



Bexhill Academy

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'Come and join our fantastically supportive school, working in a brilliant department with superb facilities'

We require a highly motivated, resilient and dedicated:

- **Teacher of Maths (Main-scale). Possible management allowance for Looked After Children Co-coordinator for right candidate (TLR2a £2760pa)**

Required for September 2019

- Do you consider yourself on the trajectory to be an outstanding teacher of Maths?
- Do you have a real passion for the subject?
- Are you full of motivation, enthusiasm and resilience?
- Want to work for an Academy that paid its staff a 3.5% pay rise across the Board?
- Appreciate a £1250 retention bonus after 2 years' service?
- Looking for an interesting and rewarding management position for LAC to go alongside the role?

We are looking to appoint a teacher who has a proven track record of success or indeed someone relatively new to the profession who has the steely determination to be the best. NQT's welcome to apply without management allowance.

Closing date: 9.00 am Friday 17th May 2019

Informal visits and chats welcomed – come and see what we are about.

Please see our recruitment pack available on our website www.bexhillacademy.org under 'community' and then 'vacancies' for more details. Please note that we do not accept CVs or approaches from agencies - please use the academy application form.

Bexhill Academy is committed to safeguarding and promoting the welfare of children and young children, therefore all positions are subject to an Enhanced Disclosure and Barring Service check (DBS).



Post: Teacher of Maths

Accountable to: Assistant/Deputy Director of Maths

Start: September 2019

Salary: Mainscale/UPS

Incentives: £1250 one off retention bonus payable at the start of the 3rd year of service

Person Specification

- Qualified Teacher, with appropriate Degree (preferably Maths based)
- Committed to being an outstanding Maths teacher
- Active in self improvement through CPD
- Committed to comprehensive secondary education
- Is innovative and identifies and solves challenges with creativity.
- Has fanatical discipline about seeing things through.
- Is resilient and relentless in ensuring the job is done
- Has drive and steely determination but a deep sense of personal humility.

Job Specification – To meet the national teachers standards at all times

- To deliver the scheduled Maths curriculum and assessments to the classes under your charge
- Act as a form tutor and carry out the responsibilities as such, including being acutely aware of safeguarding
- Take decisions on the basis of individual student need.
- To look at data thoroughly and base actions and interventions accordingly, based on hard, unequivocal evidence.
- Ensure standards of student engagement in their lessons and homework are good
- Ensures interventions that take place are driven by a diagnosed need and tests for impact afterwards.
- To support the Maths management team is helping to collaboratively plan work for the benefit of all students
- To help deliver the departments ambitious intervention programme

Impact: For the classes they are responsible for:

- Subject outcomes for progress and attainment are positive.
- The gap between the progress of pupil premium students in the subject is diminishing over time and in line with, or better than, the national.
- Teaching is at least good
- Engagement and Behaviour of students is good



Post: Coordinator of Looked After Children (LAC/CIC)

Accountable to: SENCO and Assistant Principal

Start: Summer 2019 (negotiable)

Salary: Mainscale/UPS – with a management allowance of TLRa £2760pa. Position comes with a non-contact period.

Person Specification

- Qualified Teacher
- Preferably 2 years+ of demonstrable classroom practice
- Good teacher with the ability to help other staff 'differentiate' their teaching to support LAC
- A real interest in ensuring vulnerable groups get the best deal possible
- Sensitive to the needs of young people who might have emotional challenges
- Active in self improvement through recent CPD
- Committed to comprehensive secondary education
- Is innovative and identifies and solves challenges with creativity.
- Has fanatical discipline about seeing things through.
- Is resilient and relentless in ensuring the job is done
- Has a predisposition to immediate action, letting nothing slip.
- Has belief in people.
- Excellent communicator and able to deal with a range of stakeholders
- Takes decisions on the basis of individual student need.

Job Specification –

Summary: The designated teacher (CLAC) should be a central point of initial contact within the school. This helps to make sure that the school plays its role to the full in making sure arrangements for the best possible educational attainment are joined up to minimise any disruption to a child's learning.

- Work to provide a clear transition plan for students entering the school.
- Be the 'go to' person for all of the LAC and to act accordingly
- Ensure quality Personal Educational Plans (PEP's) are written that reflect the high standard necessary
- Ensure that all PEP's are reviewed on time and in a manner befitting the process
- Work to provide clear transition plans for students leaving the school, including post 16 guidance
- Work with all stakeholders including teachers, fosters carers and local authorities to ensure that intervention is designed to meet the educational needs of the student

- Work with all stakeholders including teachers, fosters carers and local authorities to ensure the timely delivery of agreed plans
- Look at data thoroughly and base action and intervention accordingly, based on hard, unequivocal evidence.
- Know all the CLA's; their starting points, their needs and their educational progress
- Ensure standards of student engagement in lessons and homework are good
- Ensures interventions that take place are driven by a diagnosed need and tests for impact afterwards
- Provide regular updates to a variety of Stakeholders including SLT, Governors, LA and Ofsted
- Liaise with the Pastoral Teams and Designated Child Protection Lead up ensure they are up to date with any concerns.

Impact/Accountability

- All Stakeholders see Bexhill Academy as a 'quality' partner in LAC education
- PEP reviews are positive
- The 'gap' is closed between LAC and non-LAC