

TEACHER OF MATHS

Permanent Contract—Full Time

Required for: September 2023

Suitable for an ECT, MPS or UPS Teacher of Maths

Candidate Information



“The central aim of Dene Magna is that every learner shall achieve their maximum potential and enjoy the process”



Part of the Forest of Dean Trust (April 2020)



Dear Candidate

Teacher of Mathematics

Firstly, I would like to take this opportunity to thank you for taking an interest in teaching Mathematics at Dene Magna School. As well as being a key subject, Maths is incredibly popular here and our students do exceptionally well at both GCSE and A-Level.

Our school aim is "That each and every learner shall achieve their maximum potential and enjoy the process." and we are very proud of our school. As well as being an Outstanding, successful, oversubscribed and high achieving 11-18 school, Dene Magna has character, personality and soul. We are the founding member of the Forest of Dean Trust, which also includes Drybrook Primary School (one of our partner primary schools) and we are located in the most beautiful setting, which is an easy commute from Cheltenham, Gloucester, Hereford, Bristol and surrounding cities. As someone who drives in each day from Tewkesbury, it is a joy not having to battle in traffic to get to work and it really helps with my mindset.

Our Maths team is incredibly dedicated to our students and to our community. They are a close knit group and always look out for each other. They are led by an excellent Head of Department and also have our Pedagogical Lead for Maths in the Trust, this is backed up by our highly skilled Deputy Head of Department. The team have worked tirelessly to ensure that outcomes in Maths are amongst not just the highest in the school, but also in the top 10% nationally. Alongside that, they work together to ensure that the teaching of Maths is genuinely stimulating and popular.

The Maths team are innovative, but also embrace the wider world in terms of extra curricular activities and opportunities. As a member of the team you will be welcomed into the department and actively encouraged to get involved with everything they do.

Dene Magna School has an excellent reputation for developing teachers. We place quality teaching and learning at the heart of everything we do and you will be supported to continue your learning as a member of our community. Our induction programme is second to none and you will be given the opportunity to see lots of us teach as you get to know what makes our students tick. Here is a link to the Teaching and Learning page of our website where you can read about our Reflective Practitioner Programme in detail on how we support and coach our teachers through continuous professional development: <https://www.denemagna.co.uk/page/?title=Teaching+and+Learning&pid=745>

As you read the information in this pack, I hope you get a feel for what it means to be a 'Dene Magna person' and the types of opportunities that lie ahead for you, regardless of the stage in your career. We are looking for someone who loves working with young people, acknowledges that they are never the finished article and will always keep on learning. That person will also possess a very important attribute in teaching; a great sense of humour!

I look forward to hearing from you and hope to meet you in person very soon!

Yours sincerely

Stephen Brady
Chief Executive Officer of the Forest of Dean Trust
Headteacher of Dene Magna School

INTRODUCTION TO OUR MATHS DEPARTMENT

Maths is a very popular subject at Dene Magna where students enjoy success. The Mathematics Department is a thriving department comprising 11 members of staff, including an HLTA mathematics specialist and an apprentice TA who specialises in maths. Our teachers come from a wide range of backgrounds, with some having previous careers in Finance, Management and Engineering. The ethos of the department is one of commitment at all levels, where staff operate both as individuals and as a team. We enjoy bringing our experiences into the classroom to breathe life into the Maths curriculum. We are a tight unit, genuinely passionate about the power of maths and proud that it is such a popular subject at Dene Magna.

"I like how teachers tell us why we're learning stuff, and how it benefits us in life"

HM - Year 10 student

Mathematics is taught in mixed ability groups in year 7, but in ability groups from year 8 onward) with parallel groups so that we can stretch even more students toward higher tier entries. We take a teaching and learning approach that strives for deep and secure understanding (as opposed to the traditional spiral curriculum where students move through topics at a fast pace). We assess frequently during the year and movements between groups take place as appropriate, but never based on behaviour. Students are selected to enter the UKMT Maths Challenge and the department has developed mathematics beyond the curriculum, such as STEM activity days, visits to major STEM employers (e.g. Airbus) and enquiry based educational trips.

GCSE content is taught right from year 7 and students are rising to the challenge. We formally begin GCSE in Year 9 with almost all students studying the AQA GCSE curriculum, and storing work in revision folders. We achieve excellent results across the full age and ability range (top 13% nationally) and our student progress is consistently excellent. Beyond GCSE, Mathematics is also a popular subject at KS5 and over 30% of our Y12 students at our Sixth Form are studying maths. As well as teaching KS3 and KS4, many of our staff also teach at our new Sixth Form campus, where we offer A-Level Maths, L3 Maths Studies (also known as core maths) and Further Maths A-Level. 12% of the cohort are off to study Maths in Higher Education, with applicants being offered places at prestigious universities such as Kings, Exeter, Bristol, Warwick, and Leeds.

"Our Maths teacher balances work with fun, going at a pace where we can all understand so I enjoy the lessons."

KM - KS4 student

We are fortunate to have great facilities for our subject, with our main school campus boasting a new maths building, and also an entire new sixth Form Campus just 10 minutes away. All rooms are generous in size and are superbly equipped with interactive whiteboards, multimedia equipment and WIFI, and most teaching staff are assigned their own teaching room which they make their own. We also have access to ICT suites equipped with 30 PCs as well as a department set of Chrome-books. Students in all years might use a variety of software – Desmos or Geogebra, MathsWatch, MyMaths and MathsBox and ILT (homework) is set either on paper or using MathsWatch which is self-marking.

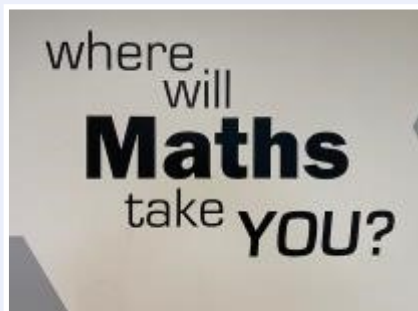
We also work closely with our many partner primary schools, especially the school within our Trust where we manage the Maths curriculum that spans from reception right through to our sixth form. We are currently working on a common vocabulary between schools, and are focusing on a unified pedagogy to aid in the transition between KS2 and KS3. We enjoy excellent working relationships with South-West Maths hubs and NCETM representatives, and strive continually to develop our teaching practice through training investment and CPD. Many of our leaders within Maths have been developed internally and our culture here is to offer progression opportunities for all staff, whether they stay with us, or whether they move into leadership roles elsewhere.

"I really enjoy Maths because our teacher makes sure we know about real life subjects like managing credit cards and loans", CR - Year 10 student



MATHS DEPARTMENT (continued)

Department meetings are weekly during a common non-contact period to enable us to share good practice and provide support to colleagues. Alongside these we talk informally on a daily basis, often in our department's staff work area. We are a friendly, professional team that celebrates innovation and enjoys building relationships with students. We welcome applications from mathematicians who love being part of a team and who can continue their learning journey, so that we all get the best out of the students and each other. These are exciting times in the mathematics department, and we look forward to welcoming an inspiring maths teacher to join our team.



OUR MATHS DEPARTMENT

We are so proud of our Team which consists of:

Steve Jones: Head of Department.

Steve has been Head of Maths since January 2022 at Dene Magna, and is **Maths Pedagogical Lead for the Trust**. He joined Dene Magna in September 2015.

Tony Reid: Deputy Head of Department.

Tony joined us in January 2019 as 2nd in Department.

Paul Manns: KS5 Lead Teacher

Paul re-joined Dene Magna in January 2022 after being with us for many years previously, and now head up KS5 delivery at our sixth form.

Andy Green: Specialist Further Maths Teacher

Andy is a specialist in Further Maths A-Level, teaching specifically at our sixth form.

Teachers of Maths:

Natascha Cook has been a Teacher of Maths at Dene Magna since September 2018.

Ashley James has been part of the Maths team since 2014 and is also Head of Foley House.

Grace Keitch joined the Maths team in 2021 and is completing her Early Careers programme.

Emily Malsom has been at Dene Magna since September 2018, and first joined us as an Apprentice TA before progressing to become a fully qualified teacher of Maths.

Joe Watts joined us in 2019 and in addition to teaching Maths, shames the rest of the team with his fitness and healthy eating. Everyone else enjoys cake and biscuits in the Maths office

Our department is supported by:

Sue McCarthy—Higher Learning Teaching Assistant and has been at Dene Magna for the past 16 years. Sue is a maths graduate and provides additional support and tutoring for the maths department.

JOB DESCRIPTION

Title: Teacher of Maths

Contact: Permanent—Full Time

Salary: MPS / UPS

MAIN RESPONSIBILITIES

- Responsible for the planning & delivery of high quality lessons
- Use data effectively to plan lessons and monitor student progress
- Contribute to the development of effective teaching and learning strategies within the department
- To ensure all students in your teaching groups are challenged, for example those with special needs, gifted and talented and those in receipt of Pupil Premium
- To contribute to and develop schemes of learning as directed by HOD
- Work alongside your department to develop effective school improvement plans
- To support the whole school initiatives including Literacy, Numeracy & PSHE
- Set ILT (homework) in accordance with school policy
- Provide regular written feedback (twice per half term) to students regarding their progress
- Have effective strategies in place to ensure students meet targets and achieve in line with their abilities.
- Ensure you work in accordance with the Health and Safety policies and practices, including risk assessments
- To promote team work and a positive spirit within the department
- To embrace all CPD programmes already at Dene Magna
- To keep up to date with new initiatives and national developments in your subject.

OTHER SPECIFIC DUTIES

- To engage with and continue personal development
- To be a form tutor
- To engage in the performance review process
- To undertake any other duty as specified by HOD not mentioned in the above
- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified
- Employees will be expected to comply with any reasonable request from the Headteacher to undertake work of a similar level that is specified in this job description
- Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers
- The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applications or continued employment for any employee who develops a disabling condition
- To represent Dene Magna in a professional manner and adhere to Dene Magna policies.

ACCOUNTABILITY

- Work to fulfil requirements of Teachers' Standards (QTS, main scale or UPS)
- Regularly analyse and interpret data on the progress of your students in this subject and take appropriate actions in the light of analysis
- Act as a role model for young people; inspiring them
- Ensure that all groups of students, including those in receipt of pupil premium, make outstanding progress
- Evaluate your own lessons to ensure they focus on effective and consistent high quality teaching and learning
- Attend training where needed
- Observe teaching and work with colleagues to develop the very best lessons
- Promote independent learning within your lessons.

JOB DESCRIPTION (continued)

In return, we can offer:

- Professional, passionate and dedicated teaching and support staff, who are willing and eager to undertake continuous professional development.
- Talented, stimulating and enthusiastic students with a desire to learn.

We believe it is only right that we balance the challenges that we set, with an understanding that gets the best out of someone; which means valuing them and nurturing them. We are fully aware that a passionate, supported and well directed team will go on to achieve great things.

As a Trust we provide:

1. Competitive salary and clarity in the performance management process.
2. The opportunity to take on short or long term roles within the Trust that help us along our journey.
3. The ability to work with teachers and children from other countries as part of Dene Magna's International School offer.
4. Dene Magna's Reflective Practitioner Programme.
5. Comprehensive new staff induction.
6. Full support for CPD and a career mapping tool to facilitate this.
7. Free onsite parking.
8. On site canteen.
9. Free use of the onsite Gym at Dene Magna.
10. A 'Secret Buddy' system to allow us to keep an eye on one another and appreciate the things we do that others might miss.
11. A Duvet Day for staff who have been with us for more than one term.
12. A termly prize draw for staff.

This information is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and may be subject to modification or amendment at anytime after consultation with the holder of the post.

The duties may be varied to meet the changing demands of the Trust at the reasonable discretion of the Trustees.

This information does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete the particular duties.



Safeguarding Information

Dene Magna School and the Forest of Dean Trust are committed to safeguarding and promoting the welfare of children and young people and would expect all staff to share this commitment.

The school believes in equal opportunities and encourages all staff and children to be treated similarly, unhampered by artificial barriers or prejudices or preferences.

As a Trust we are committed to safety awareness and we undertake the following procedures:

We have DSL's trained to an enhanced level. The posts are subject to an enhanced Disclosure and Barring Service check, section 128 check where appropriate and the prohibition register will be checked. We also have staff trained in Safer recruitment.

Our Child Protection Policy, Privacy Notice for Applicants and Document Retention Policy can be found on our website under Policies.

PERSON SPECIFICATION

The successful candidate will possess all or most of the following attributes:

QUALIFICATIONS	
• A good honours degree	E
• Qualified teacher status	E
EXPERIENCE	
• Experience of teaching 11-18	D
• Feedback confirming excellent teaching	E
• A track record demonstrating a commitment to high standards, continuous improvement and quality assurance	E
• A track record of effectively leading/motivating students and developing team approaches	E
PROFESSIONAL DEVELOPMENT	
• Evidence of commitment to own professional development	E
• Evidence of keeping up to date with educational thinking and knowledge	E
• A strong commitment to the quality professional development of staff	E
• A potential to develop leadership and management skills in the future	D
KNOWLEDGE	
• Ability to teach Maths to KS5	D
• Knowledge of the KS3 and KS4 curriculum	E
• Knowledge of the KS5 curriculum	D
• A good understanding of the use of target setting and tracking data	E
• An understanding of the use and potential of ICT to develop learning	D
PRACTICAL AND INTELLECTUAL SKILLS	
• A commitment to placing teaching and learning at the heart of your work	E
• A commitment to promoting the ethos of Dene Magna with accent on high achievement for all	E
• Ability to empathise with the needs of students and to be firm but fair and effective	E
• Ability to prioritise and manage time effectively	E
• An effective communicator and motivator of students	E
• A team player with the ability to establish good working relationships with staff, students and parents	E
• The ability to set clear expectations and parameters and to hold other accountable for their performance	E
• The ability to challenge underperformance	E
• A commitment to safeguarding the needs of young people	E
PERSONAL QUALITIES	
• A positive attitude to continuous improvement	E
• A commitment to ensure each student maximises their potential and enjoys the process	E
• A positive role model to students	E
• A sense of humour	E
• An ability to communicate and work with a range of adults	E
• Hardworking and a team player	E
• A reflective practitioner who wants to continue learning	E

D = desirable E = essential

INTRODUCTION TO THE TRUST AND DENE MAGNA SCHOOL & SIXTH FORM

The Forest of Dean Trust was formed in April 2020 with Dene Magna School taking Drybrook Primary School and Nursery under its wing.

Dene Magna School is a successful, oversubscribed and high achieving nationally acclaimed 'Outstanding' Academy and Teaching School. Dene Magna also opened its Sixth Form College in September 2019.

Both schools are situated in a beautiful part of the country, enjoying easy links to surrounding towns and cities.

As a successful teaching school all staff, wherever they are within the Trust, have the opportunity to work alongside outstanding and supportive colleagues, to observe and share practice on a regular basis and develop pedagogy through reflection.

The Trust prides itself on excellent student behaviour and has a strong ethos about inclusion and diversity. We are passionate about our community and that includes staff work-life balance. All staff receive the highest level of support, have access to the very best in terms of resources and CPD and will be working in a community where they can really make a difference.

Our curriculum is tailored to meet the needs of our students that we serve, raising their aspirations and allowing them to pursue their dreams, with a particular emphasis on excellence and enjoyment. We listen, challenge and support each other while recognising that we all develop at a different pace and all experience a different journey.

Our community continues to thrive because of the relentless focus that we have on excellent teaching and learning.

At Dene Magna we actively promote our central aim each and every day...

'that every learner shall achieve their maximum potential and enjoy the process'.

HOW DO I APPLY?

The next step for you in joining us on this exciting journey is to complete the application form and send this, along with a detailed covering letter explaining why your skills and experience would make you the perfect candidate for this position at Dene Magna School.

If you have any questions prior to you submitting your application or if you would like to come and visit us so we can share all the exciting things we are doing, please contact us at vacancies@FODT.co.uk or ring Tricia Lloyd on 01594 546030.

We can't wait to hear from you!

Deadline for applications is: Wednesday 18th January, 2pm
Interviews will be held: W/c 23rd January 2023

OVERVIEW OF OUR RESULTS

The successful candidate will work in an outstanding and supportive Maths Department, teaching Maths to KS3, KS4 and KS5 classes.

Our department consistently achieves outstanding results. Lessons are thriving and students make the highest levels of progress, which is demonstrated by both our exam results and our strong uptake of Maths and Further Maths at A-Level.

Maths GCSE Results	4+	5+	7+
2020	80%	64%	23%
2021	84%	59%	26%
2022	76%	46%	18%

Maths A Level Results	E+	C+	B+
2021	95%	95%	55%
2022	100%	42.9%	14.3%

Student No's	Year 12	Year 13
Maths	26	19
Core Maths	10	12
Further Maths	6	4



OUR VISION, VALUES AND ETHOS

We work with our community and know that raising aspirations and supporting the pursuit of dreams is not straightforward. We listen, challenge and support and we know that everybody experiences a different journey. There is a genuine partnership between students, staff and parents/carers to support the pursuit of our vision. We have a relentless focus on excellent teaching and learning and, alongside our house system and a healthy dose of fun, we know that our community continues to thrive.

Our school is founded upon the collective pursuit of our leading aim and our students know what that leading aim is. We know that life throws us many challenges and we aim to work in partnership so that we can learn about what lies ahead and prepare ourselves for our role in not just modern Britain, but the world. Progress is rarely linear, in life and school, and we are passionate that our broad and balanced curriculum complements our pastoral care and pedagogy.

Dene Magna is built upon excellent relationships, honest conversations and unwavering support to get the best out of each other. Staff work together to improve their teaching, students are actively involved in leadership across the school and parents are listened to and supported in our shared journey.

The modern world is a complex place and we seek to equip our students with the skills to thrive and to make a difference. We acknowledge that teenage years are a minefield to navigate and we support parents/carers in their journey, but we relish the opportunity we have been given to influence the lives of young people in the Forest of Dean.

If you visit Dene Magna you will see that there is a simple, common-sense approach to working with young people that is founded on giving and getting respect. Our staff love their jobs and we work hard to instil that love of our school into our students and the wider community. We are very serious about our role within the community and we are an active presence within it.



EXTRA CURRICULAR AT DENE MAGNA

At Dene Magna we offer a wide variety of extra curricular activities. From Achievement Evenings with guest speakers to one off enrichment experiences and a whole host of regular after school clubs which provide even more exciting opportunities for students to get involved in. We also are keen participants in the Duke of Edinburgh Award.

We also run student exchanges to both Japan and Kenya and offer exciting and awe inspiring trips to wonderful places such as Paris, Barcelona, Austria (Ski-ing), London and Berlin (in non covid years of course!)

Okinawa, Japan — Student Exchange



Kenyan — Student Exchange



Barcelona

Paris

London



ALL THROUGH JOURNEY...



Being part of the Forest of Dean Trust means children have not only excellent provision for their early years but also a seamless transition to secondary school at Dene Magna

TRAVELLING TIMES TO GET TO US (approximate).



DENE MAGNA SCHOOL & SIXTH FORM



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