, falling within the top quintile in the country. We offer an outstanding opportunity for the right person to make a real impact on children's lives, and to develop their career in a very pleasant, successful and innovative school. We hope that you will decide to pursue your application and that you will consider a future with us at Wanstead. Whilst you will need to work hard, we value well-being and support all staff with flexible ways of working where possible.

As part of Seven Kings Teaching School Alliance, Wanstead is able to provide a wide variety of CPD opportunities for staff at all stages of their career, both within Wanstead and the Teaching School Alliance. The post offers an excellent opportunity for the right person to develop their career within an exciting and supportive department and school.

School Information

Wanstead High School seeks to enable all pupils to achieve the highest academic standards. Overall Attainment 8 (56.0) was significantly **above** national and in the **highest** 20% in 2022. Our Progress 8 score has been positive and above average for the past 3 years, and in 2022 is +0.3

A large number of our pupils stay on to the Sixth Form and the majority of these gain entrance to universities and other centres of Higher Education, and we also recruit a substantial number of post-16 pupils from the surrounding area.

Our latest OFSTED report confirmed that we are "Good" in all areas, and our latest results are the best in the school's history.

The school is maintained by the London Borough of Redbridge and is situated in a residential area near Epping Forest, served by the London Transport Underground Central Line and the M11 motorway. It is, therefore, both within easy reach of central London and out-lying areas such as Essex and Hertfordshire.

There are currently approximately 1450 plus pupils on roll including some 300 pupils in the Sixth Form. Currently there are 170 teaching and support staff. Eight forms of entry (240 pupils) are admitted at Year 7 and there are some 300 plus pupils in the Sixth Form. The school encompasses a rich social and cultural

diversity and 35% of pupils speak English as an additional language. There are over 35 languages spoken by the pupils. The school is heavily oversubscribed.

All pupils wear uniform except in the Sixth Form where pupils are required to wear tailored clothing. After much liaison with 40 linked primary schools (7 main feeders), pupils join one of eight/nine mixed ability tutor groups and the school seeks to maintain the composition of this and the association with the same tutor throughout the pupil's career. The year based pastoral system is central to the discipline and wellbeing of the pupils. Tutors are led and supported by an experienced team of pastoral heads.

The school has some very good facilities, including a good Sixth Form Centre with state of the art study facilities; ten well equipped Science laboratories and a purpose built theatre, a dance studio and music suite. Considerable refurbishment has taken place over recent years, with work still on-going. The school is well resourced with IT equipment. There is currently a new build project which you will see if you visit - this will be a new Humanities Block and swimming pool and is therefore a joint enterprise between Leisure and Education.

The school's sports facilities are used as a local Leisure Centre, which serves the community in the evening, but which is part of the school during the day. It comprises 4 squash courts, a sports hall, a gymnasium, a multi-purpose sports hall, a fitness training room and a floodlit play area.

School Vision and Aims

We will provide high quality education with character: inspiring our young people, keeping them safe, and preparing them fully for life in the modern world. The Strategic Goals for the School are to:

- Further improve the quality of teaching and learning across the school so that all pupils receive an entitlement to excellence and to education with character
- Establish a curriculum that best meets the needs of every single pupil
- Develop high quality assessment, tracking and intervention systems to maximise the attainment and achievement of every pupil
- Ensure all pupils are safe, healthy and happy, and have the skills and qualities needed to thrive in modern Britain
- Develop leadership opportunities for all members of the school community, and ensure that our staff are fully developed as professionals in order to best meet the school's vision.

School Ethos

We expect our staff to:

- Play a full part in the life of the school community, supporting its distinctive vision and ethos and leading staff and pupils in doing the same
- Actively support the school's corporate policies and aspirations
- Adhere to the staff professional code of conduct as developed collectively by staff
- Comply with the school's Health and Safety Policy and undertaking risk assessments as appropriate
- Check emails on a daily basis to keep up to date with issues communicated within the school.

All staff are expected to behave in accordance with the school values and a culture of high challenge and low threat.

Job description

Job title	Teacher of Maths	Salary Range	MPS/UPS - Outer London
School	Wanstead High School		
Reports to	Head of Department		
Responsible for	Teaching and Learning of subject area to KS3-KS5		

Main Responsibilities

Specific

To take responsibility for the efficient and effective delivery of a subject area or Key Stage within the department under the direction of the appropriate Head of Department:

- ensuring the curriculum meets the needs of learners;
- coordinating and writing schemes of work;
- leading teaching and learning development.
- To keep up to date with national developments in the subject area and teaching practice and methodology and respond to curriculum development and initiatives at national, regional and local levels.

Teaching and Learning

In accordance with the current DFE Teachers' Pay and Conditions Document you will:

- Carry out the professional duties of a teacher as circumstances may require under the reasonable direction of the Headteacher.
- Perform, in accordance with any directions, which may reasonably be given to you by the Headteacher from time to time, such particular duties as may reasonably be assigned to you.
- Teach lessons across the key stages, using CPD and appraisal to ensure you grow and develop year on year.
- Deliver high quality lessons in accordance with the school's Teaching and Learning policy
- Know your class and ensure adaptive teaching to meet the needs of the classes.
- Mark and feedback in a variety of ways in line with the department's school's policy, including a move towards more 'live' assessment..
- Develop and prepare appropriate resources for all levels of ability in agreement with departmental and school policies.
- Contribute to the development of the curriculum and be able to understand and talk passionately about why pupils are learning what they are.
- Promote the general progress and well-being of individual pupils and of any class or group of pupils assigned to you.
- Undertake any forms of quality assurance used across the department and school and use feedback to promote your development and that of the team.
- Contribute to intervention and/or extracurricular activities organised by the department team.
- Help supervise the teaching areas creating high standards and a consistent ethos in line with school policy
- Allocate resources, and to undertake the various administrative tasks required.
- Be responsible to the appropriate Head of Department.

- Within the department, implement developments to raise standards in line with the School Improvement Plan.
- Ensure the Department Improvement Plan is successfully implemented.
- Play a full role in the school's pastoral system as a tutor.
- Contribute fully to the achievement of the aims and ethos of the school.

Safeguarding

To ensure the safety and wellbeing of pupils in line with:

- The DFE Teachers Pay and Conditions Document.
- The school's safeguarding policy.

The above-mentioned duties are neither exclusive or exhaustive and the post holder may be required to carry out other duties or teach additional subjects as required by the service.

Name of post holder:

Date:

Signature:

Person specification - Teacher

Essential	Desirable
Qualifications	
<ul style="list-style-type: none"> ● Degree in the relevant subject or subjects, preferably at 2.1 or above ● Relevant teaching qualifications ● Evidence of continuing professional development 	
Teaching and Learning	
<ul style="list-style-type: none"> ● High quality teaching skills ● Evidence of very good examination outcomes for classes taught ● Experience of adaptive teaching leading to narrowing the gap for groups of learners ● A clear understanding for assessment for learning 	<ul style="list-style-type: none"> ● Ability to use data effectively to evaluate pupil teaching group progress and achievement
Personal Qualities and Skills	
<ul style="list-style-type: none"> ● An optimistic and solution-focused approach ● Evidence of high-level communication skills with the ability to communicate effectively with a variety of audiences. ● The ability to build productive professional relationships with pupils, staff and parents. ● An ability and evidence of a willingness to empathise and listen, and to be self-critical and reflective. ● Enthusiasm, hard-work, integrity, creativity, flexibility and resilience. ● An understanding of and commitment to equal opportunities in its widest sense and a commitment to inclusive education. 	
Safeguarding	
<ul style="list-style-type: none"> ● Motivation to work with children and young people. ● The ability to form and maintain appropriate relationships and personal boundaries with children and young people. ● Emotional resilience to meet the demands of working in a busy school with many children, some with diverse needs. 	

Job description

Job title	KS4 Coordinator	Salary Range	TLR 2C
School	Wanstead High School		
Reports to	Head of Department		
Responsible for	Department area		
Job Purpose			
<p>All teachers at Wanstead High School are expected to uphold the school vision and ethos on a daily basis through their professional conduct. All staff are expected to have a clear understanding of the vision, aims, and ethos of the school, and an awareness of its role in the community, ensuring success is built on inclusion, care and support and all pupils are stretched and challenged.</p> <p>All teachers' job descriptions define the responsibilities of the postholder as being:</p> <ul style="list-style-type: none"> • Under the reasonable direction of the Headteacher to carry out the professional duties of a school teacher as set out in the School Teachers' Pay & Conditions Document (STPCD) • To comply with Health and Safety at Work Legislation <p>Key Stage Coordinators, in conjunction with other middle leaders, the Senior Leadership Team and Headteacher are responsible for the general good order and discipline of the school, and in supporting the implementation of the School Improvement Plan (SIP) and all policies. Key Stage Coordinators support the HOD in ensuring an ambitious culture of high challenge and low threat, ensuring the best possible learning and leadership of learning within the department and across the school, ensuring safety is a key focus, behaviour and attendance are exemplary and ensuring all pupils have equal opportunities to make maximum progress.</p>			
Characteristics of Leaders at Wanstead			
<p>Our work is led by our values and beliefs that tie in with the school vision. We are solution-focused, own our own workload and do not wait to act. We are inspired by our purpose to improve the life-chances of our most vulnerable pupils, create genuine education with character and to develop new expertise in our teachers and ensure all teachers improve.</p> <p>We build relationships into our work, give to others readily and use other strengths alongside our own, to have greater impact in our work. We are inspirers and facilitators of our teams; able to influence and advocate. We see the big picture and strive for collaboration across the school.</p> <p>We are independent thinkers, willing to speak out to challenge others and any views or actions that are inconsistent with our shared aims and values. We are able to take decisions despite ambiguity and are resilient and persistent in the face of challenge.</p>			

We **expect the best from people and do not prejudge**; we value quality work, tangible results and feedback to inform continuous improvement.

We are able to **recognise the limitations of ourselves and our work and strive for improvements**. We are flexible in our thinking, willing to be proved wrong and able to plan for strategic changes, prioritised over short term shallow goals

We are able to **be challenged and to learn from experiences and interactions**. We are aware of and respectful of others' experiences, insight and knowledge and **constantly look to recognise unconscious bias**.

Main Duties and Responsibilities

In accordance with the current Teachers' Pay and Conditions Document you will:

- To add capacity to the department and/or potentially take responsibility for a specific area as per SIP (such as SEND/disadvantaged progress)
- To ensure the curriculum meets the needs of learners
- To further enhance existing schemes of work
- To lead teaching and learning development in Key Stage 4 within subject area
- To monitor progress across Years 9, 10 and 11
- To keep up to date with national developments in the subject area.
- To be aware of, and respond appropriately to, any safeguarding and health and safety issues raised by materials and practice related to the subject.

Safeguarding

To ensure the safety and wellbeing of pupils in line with:

- The DFE Teachers Pay and Conditions Document.
- The school's Safeguarding Policy.

The above-mentioned duties are neither exclusive or exhaustive and the post holder may be required to carry out other duties or teach additional subjects as required by the service.

The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document. It may be modified by the Headteacher, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.

The job description is current at the date below but will be reviewed on an annual basis and, in consultation with you, may be changed to reflect changes in the job requirements which are commensurate with the job title and grade.

Name of post holder:

Date:

Signature:

Person specification - Key Stage 4 Coordinator

Essential	Desirable
Qualifications	
<ul style="list-style-type: none"> ● QTS or QTLS ● Degree in the relevant subject or subjects, preferably at 2.1 or above 	<ul style="list-style-type: none"> ● Evidence of recent professional development appropriate to the role
Experience	
<ul style="list-style-type: none"> ● Evidence of working within a team 	<ul style="list-style-type: none"> ● Evidence of leadership
Teaching and Learning	
<ul style="list-style-type: none"> ● High quality teaching skills ● Evidence of very good examination outcomes for classes taught ● A good understanding of subject specific pedagogy 	<ul style="list-style-type: none"> ● Ability to use data effectively to evaluate pupil teaching group progress and achievement
Personal Qualities	
<ul style="list-style-type: none"> ● Ability to collaborate successfully and lead where necessary ● Evidence of high-level communication skills with the ability to communicate effectively with a variety of audiences. ● The ability to build productive professional relationships with pupils, staff and parents. ● An ability and evidence of a willingness to empathise and listen, and to be self-critical and reflective. ● Enthusiasm, hard-work, integrity, creativity, flexibility and resilience. ● An understanding of and commitment to equal opportunities in its widest sense and a commitment to inclusive education. ● The capacity to work within the vision that we expect from Leaders at Wanstead – see here 	
Safeguarding	
<ul style="list-style-type: none"> ● Motivation to work with children and young people. ● The ability to form and maintain appropriate relationships and personal boundaries with children and young people. ● Emotional resilience to meet the demands of working in a busy school with many children, some with diverse needs. 	