



Bexhill
Academy

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**ASSISTANT PRINCIPAL – MATHS SPECIALIST
(WITH WHOLE SCHOOL RESPONSIBILITIES.)**

- Full-time
- Permanent
- To start in January 2020 (or earlier)
- Salary L13-L17 (starting point negotiable)

We are seeking to appoint an inspirational and enthusiastic leader to join our school at a crucial stage of its development. This post will attract those candidates seeking to make a real, positive change to student outcomes. The successful candidate will be someone who is not afraid to use their initiative and shape the structure and direction of Maths at the school.

This is a critical appointment and it represents an excellent career development opportunity for a candidate who has a track record of successfully leading a Maths department in one or more schools who is now seeking whole school responsibilities to further their career into senior leadership. The core purpose of the role is to provide effective leadership and to be accountable for the learning and achievement of all students following programmes of study in Mathematics at key stage 3 and 4. The successful candidate will also have additional line management responsibilities and further agree specific whole school responsibilities with the Head of Academy in order to aid their professional development as a senior leader.

We aim to recruit staff who:

- Are excited by their role and by the prospect of challenging young people to achieve their very best
- Love the processes of teaching and learning and are keen to continually develop their own skills;
- Recognise that teaching can be a demanding job and react positively to those demands;

- Will subscribe to the ethos of the Academy and be committed to get the very best from our students;
- Take every opportunity, in and out of the classroom, to talk to students, model expected behaviours and build positive relationships with all
- Are quick to praise and slow to criticise
- See themselves as having the potential to become whole school leaders of the future.

As the core purpose of this role involves working with the existing Director of Maths to improve the maths outcomes at KS4, we have a particular interest in recruiting an existing leader of maths who is also an outstanding maths teacher. Someone who:-

- Can demonstrate significant senior leadership potential.
- Can inspire and motivate a talented team of maths teachers;
- Is able to juggle the demands of leadership with a teaching timetable;
- Can build on the improvements already made in the maths department and the school as a whole.

If you would like to know more about this vacancy, or about the Academy itself, please don't hesitate to get in touch. We would love to give you a tour and discuss further the specifics of this role. Further information about the Academy is available on our website <http://www.bexhillacademy.org/community/vacancies-recruitment> Please send completed application forms to our HR Manager jill.hunt@bexhillacademy.org The closing date for all applications is **12 noon Friday 4th October 2019**. Interviews will take place week commencing 14th October.

Bexhill Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any offer of appointment will be conditional upon employment checks, including an enhanced DBS disclosure, satisfactory references and evidence of your right to work in the UK.



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JOB DESCRIPTION

ASSISTANT HEAD – Maths specialism

Start: January 2020

Salary: L13 –L17 – (starting point negotiable)

Teaching Load: 13/25

Accountable to: Head of Academy

The activities 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 Head of Academy, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title

What is the purpose of the job?

The post holder will be focussed on ensuring the following outcomes are achieved:

1. To provide the senior leadership team with in-depth knowledge of Maths and how to improve results in this area of the curriculum
2. To work with the Director of Maths to improve the GCSE results
3. To ensure teaching and learning in Maths is of the highest standard to ensure improvements in results
4. To lead a whole school improvement initiative – (to be decided).

Line management responsibilities:- Director of Maths, a Head of House plus other staff as required.

What do you have to achieve?

- Work with the Maths department to ensure a sustainable improvement in the quality of Maths teaching across the school
- To work with the Maths department to ensure a sustainable improvement in the GCSE Maths outcomes.
- Create an ethos of high aspirations within the academy that fits with the academy values.

- Inspire and support both teaching and non-teaching staff at Bexhill Academy to achieve the very best outcomes for all our students.
- Be an excellent role model for staff and students alike
- Provide programmes of support for staff and engage in designing quality CPD for individuals and groups/whole school
- See our 'journey' through to Outstanding
- Evaluate & contribute to school policies
- Monitor, track, evidence and evaluate the work you do

What do you have to do?

Shaping the Future

Ability to:

- think strategically to drive up the standards of teaching in Maths.
- inspire, challenge, motivate and empower others
- model the values and vision of the school (actively promote ethos)

Commitment to:

- collaborative school vision of excellence and equity (high standards/expectations for all students)
- raising teaching standards
- helping to set and achieve challenging and ambitious targets
- operating as a member of the leadership team on a day to day basis, this will involve joining the 'on-call' team and 4 lunchtime duties per week

Knowledge:

- awareness of local, national and global trends
- helping to build, communicate and implement a shared vision
- contribution to strategic planning process
- awareness of new technologies, their use and impact
- helping to lead change with particular emphasis on the assigned key focus
- creative and innovative skills
- best pedagogy and practice

Leading, Learning and Teaching with a Curriculum Team

Ability to:

- demonstrate personal enthusiasm for the learning process
- demonstrate the principles and practice of effective learning
- challenge poor performance and know how to remedy it
- develop relevant strategies for improved performance

Commitment to:

- raising standards for all in pursuit of excellence
- the entitlement of all students to effective teaching and learning
- personalised learning

Knowledge:

- strategies for raising achievement and achieving excellence
- use of new and emerging technologies to support teaching and learning
- inclusion strategies
- impact of behaviour/attendance on learning and educational progress
- assessment/reporting
- models of teaching and learning (including organisation and learning styles)
- school self-evaluation (monitoring and evaluation)
- curriculum design and management (overall; broad and balanced)
- data collection tools and analysis (comparative performance, prior attainment, targets ,etc)

Developing Self and Working with Others

Ability to:

- foster an open, equitable culture and manage conflict
- develop, empower and sustain individuals and teams
- collaborate and network within and beyond the school
- give and receive effective feedback and act to improve personal performance

Commitment to:

- collaborative school vision of excellence and equity (high standards/expectations for all students)
- raising teaching standards
- helping to set and achieve challenging and ambitious targets

- operating as a member of the leadership team on a day to day basis, this will involve joining the 'on-call' team and 4 lunchtime duties per week

Knowledge:

- awareness of significance of interpersonal relationships and models of CPD
- strategies to promote individual and team development
- the inter-connection between managing performance, CPD and sustained school improvement

Managing the Key Stage / Whole School Focus

Ability to:

- establish and sustain appropriate structures and systems
- manage teams effectively and efficiently on a daily basis
- delegate
- prioritise, plan and organise self and others
- making high quality judgements and decisions
- think creatively to anticipate and solve problems

Commitment to:

- distributed leadership and management
- contribution to school policies
- strengthening the school's organisational capacity
- development of a safe, secure and healthy environment

Knowledge:

- models of organisation and principles of organisational development
- principles and models of self-evaluation
- principles and strategies of school improvement
- earned autonomy
- implementation of change
- policy creation
- informed decision-making
- performance management
- strategic financial planning

Security Accountability

Ability to:

- engage in teams in systematic and rigorous self-evaluation
- demonstrate political insight
- analyse data to understand the strengths and weaknesses of the school/team
- combine outcomes of regular team self-review with external evaluations to develop the team

Commitment to:

- principles and practice of school self-evaluation
- individual, team and whole-school accountability for student learning outcomes

Knowledge:

- use a range of evidence to support, monitor, evaluate and improve the performance of both pastoral and the inclusion teams.
- Understand the statutory education frameworks related to your area of responsibility
- Be self-reflective and evaluate your own performance.

PERSON SPECIFICATION

JOB TITLE: - ASSISTANT PRINCIPAL – SPECIALISM MATHS

	ESSENTIAL	DESIRABLE
Education	<ul style="list-style-type: none">• A good degree in Maths or maths related specialism.• Minimum of Grade C at GCSE (or equivalent) in English and Maths.	<ul style="list-style-type: none">• Evidence of further personal and professional development.• Master's degree
Experience	<ul style="list-style-type: none">• Minimum of 3 years' experience in a school with a track record of success in contributing to student outcomes.• Must have held a position of Head of Maths and be able to demonstrate the successful nature of that post• Responsible for delivering quality CPD• Actively support colleagues to improve their practice	<ul style="list-style-type: none">• Instrumental in providing transformational change to an area of the school• Developing and implementing some whole school policies/initiatives
Knowledge	<ul style="list-style-type: none">• Data use• Current Education issues• Current Pedagogy and best practice• How to motivate and transform colleagues in all areas of their work	<ul style="list-style-type: none">• Challenges that face coastal schools in deprived areas.

Personal Qualities

- Is a positive role model for staff
- Has drive and steely determination
- Has high levels of resilience
- Is relentless in ensuring the job is done
- Is insistent on consistency of approach, individually and across the team.
- Pays attention to detail as well as seeing the 'big' picture.
- Has the ability to work as part of a team as well as independently.
- Has high levels of emotional intelligence
- Has a commitment to self-development by actively seeking CPD opportunities.
- Has a predisposition to immediate action, letting nothing slip
- Has the courage and conviction to take risks and make difficult decisions wisely
- Has a sense of humour