

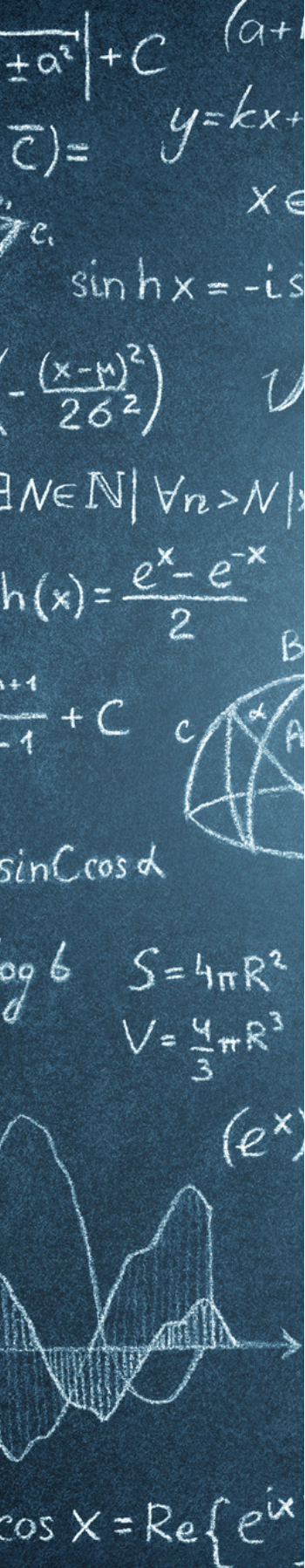


# Recruitment Pack

TEACHER OF MATHEMATICS  
SEPTEMBER 2024







Dear Candidate

Thank you for your interest in the position of Teacher of Mathematics at our school.

The Trafalgar School at Downton is a friendly, rural secondary school, set in the historic village of Downton on the edge of the New Forest. As well as working for the community at Trafalgar, many of our teachers choose to live within the surrounding villages, as part of the community they serve.

I joined this vibrant, caring and progressive school as a teacher in September 2003. Throughout this time we have shaped our school in it's continuing journey towards providing an outstanding education for all our students and becoming the school of choice for Salisbury and the surrounding area. As our school continues to grow we are looking to expand our teaching team.

Our school ethos is built firmly on our values and vision for young people, which you can find out more about in the enclosed recruitment information. Our aim is to develop open-minded, flexible, resilient individuals, with the skills and attitudes to be successful in tomorrow's society. Empowering young people to be the source of their own success is our commitment in enabling our students towards a life fulfilled.

We are fortunate to have outstanding, forward-thinking staff, who continually develop their practice and we are now seeking a Teacher of Mathematics to join our teaching team to support our students as they develop their love of learning and their independence.

Candidates should note that The Trafalgar School is part of a Multi Academy Trust, known as the Magna Learning Partnership. This may afford the exciting opportunity to work in more than one school as the need arises. Your interest and readiness for this will be questioned at interview.

To apply for this position, you should complete the Application Form via the TES portal. The link is on our website's recruitment page. Your supporting statement should explain your reasons for applying for this position, your relevant qualifications and experience to date and what you can bring to the role of Maths Teacher and to our school - what difference you would make. **The school would welcome applications from both qualified and newly qualified teachers.**

I hope you gain a sense of our ethos and values from the information contained in this Recruitment Pack. If you would like to have an initial phone conversation or online meeting with me, prior to applying, please contact my Assistant, Rachel Reeves by email - [r.reeves@trafalgar.wilts.sch.uk](mailto:r.reeves@trafalgar.wilts.sch.uk)

The deadline for applications is Monday 22nd April 2024 12noon and interviews will be held w/c 29th April 2024.

I very much look forward to receiving your application.

Jonny Cole

**Acting Headteacher**





# Our Purpose

## OUR VISION FOR YOUNG PEOPLE

By the time they leave our school our young people will be able to communicate effectively. They will be able to solve mathematical and scientific problems. They will be able to express themselves creatively and imaginatively. They will have a strong sense of self, a sense of others and a sense of place. They will make informed choices that effect positively on their own wellbeing. They will ask questions, be reflective and adaptive; capable of thinking and acting for themselves and ready to join forces with others to achieve a goal. They will be positive in their mind-set and willing to face up to a challenge. Our young people will understand what is right and what is wrong, and stand up for equality and human rights. They will appreciate other cultures and traditions. Our young people will be thoughtful, caring and active citizens making a difference to their community and to society.



# TOWARDS A LIFE FULFILLED

Empowering young people to be the source of their own success







# Our Values

Our values define us and underpin our ambition of a life fulfilled through empowerment. These values apply to our staff, as well as to our student community, so we seek a colleague who is:

## **STRONG AND SPIRITED**

They believe that as an individual and within a community, they are in charge of their own destiny and they have the power to change the world both for others and for their selves. They are self-motivated.

## **GIVING**

They look for opportunities every day to serve other people and to make the world just that little bit better in whatever way they can. By doing this they improve their own sense of self-worth. They understand the importance of civic responsibility, of being a positively contributing member of society.

## **DETERMINED**

They do not give up even if the road gets tough. They are resilient, persevere and achieve their goals. They understand that commitment to a long term goal is the key to a successful and fulfilled life and gives them roots.

## **COMPASSIONATE**

They care about others and themselves and understand that sometimes people need our support.

## **ENTHUSIASTIC**

They enjoy life and appreciate everything they see and do. They find joy in the smallest things. They always give of their best and expect the same from others.

## **TRUSTWORTHY**

They strive to do what is right and value honesty and trust.

## **RESPECTFUL**

They realise that everyone has talents and gifts and should be respected. They expect that both for and from themselves. They listen to others and are courteous. They are socially confident and understand the importance of self-regulation.

## **OPEN-MINDED**

They understand that difference is a positive thing and that no one way is always the right one. They are tolerant of others and expect the same towards themselves.

WHAT  
ARE YOUR  
VALUES





# Our Strategic Plan

Our purpose is to empower students to be the source of their own success. We will do this by:

## **SAFEGUARDING**

1. Providing a healthy, safe, supportive and happy learning environment so that all students have the opportunity to grow emotionally, socially, morally, intellectually and spiritually.

## **WELLBEING**

1. Building positive relationships and a strong community so that all stakeholders feel valued and a sense of belonging.
2. Upholding high standards of behaviour so that all students have a moral understanding and a sense of civic responsibility to make the world a better place.
3. Promoting the physical, mental and emotional health of the child and the importance of a positive mind-set so that all students live long and happy lives.
4. Teaching students to 'fail well' so that all students can rise to a challenge and are able to overcome barriers and setbacks.

## **CURRICULUM - 'BUILDING CULTURAL CAPITAL'**

1. Sharing a passion for our subjects and a love of life and each other so that it inspires others.
2. Developing 'academic habits' so that all students become highly effective people.
3. Delivering a curriculum that is knowledge rich and secured through application so that all students can both develop and demonstrate their understanding and capability.
4. Providing teaching (and assessment) of the highest quality so that it motivates, stimulates, builds confidence and ultimately enables students to think and act for themselves.
5. Providing a co-curriculum that \*builds character and develops lifelong interests.



# Job Description



To provide teaching and learning of the highest quality.

- To promote and be committed to the school's strategic aims and objectives.
- To maintain and contribute to the development of the school's policies.
- To promote and be committed to securing high expectations for learning and the raising of achievement for all.
- Within school and subject policies (where applicable), to:
  - Ensure all students are challenged appropriately to achieve the very best outcomes.
  - Set appropriate homework.
  - Mark work, assess, record and report student progress.
  - Provide a stimulating learning environment.
- Have due regard for maintaining health and safety in the area s/he uses.
- Contribute to department and school enrichment programmes.
- To be a Form Tutor - carrying out the associated responsibilities.
- Foster good relationships with parents and the wider community.
- To take responsibility for your own professional development and contribute to school wide activities.
- Remain abreast of subject specific developments within Maths, working with the Subject Leader in developing the Maths Curriculum.
- To take full advantage of the school's induction programme.
- To seek, and then act upon, advice and guidance.
- To engage in reflective self-analysis of professional practice.
- To play an active part in the everyday life of the school.

## Other Specific Duties

- To undertake any other duty as specified by the school's Teachers' Pay and Conditions document, not mentioned in the above.
- To comply with any reasonable request from a manager to undertake work of a similar level that is not specified in the Role Description.





# Person Specification



## QUALIFICATIONS & TRAINING

- Good Honours Degree or equivalent
- Qualified Teacher Status or on a journey towards qualification
- Recent relevant in-service training

## EXPERIENCE

- Strong classroom practitioner with the potential to develop personal teaching excellence.

## KNOWLEDGE AND UNDERSTANDING

- Secure knowledge of Programmes of Study for Maths across Key Stage 3 and 4.
- Experience of a range of approaches to teaching and learning that promote positive student relationships and high achievement in an inclusive environment.
- An understanding in the use of assessment and attainment information to improve practice and raise standards.
- An understanding of the needs of students and how to remove barriers to learning.
- A knowledge of successful intervention strategies.
- An understanding of the welfare of young people in all respects and the issues surrounding the safeguarding of children and young people.

## SKILLS AND ATTRIBUTES

- An ability to inspire, motivate and innovate within the vision, values and ethos of the school.
- High expectations of academic attainment, achievement and behaviour.
- Reflective and analytical and able to utilise assessment data to inform intervention.
- Is ambitious for themselves, their subject, their students and the school and understands the broad nature and importance of professional development.
- High level written and oral communication skills for a range of audiences.
- High level ICT skills.
- An ability to actively engage with students, parents, staff and governors the local community and in the life of the school.
- An ability to remain calm and perform well when working under pressure.
- A 'can do' attitude.
- A team player.
- A sense of humour
- Demonstrates energy, courage and determination.



# Terms of position



- **Position:** Permanent full-time
- **Main Pay scale:** M1 - M6 / **Upper Pay scale:** UPS1 - UPS3
- **Start date:** 01.09.2024
- **Responsible to:** Subject Lead of Mathematics

## Benefits

### **Working at MLP, staff have access to a number of benefits:**

- Pension schemes - Teacher Pension Scheme and Local Government Pension scheme
- Electric Vehicle scheme
- Cycle to Work scheme
- Wiltshire rewards
- Benenden Healthcare scheme
- Discounted gym membership - Parkwood, Salisbury
- Employee assistance phone line - support with health, financial and legal issues
- Teacher laptops.





# Recruitment Equity



## **Safer Recruitment**

The Trafalgar School at Downton is committed to the safeguarding and promoting the welfare of our students and expect all staff and volunteers to share this commitment. All applicants will be subject to a full Enhanced Disclosure and Barring Service check (DBS) before any appointment is confirmed.

## **Diversity**

The Trafalgar School is committed to eliminating discrimination and encouraging diversity. Our aim is that our workforce will be truly representative of society and each employee feels respected. To that end, we are committed to provide equality and fairness for all in our recruitment and employment practices and not to discriminate on any grounds.

## **Online Checks**

Online searches of information that is publicly available online will be carried out for all candidates.

## **Disclosure**

All employees are required to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974. Non-disclosure may lead to termination of employment. However, disclosure of a criminal record will not necessarily debar you from employment – this will depend upon the nature of the offence(s) and when they occurred.

## **Shortlisting**

Only those candidates meeting the requirements of the Person Specification (evidenced in the Application Pack) will be taken forward from application.

## **Interview**

Those shortlisted will be invited to attend an interview process which may include (post dependant), lesson observations, tasks or role specific activities; further shortlisting may take place after lesson observations for teachers prior to moving forward to formal interview with the Headteacher. During interview, applicants will be asked to address any discrepancies, anomalies or gaps in the application form.

## **References**

References from current employers will be taken for shortlisted candidates, and where necessary, employers may be contacted to gather further information. Without satisfactory references, an offer of employment will not be confirmed.

## **Probation**

All staff will be subject to a probation period of four months which may, in certain circumstances, be extended to six months. The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which they have been employed. It provides the Academy with the opportunity to monitor and review the performance of new staff and in terms of their commitment to safeguarding and relationships.