



Baines School

Nil Sine Labore



Assistant Subject Leader for Mathematics Full Time

Permanent Position

MPS/UPS plus TLR 2b £5,351

Start date: April 2024 or September 2024



A Message from the Headteacher



Welcome to Baines School!

Thank you for your interest in the post of Assistant Subject Leader for Mathematics at Baines School. I am proud to be the Headteacher here and am delighted that you are interested in joining our team at this exciting time of change.

Baines School is a special place that has great potential to be the most wonderful place for learning and personal development. There are so many positives to share, as well as a number of areas to improve. We are looking for an inspirational and driven leader to join us at a time where we want to rapidly move the school back to 'Good' and towards 'Outstanding'.

I joined the school on the 1st September 2018 as Deputy Headteacher and have recently been appointed as Headteacher. The school has now had four Ofsted inspections that judge the school as 'Requiring Improvement'. You will be aware that where a school requires a fourth RI judgement, this can lead to an inadequate judgement because the school has not shown the capacity to improve. This definitely does not apply to Baines School. The latest Ofsted judgement (2023) is a testament to the hard work from our whole school community. We have wonderful students and staff and they have risen to the challenges of raised expectations, curriculum change and a focus on teaching and learning. We are now at a time where we are ready to drive our school to the next level. Please do read our latest Ofsted monitoring report; you will see that we have many things to be proud about and a few things we are working on to improve.

We are currently in the consultation process as we have applied to become part of Cidari Multi Academy Trust. Being part of Cidari will support our pace of improvement and we hope to convert on 1st September 2024.

Our catchment serves the areas of Wyre and Fylde, and Blackpool. We have an extremely mixed intake with some pupils from Blackpool which is an area of significant coastal deprivation, with approximately 30.4% of students from disadvantaged backgrounds. Our population has a prior attainment above the national average and we have a lot of students who have exceedingly high aspirations, many of whom have gone on to Russell Group Universities.

Teachers in the maths faculty are confident in supporting the weaker students whilst challenging our most able learners so that all students achieve their very best.

The ideal candidate:

- is an enthusiastic and inspirational teacher of Mathematics.
- can model excellence inside and outside the classroom
- is flexible, resilient, has a 'can do' attitude and is relentlessly positive
- can inspire students of all abilities to be the best they can be
- is driven by moral purpose to serve the community of Baines School
- has the passion to inspire young people to love Mathematics, regardless of their ability

We will offer you:

- excellent CPD opportunities
- friendly and vibrant staff and students
- staff and governors who are loyal to the school
- stretch and challenge
- opportunity to be part of a school improvement journey and make a real difference to students' lives.

I hope this pack gives you an insight into our school and encourages you to apply for the role.

Nil Sine Labore – Nothing Without Effort



Clare Doherty
Headteacher

January 2024

Application Details



Assistant Subject Leader for Mathematics

TLR 2b £5,351

1.0 FTE Permanent Position

Closing date for the receipt of completed applications: Friday 2nd February 2024 at 9am

Interviews: Wednesday 7th February 2024

This post will be with effect from April 2024 or as soon as possible

Please note: Receipt of an application will be acknowledged by email. Subsequently, if you have not been contacted within one week of the shortlisting date, you should assume that your application has been unsuccessful.

It is our policy to take up references for shortlisted applicants from their present employer and one other referee. It would greatly assist the process if you were able to supply email addresses for all the referees on your application form.

Applicants will be asked to produce original certificates for all education qualifications stated in the application form prior to the appointment being confirmed. All appropriate safeguarding and attendance at work checks will be requested.

Please note that in line with Keeping Children Safe in Education 2022 an online search will be carried out as part of our due diligence on shortlisted candidates.

Applicants are asked to provide an application form that must be fully completed and legible.

A supporting statement of no more than 2 sides of A4 (minimum font size 11), should be clear, concise and related to the specific post.

We would prefer applications to be returned by email to the Headteacher's PA:

headspa@baines.lancs.sch.uk

Job Description



Job Description for Assistant Subject Leader for Mathematics

Responsible to: Subject Leader

Job purpose: To work with the Subject Leader (SL) and Lead Practitioner (LP) to support the raising of standards of student attainment, achievement and progress within the subject and assist in evaluating pupil progress. To act as the Lead for nominated areas within the subject and to be responsible for working with all relevant staff in leading, developing and quality assuring these areas. To ensure provision of an appropriately broad, balanced, relevant and differentiated curriculum that meets the needs of all learners within these agreed areas in the subject, in accordance with the aims of the school and the curricular policies determined by the Governing Body and Headteacher of the school. To develop and enhance the teaching practice of others. To support the SL and to deputise when and where appropriate. To make an active contribution to the strategic development of the Department and its work in the broader life of the school.

Responsible for: The provision of a high-quality learning experience and support for students. Specific areas of responsibility are to be shaped with the Subject Leader. An example might be for a specific Key Stage, identified group or aspect of provision for example data tracking and transition.

Liaising with: Subject Leader, Lead Practitioner, Teaching and Associate staff, external agencies and parents/carers

Salary : M6/UPS plus TLR 2b

Core Duties	
Operational/ Strategic	<ul style="list-style-type: none">• To support the SL to lead the development of appropriate syllabi, resources, schemes of work, marking policies, assessment and teaching and learning strategies within the designated areas of the subject.• To support the SL in the day-to-day leadership, management and operation of the designated areas of the subject within the Department.

	<ul style="list-style-type: none"> • To assist in monitoring and following up pupil progress and achievement. • To work with colleagues to formulate the vision for the Department that are coherent and relevant to the needs and development of the pupils and which support the aims, objectives, targets and strategic plans of the school. • To contribute actively to the formulation and leadership of the Department's Improvement Plan. • To deputise in the SL's absence
Curriculum Provision/ Development:	<ul style="list-style-type: none"> • To liaise with the SL to ensure the delivery of an appropriate comprehensive, high-quality and cost-effective curriculum programme that complements the school's objectives. • To support curriculum development within the whole Department with particular emphasis upon the agreed designated areas of the subject. • To keep up-to-date with national developments in the subject, teaching practices and methodology. • To actively monitor and respond to curriculum developments and initiatives at national, regional and local levels. • To liaise with the SL to maintain accreditation with the relevant examination, validating and awarding bodies.
Staffing:	<ul style="list-style-type: none"> • To work with the SL and Lead Practitioner to ensure that staff development/CPD needs are identified and that appropriate programmes are designed to meet such needs. • To contribute to the Appraisal Review cycle and act as Team Leader for designated staff. • To promote teamwork and motivate staff to ensure effective working relations. • To ensure the effective, efficient deployment of Associate Staff support within the designated areas of the subject. • To participate in the school's ITT/ECT programme as appropriate
Quality Assurance:	<ul style="list-style-type: none"> • To assist in monitoring and evaluating the work of the Department and ensure the effective operation of quality control systems. • To assist in the process of the setting of targets within the Department and to work towards their achievement.

<p>Management Information:</p> <p>Communications:</p> <p>Marketing and Liaison:</p> <p>Management of Resources:</p> <p>Guidance:</p>	<ul style="list-style-type: none"> • To help to establish common standards of practice within the Department and develop the effectiveness of teaching and learning styles in all relevant curriculum areas within the Department. • To contribute to the school procedures for lesson observation. • To implement school quality procedures and to ensure adherence to those within the Department. • To participate in the monitoring and evaluation of the curriculum area/department in line with agreed school procedures including evaluation against quality standards and performance criteria. • To seek/implement modification and improvement where required within the relevant curriculum area. • To assist in the use of analysis and evaluation of performance data. • To help to produce reports within the quality assurance cycle. • To assist in the production of reports on examination performance. • To assist in the identification of exam entries within the Department. • To help ensure that all members of the department/curriculum area are familiar with its vision. • To ensure effective communication as appropriate with the parents/carers of students. • To liaise with partner schools, higher education, industry, examination boards, awarding bodies and other relevant external bodies. • To contribute to the development of effective subject links with partner schools and the community, attendance where necessary at liaison events in partner schools and the effective promotion of subjects at open days/evenings, school website and other events. • To promote actively the development of effective subject links with external agencies. • To assist the SL to identify resource needs and to contribute to the efficient/effective use of physical resources. • To co-operate with other departments to ensure a sharing and effective usage of resources to the benefit of the school and the students.
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Teaching:	<ul style="list-style-type: none"> To help monitor and support the overall progress and development of students within the curriculum area. Ensuring students achieve their full potential. To help to monitor student attendance together with students' progress and performance in relation to targets set for each individual; ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary. To implement the Behaviour Management system in the Department so that effective learning can take place.
Additional Duties:	<ul style="list-style-type: none"> To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher. To undertake assessment of students as requested by external examination bodies, departmental and school procedures. To mark, grade and give written/verbal and diagnostic feedback as required. To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.
Other Specific Duties:	
<ul style="list-style-type: none"> To promote actively the school's corporate policies. To continue personal development as agreed. To undertake any other duty as specified by STPCB not mentioned above. <p>Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.</p> <p>Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this role description.</p> <p>Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.</p> <p>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 applicants or continued employment for any employee who develops a disabling condition.</p> <p>This school is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment.</p>	

NOTE:

This Role Description is current at the date shown, but in consultation with the post-holder, maybe changed by the Headteacher to reflect or anticipate changes in the job commensurate with the allowance and job title.

Person Specification



Person Specification for Assistant Subject Leader for Mathematics

Qualifications

	Essential	Desirable
Qualified teacher status	E	
Relevant Degree	E	

[B] Professional Development

	Essential	Desirable
Evidence of appropriate professional development for the role of Subject Leader / Middle Leader / Early Leadership training		D
Up to date safeguarding training and knowledge of legislation for the protection of young people		D

[C] School leadership and management experience

	Essential	Desirable
To have taken an active involvement in departmental improvement planning	E	
To have implemented and developed a successful leadership initiative		D
To have had experience of contributing to staff development (E.g. coaching, mentoring, INSET for staff, sharing good practice, mentoring a trainee teacher).		D
Experience of working effectively within a staff team	E	
Work positively with parents / carers	E	

[D] Experience and knowledge of teaching

	Essential	Desirable
Experience or understanding of what makes high quality teaching and learning in your subject	E	
To be able to effectively use data, assessment and target setting to identify potential underachievement and have some ideas for how to address these.	E	
Proven personal excellence in teaching students and meeting individual needs of all pupils	E	

[E] Professional Attributes

	Essential	Desirable
Demonstrate an awareness of the needs of the pupils at Baines School and how these could be met.	E	
Excellent written and verbal communication skills (which will be assessed at all stages of the process).	E	
To be a leader of learning demonstrating, promoting and encouraging outstanding classroom and intervention practice.	E	

[F] Professional Skills

Qualities and Knowledge		Essential	Desirable
1	Hold and articulate clear values and moral purpose focused on providing a world-class education for the pupils at Baines School	E	
2	Demonstrate optimistic personal behaviour, positive relationships and attitudes towards pupils and staff, towards parents, governors and members of the local community.	E	
3	Lead by example – with integrity, creativity, resilience, and clarity.	E	

4	Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development.	E	
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[G] Safeguarding

Commitment to safeguarding and protecting the welfare of children and young people	E
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[H] Application Form and Letter

The appropriate application form should be **fully completed** and legible, preferably typed. The letter should be clear, concise and related to the specifics of the post (no longer than two sides of A4 font size 11 or above).

[I] Confidential References and Reports

Two referees should be nominated, including one from your current or most recent employer.

	Essential	Desirable	How this will be assessed
A positive reference from current employer	Yes		A/R/I

A (Application form), I (Interview), R (References)

Department Overview

The mathematics department is staffed by a team of seven specialist teachers with six dedicated classrooms. There is a Subject Leader, a Lead Practitioner and two other teachers within the department who are Progress Leaders.

Throughout both KS3 and KS4, mathematics sets are split into 2 skew bands. In Year 7 we have 8 lessons per fortnight; in Year 8 and 9 we have 7 lessons with some additional numeracy provision. In KS4, we have 8 lessons per fortnight.

The successful candidate will be joining a Mathematics department in which there is a strong team spirit and a love of Mathematics.

Teachers in the department work very well together and have a strong team spirit; sharing ideas and resources, and are keen to employ new and innovative teaching and learning styles. Intervention strategies in each year group are employed to provide extra support to pupils when necessary.

We are looking for an outstanding classroom practitioner with high expectations and a passion for developing their students' potential. Pupils have opportunities to think for themselves in order to develop skills to correctly structure a mathematical skill and demonstrate their understanding. They are encouraged to try even when faced with challenging problems. Pupils will have opportunities to work both independently and interdependently to develop mathematical skills confidently. They will reason, generalise and make sense of solutions. The learning environment will be calm, productive and engaging so that every pupil can progress as quickly as possible over a lesson or series of lessons. There are opportunities to practice fluency and problem-solving to develop a depth of understanding and mastery.

The department contributes to the school's curriculum offer with the following examination specifications being offered:

Key Stage 4 Edexcel GCSE Maths
Entry Level certificate (when appropriate)

The department regularly reviews and adapts the schemes of learning, assessments and teaching practice, utilising internal and external CPD and links with other schools, both secondary and primary. We have regular assessment points throughout the key stages and improving our progress measure is a key focus for the department.

There are enrichment opportunities offered in an after-school Level 2 Certificate in Further Maths course we enter students for UKMT Maths Challenge competitions.

Further Information about our School



Baines School has a long and proud heritage. In 2017, it celebrated its 300th anniversary. The school is also unique in the North West in holding its voluntary-aided, non-denominational status. It is proudly comprehensive in nature and renowned in the locality for the support it offers to the social and personal development of its young people at all stages of their school career. Baines is rooted in the local community but owing to its close geographical proximity to Blackpool Authority, the intake each year is wide-ranging and diverse in nature, although ability upon intake is high.

The fourth 'Requires Improvement' judgement from the 2023 Ofsted inspection should not deter applicants. There are challenges facing the school but we have a clear drive to rapidly raise standards. We are working hard to strengthen the typicality of high quality teaching and learning that leads to consistent pupil progress and several active partnerships that have been supporting this drive.

We are proud of the many successes of our young people and of the range of opportunities that our dedicated teaching and associate staff offer them. The work of our governors and of the Former Pupil Association provides additional support and funding for the direct benefit of the pupils. They actively encourage the development of wider activities which further contribute to the enrichment and success in the lives of our young people whilst they are with us and beyond.

The area served by the school

Poulton-le-Fylde is an attractive, small town situated close to Blackpool and the Fylde coast. We are well connected to the rest of the country by an excellent network of motorways and roads, with large centres such as Manchester and Liverpool being just over one hour away. The town has its own railway station, with regular services to Preston and the West Coast Main Line. The school is situated in a pleasant residential area and there is an extensive building plan for new houses in the area.

The school site

We have a spacious site with a number of different buildings ranging from the very oldest which was built 300 years ago, to the most recent additions around twenty years ago. Most recently, the science laboratories and English rooms have undergone major refurbishment and a new Independent Learning Centre and suite of classrooms were completed in 2011. It is an attractive campus with wide corridors, it does not feel cramped and we are surrounded by playing fields, a wooded area and open land.

Our Students

We are an 11-16 school (having previously been an 11-18 school). Students start school in Year 7 with overall levels of attainment that are above the national average.

Our students have a positive attitude to school. The vast majority attend regularly, enjoy lessons and the wide range of other activities provided. In and around school there are high standards of the pupils' behaviour and politeness. The students speak warmly of the support they receive at Baines and the great majority are confident, polite and friendly young people. They are demanding in that they expect and want to do well, and come to the school with high expectations supported by their parents/carers. We are an over-subscribed school. Our older students are role models who are thoroughly and actively engaged in the work of the school, the quality of what we do and contribute to supporting us in our aim of continual improvement.

The young people of Baines School undertake significant work for charities and there is a varied offer of enrichment activities in which all staff and pupils are actively encouraged to take part. We are the largest school contributor to the Teenage Cancer Trust in the country (over £100,000 so far) and hold the national record for the largest team entry in the Race for Life.

Our skilled and dedicated support staff represent a further strength within the school. These colleagues offer wide-ranging and expert support to some of our most vulnerable young people and they actively engage in the full spectrum of school life both in the classroom and beyond.

We are currently in the consultation process as we have applied to become part of Cidari Multi Academy Trust. Being part of Cidari will support our pace of improvement and we hope to convert on 1st September 2024. We have access to a wealth of CPD, resources and networking opportunities as a result. We work collaboratively within the area in regard to managed moves, fixed-term exclusion provision and work closely with the Lancashire Authority Advisory Team. Baines is also a registered centre with the Duke of Edinburgh scheme and has strong links with HE providers and employers in the region. We were very proud to have received numerous nominations for the Gazette Education Awards, including winning the inspirational teacher award for the last two years. There are so many successes to be proud of, the fortnightly Headteacher Update shares these with parents and carers.

