



Teacher of Maths and KS5 Coordinator

September 2024 or immediate start available

MPS/UPS + TLR 2B (£5,358)

Negotiation regarding TLR for exceptional and experienced candidates

Application Pack



Wanstead High School

Education with Character

Redbridge Lane West, Wanstead, London E11 2JZ

• Tel: 020 8989 2791 • Email: whs@wansteadhigh.co.uk

• Website: www.wansteadhigh.co.uk



Headteacher: Miss E Hillman

February 2024

Dear Prospective Candidate,

Thank you for showing an interest in our school.

I have been Headteacher since September 2022 and am loving the school, the pupils and the commitment to 'Education with Character'. This is a great place to be with great staff, a welcoming atmosphere, opportunities for growth and development and strong links with local schools; including being part of the Seven Kings Teaching Alliance. Behaviour for learning is excellent and pupils are polite, engaging and motivated. They really are truly amazing young people. This is an exciting place to grow and develop as a teacher and leader and we are very mindful of staff well-being and allow flexible working during the school day where possible. We welcome ECTs, as well as more experienced teachers.

The school is changing and has an ambitious School Development Plan. For example, although results are good, there are gaps in too many areas meaning opportunities to progress are inequitable. In particular, SEND and disadvantaged pupils perform less well and there is a need for increased challenge. Quality assurance has not shown typicality in previous years and we are developing new models of monitoring, evaluation and review and appraisal to make sure staff really do grow and develop. We believe that all staff want to be better teachers and educators and need to find the right systems to make it happen, rather than outdated 'speed camera' models of reviewing teaching and learning.

We are seeking an inspirational **Teacher of Mathematics & KS5 Coordinator** to join our well-established Maths Department. Results are strong and the subject is popular at A Level. We appointed a new Director of Maths and Numeracy in September 2023 and he is keen to ensure a great candidate is in post to support his ambitious vision for our pupils. This is a fantastic opportunity for a person with experience to support the ethos and teaching and learning across all Key Stages of Maths - with an additional focus on Key Stage 5 pupils - enabling pupils to achieve their highest potential and leading other staff members. The successful candidate will be expected to teach Maths and Further Maths to A-Level standard and will contribute substantially to the continual cycle of refinement across all year groups. This is a highly successful department and pupils are engaged and excited to learn Maths.

Wanstead High School seeks to enable all pupils to achieve the highest academic standards. The current Ofsted grade is "Good" and we need to endeavour to retain this in the next inspection and ultimately aim for the stars! We never do things for Ofsted's sake though; we do it because our pupils, all of them, deserve the very best.

We welcome visits to the school and I am happy to talk over the phone to anyone about the role and/or school. We currently have a large building project taking place, but I hope you will have the vision to look beyond the temporary facade.

Please do not hesitate to get in touch and learn more about this amazing school. The summary School Improvement Plan is available on the website (the website is again, a work in progress).

Yours sincerely

Emma Hillman
Headteacher

Application Requirements

Please write a statement in support of your application.

This must address the person specification

Statements in support of your application should be no longer than two sides of A4.

The closing date for this post is 9am on Wednesday 13 March 2024 although outstanding candidates may be interviewed before the closing date. Completed applications should be returned by email to recruitment@wansteadhigh.co.uk. **Interviews are scheduled for Wednesday 20 March 2024.**

If you would like to speak to the Headteacher or Head of Department regarding this post or if you have any questions, please contact the Headteacher's PA, Ms Rutland (f.rutland@wansteadhigh.co.uk).



Further Information

Full/Part time: Full-time

Start Date: September 2024 - immediate start available

What We Are Looking For

We are looking for a passionate and dynamic professional to join our exciting Maths Department; to help enthuse and excite pupils about the subject and lead them to great outcomes.

The successful candidate will be expected to teach Maths and Further Maths to A-Level standard and will be responsible for Key Stage 5. This post would suit an experienced teacher and ECT alike who has the drive and enthusiasm to deliver an academically challenging programme of study for pupils of all ability levels. You will be a dynamic, committed professional who strives for all pupils to do their very best. You will have exemplary core skills of literacy and numeracy and you will create exciting lessons across the age ranges that lead pupils to want to know more. You will be ambitious and proactive in seeking solutions to problems.

What We Offer

This is a great opportunity for an enthusiastic, creative and well-qualified candidate who is keen to develop their teaching and leadership skills in a successful school that will provide great support and encouragement. The Maths department itself is well established and successful, receiving a progress score of +0.63 and +0.56 in 2019 and 2022 respectively, falling within the top quintile in the country. We offer an outstanding opportunity for the right person to make a real impact on children's lives, and to develop their career in a very pleasant, successful and innovative school. We hope that you will decide to pursue your application and that you will consider a future with us at Wanstead. Whilst you will need to work hard, we value well-being and support all staff with flexible ways of working where possible.

As part of Seven Kings Teaching School Alliance, Wanstead is able to provide a wide variety of CPD opportunities for staff at all stages of their career, both within Wanstead and the Teaching School Alliance. The post offers an excellent opportunity for the right person to develop their career within an exciting and supportive department and school.

Headteacher's Welcome From [Website](#)

I am an experienced and successful Headteacher having been Head of Heathcote School for 5 years prior to joining Wanstead High in September 2022. I have worked for 27 years in, and with, London schools and love the diversity and ambition of young people in our capital city. I have a 14-year-old daughter, and she drives my passion and ambition for children, ensuring that all pupils have an opportunity to be the best they can be; finding their interests and talents and ensuring they are nurtured.

Wanstead High has so many strengths, not least the inclusive and warm ethos, that I have experienced from day one, as well as the strong academic foundations and exam results. In a pre-Ofsted review in September 2023, a Lead Inspector stated that staff at Wanstead High '*hold children's lives in their hands and hearts*'.

At GCSE in 2023, **34% of entries were assessed at grades 9-7, compared to a national figures of 22.7%, whilst 82% of entries were graded at 9-4 compared to 67.8% nationally. Maths and English results were outstanding with 70% of pupils achieving a grade 5 or above in Maths and English and 87% a 4 in both subjects.** At A' Level, 28% of grades were A/A*, more than any other non-selective school in Redbridge.

There was so much positive feedback from our pupil survey in July 2023, for example, one pupil said that what they love most about the school is '*being able to trust the environment that I'm in, to have trust in the staff and how I feel about always being wanted. Everybody is included as somebody. I love how I can partake*'.

in extracurricular activities whether it is representing the school or for my own personal leisure. 'Always being wanted' is testament to the excellent and strong relationships between staff and pupils. Parents also rate highly the discipline, diversity, friendship, good education, care from staff and inclusive approach and nearly 90% agree or strongly agree that their child is happy in school. In addition, 90% of staff agree or strongly agree that they really enjoy working at the school.

Some other feedback from pupils that helps to get a better understanding of what the school is about:

- *'The ability to feel accepted.'*
- *'The school achieves good results and there are kind, caring and patient students in the community - you give the school a good reputation.'*
- *'I am proud of being a part of the Wanstead High Community because I am able to learn with the best teachers and I have many learning opportunities to help build a great future.'*
- *'Dance and music opportunities.'*
- *'Definitely the togetherness we have at this school, and it's a really inviting atmosphere.'*
- *'The way how the school runs and makes me feel as if I belong here.'*
- *'Everyone is very nice and supportive especially teachers.'*
- *'Safety and kindness.'*
- *'How close we all are and how much we all support each other.'*
- *'Being part of a lovely including space where you feel that you can openly talk about your thoughts and feelings, and you feel supported by all members of staff.'*

We know we are not yet perfect, but we will never rest on our laurels. Leaders at all levels in the school are reflective and honest and able to forensically analyse what needs to happen to continually grow and improve. We also encourage feedback to ensure we listen to the voices of our stakeholders. The staff are passionate and dedicated subject specialists, committed to providing 'education with character' for all and capable of ensuring the best quality learning and teaching and results for pupils. It is vital that all pupils have the same opportunities and chances to reach their potential, and we address areas where this is not the case. We strive to ensure the curriculum is rigorous, but also romantic, and engages pupils at all levels, as well as being diverse and forward-thinking. I am passionate about developing the full person, ensuring enrichment opportunities for pupils of all ages, and enabling excellent mental health and well-being, supporting pupils and staff still, in some cases, affected by after-effects of Covid and for the community to continue to grow and flourish.

School Information

Wanstead High School seeks to enable all pupils to achieve the highest academic standards. Overall Attainment 8 (56.0) was significantly **above** national and in the **highest** 20% in 2023. Our Progress 8 score has been positive and above average for the past 3 years, and in 2023 was +0.2.

A large number of our pupils stay on to the Sixth Form and the majority of these gain entrance to universities and other centres of Higher Education, and we also recruit a substantial number of post-16 pupils from the surrounding area.

Our latest OFSTED report confirmed that we are "Good" in all areas, and our latest results are the best in the school's history.

The school is maintained by the London Borough of Redbridge and is situated in a residential area near Epping Forest, served by the London Transport Underground Central Line and the M11 motorway. It is, therefore, both within easy reach of central London and out-lying areas such as Essex and Hertfordshire.

There are currently approximately 1565 plus pupils on roll including almost 300 pupils in the Sixth Form. Currently there are 170 teaching and support staff. Eight forms of entry (240 pupils) are admitted at Year 7. The school encompasses a rich social and cultural diversity and 35% of pupils speak English as an additional language. There are over 35 languages spoken by the pupils. The school is heavily oversubscribed.

All pupils wear uniform except in the Sixth Form where pupils are required to wear tailored clothing. After much liaison with 40 linked primary schools (7 main feeders), pupils join one of eight/nine mixed ability tutor groups and the school seeks to maintain the composition of this and the association with the same tutor throughout the pupil's career. The year based pastoral system is central to the discipline and wellbeing of the pupils. Tutors are led and supported by an experienced team of pastoral heads.

The school has some very good facilities, including a good Sixth Form Centre with state of the art study facilities; ten well equipped Science laboratories and a purpose built theatre, a dance studio and music suite. Considerable refurbishment has taken place over recent years, with work still on-going. The school is well resourced with IT equipment. There is currently a new build project which you will see if you visit - this will be a new Humanities Block and swimming pool and is therefore a joint enterprise between Leisure and Education.

The school's sports facilities are used as a local Leisure Centre, which serves the community in the evening, but which is part of the school during the day. It comprises 4 squash courts, a sports hall, a gymnasium, a multi-purpose sports hall, a fitness training room and a floodlit play area.

School Vision and Aims - soon to be updated

We will provide high quality education with character: inspiring our young people, keeping them safe, and preparing them fully for life in the modern world.

School Ethos

We expect our staff to:

- Play a full part in the life of the school community, supporting its distinctive vision and ethos and leading staff and pupils in doing the same
- Actively support the school's corporate policies and aspirations
- Adhere to the staff professional code of conduct as developed collectively by staff
- Comply with the school's Health and Safety Policy and undertaking risk assessments as appropriate
- Check emails on a daily basis to keep up to date with issues communicated within the school.

All staff are expected to behave in accordance with the school values and a culture of high challenge and low threat.

School Site and Accessibility

Wanstead High School is committed to providing an inclusive and accessible environment for all members of our community. We recognise the importance of diversity and strive to create an atmosphere that accommodates individuals of varying abilities.

While we are actively working towards improving accessibility, it is important to note that currently, certain areas of the school are not wheelchair accessible. We estimate that approximately 70% of the school premises may pose challenges for individuals using wheelchairs.

We encourage candidates to inform us of any specific accommodation needs during the application process. We are committed to working collaboratively to provide reasonable accommodation that facilitate equal participation in the recruitment and employment process.

Wanstead High School is an equal opportunity employer and encourages applications from individuals of all backgrounds, including those with disabilities.

Job Description

Job title	KS5 Coordinator	Salary Range	TLR 2B (£5,358)
School	Wanstead High School		
Reports to	Head of Department		
Responsible for	KS5 Maths		
Job Purpose			
<p>All teachers at Wanstead High School are expected to uphold the school vision and ethos on a daily basis through their professional conduct. All staff are expected to have a clear understanding of the vision, aims, and ethos of the school, and an awareness of its role in the community, ensuring success is built on inclusion, care and support and all pupils are stretched and challenged.</p> <p>All teachers' job descriptions define the responsibilities of the postholder as being:</p> <ul style="list-style-type: none"> ● Under the reasonable direction of the Headteacher to carry out the professional duties of a school teacher as set out in the School Teachers' Pay & Conditions Document (STPCD) ● To comply with Health and Safety at Work Legislation <p>Key Stage Coordinators, in conjunction with other middle leaders, the Senior Leadership Team and Headteacher are responsible for the general good order and discipline of the school, and in supporting the implementation of the School Development Plan (SDP) and all policies. Key Stage Coordinators support the HOD in ensuring an ambitious culture of high challenge and low threat, ensuring the best possible learning and leadership of learning within the department and across the school, ensuring safety is a key focus, behaviour and attendance are exemplary and ensuring all pupils have equal opportunities to make maximum progress.</p>			
Characteristics of Leaders at Wanstead			
<p>Our work is led by our values and beliefs that tie in with the school vision. We are solution-focused, own our own workload and do not wait to act. We are inspired by our purpose to improve the life-chances of our most vulnerable pupils, create genuine education with character and to develop new expertise in our teachers and ensure all teachers improve.</p> <p>We build relationships into our work, give to others readily and use other strengths alongside our own, to have greater impact in our work. We are inspirers and facilitators of our teams; able to influence and advocate. We see the big picture and strive for collaboration across the school.</p> <p>We are independent thinkers, willing to speak out to challenge others and any views or actions that are inconsistent with our shared aims and values. We are able to take decisions despite ambiguity and are resilient and persistent in the face of challenge.</p> <p>We expect the best from people and do not prejudge; we value quality work, tangible results and feedback to inform continuous improvement.</p>			

We are able to recognise the limitations of ourselves and our work and strive for improvements.

We are flexible in our thinking, willing to be proved wrong and able to plan for strategic changes, prioritised over short term shallow goals

We are able to be challenged and to learn from experiences and interactions. We are aware of and respectful of others' experiences, insight and knowledge and **constantly look to recognise unconscious bias.**

Main Duties and Responsibilities

In accordance with the current Teachers' Pay and Conditions Document you will support the Director of Maths and Numeracy to implement the vision and Department Development Programme and play a role as a key postholder. This will include:

- To lead the development and coordination of the department across Key Stage 5, ensuring challenging and inspirational schemes of work and lesson delivery which are responsive to arising needs and meet statutory requirements and ensure high achievement for all pupils. There should be a clear drive and focus on narrowing the gap for key groups that has clear and rapid impact
- To lead the department in the drive to improve and ensuring all pupils have a well-prepared, relevant and appropriate curriculum at Key Stage 5 that ensures equality of opportunity and outcomes that aim to meet or exceed national outcomes, constantly demonstrating that disadvantage need not be a barrier to improvement
- To ensure the curriculum has a clear vision and ensure that all department members understand this and that the curriculum is regularly reviewed to ensure it meets the vision and enables pupils to develop transferable skills and knowledge
- To ensure quality first teaching for SEND pupils, ensuring all pupils have their needs met, including working with other staff, such as TAs
- To lead staff in the teaching of Maths and provide a role model for high quality teaching and learning, currently following LEARN principles; including feedback and marking and behaviour management, in line with departmental and whole school priorities
- To work with the Quality of Education team to improve the quality of learning and teaching (including remote teaching) within the department and across the school with a focus on Key Stage 5 using this to inform future development
- To ensure resources are impactful and high quality in all classrooms and on Google Classroom and are in place for all lessons in a timely fashion
- To add capacity to the department and/or potentially take responsibility for a specific area as per SDP (such as SEND/disadvantaged progress)
- To support with the production of all relevant materials to support the department such as Department Handbook etc
- To support the development, implementation and monitoring of policies and practices which reflect the school's commitment to high achievement through learning and teaching
- To monitor, evaluate and review all elements of department practice through the school quality assurance and Department LEARN system
- To line manage and appraise staff as appropriate
- To work with other schools locally and as appropriate to ensure best practice as well as support other schools as necessary within local agreements
- To keep up to date with research and development in education and pedagogy and attend and where necessary, seek out appropriate professional development opportunities
- To create a positive ethos for the department, creating a high challenge, low threat approach and lead and manage others so that they are supported and recognised for their strengths and contributions

- To ensure that colleagues within the department benefit from coaching, appraisal and CPD that supports their growth and development and to challenge when there is less than satisfactory performance, despite the support mechanisms
- To contribute to appropriate HR procedures to support those in the department such as Welcome Back Meetings and sickness absence processes
- To initiate and, where appropriate, organise curricular, extra-curricular and enrichment activities related to the subject
- To adopt a high-profile role within the whole school context, and promote whole school policies within the department and across the school
- To play a key role in ensuring Standard Operating Procedures are implemented in department and other allocated areas
- To be aware of, and respond appropriately to, any safeguarding and health and safety issues raised by materials and practice related to the subject

Safeguarding

To ensure the safety and wellbeing of pupils in line with:

- The DFE Teachers Pay and Conditions Document.
- The school's Safeguarding Policy.

Staff may be asked to teach other subjects, in line with whole school time-tabling which may include Personal Development, Religion and Philosophy and support options or other areas. Where possible, this will be in line with staff personal skill sets, or the needs of the school in exceptional circumstances.

The above-mentioned duties are neither exclusive or exhaustive and the post holder may be required to carry out other duties or teach additional subjects as required by the service.

Name of post holder:

Date:

Signature:

Person Specification - KS5 Coordinator

Essential	Desirable
Qualifications	
<ul style="list-style-type: none"> ● Degree in the relevant subject or subjects, preferably at 2.1 or above ● Relevant teaching qualifications ● Evidence of continuing professional development 	
Teaching and Learning	
<ul style="list-style-type: none"> ● High quality teaching skills ● Evidence of very good examination outcomes for classes taught ● Experience of adaptive teaching leading to narrowing the gap for groups of learners ● A clear understanding for assessment for learning 	<ul style="list-style-type: none"> ● Ability to use data effectively to evaluate pupil teaching group progress and achievement
Personal Qualities and Skills	
<ul style="list-style-type: none"> ● An optimistic and solution-focused approach ● Evidence of high-level communication skills with the ability to communicate effectively with a variety of audiences. ● The ability to build productive professional relationships with pupils, staff and parents. ● An ability and evidence of a willingness to empathise and listen, and to be self-critical and reflective. ● Enthusiasm, hard-work, integrity, creativity, flexibility and resilience. ● An understanding of and commitment to equal opportunities in its widest sense and a commitment to inclusive education. 	
Safeguarding	
<ul style="list-style-type: none"> ● Motivation to work with children and young people. ● The ability to form and maintain appropriate relationships and personal boundaries with children and young people. ● Emotional resilience to meet the demands of working in a busy school with many children, some with diverse needs. 	

Job Description

Job title	Teacher of Maths	Salary Range	MPS/UPS (Outer London)
School	Wanstead High School		
Reports to	Head of Department		
Responsible for	Teaching and Learning of Maths to KS3-KS5		

Main Responsibilities

Specific

To take responsibility for the efficient and effective delivery of a subject area or Key Stage within the department under the direction of the appropriate Head of Department:

- ensuring the curriculum meets the needs of learners;
- coordinating and writing schemes of work;
- leading teaching and learning development.
- To keep up to date with national developments in the subject area and teaching practice and methodology and respond to curriculum development and initiatives at national, regional and local levels.

Teaching and Learning

In accordance with the current DFE Teachers' Pay and Conditions Document you will:

- Carry out the professional duties of a teacher as circumstances may require under the reasonable direction of the Headteacher.
- Perform, in accordance with any directions, which may reasonably be given to you by the Headteacher from time to time, such particular duties as may reasonably be assigned to you.
- Teach lessons across the key stages, using CPD and appraisal to ensure you grow and develop year on year.
- Deliver high quality lessons in accordance with the school's Teaching and Learning policy
- Know your class and ensure adaptive teaching to meet the needs of the classes.
- Mark and feedback in a variety of ways in line with the department's school's policy, including a move towards more 'live' assessment..
- Develop and prepare appropriate resources for all levels of ability in agreement with departmental and school policies.
- Contribute to the development of the curriculum and be able to understand and talk passionately about why pupils are learning what they are.
- Promote the general progress and well-being of individual pupils and of any class or group of pupils assigned to you.
- Undertake any forms of quality assurance used across the department and school and use feedback to promote your development and that of the team.
- Contribute to intervention and/or extracurricular activities organised by the department team.
- Help supervise the teaching areas creating high standards and a consistent ethos in line with school policy
- Allocate resources, and to undertake the various administrative tasks required.
- Be responsible to the appropriate Head of Department.
- Within the department, implement developments to raise standards in line with the School Improvement Plan.
- Ensure the Department Improvement Plan is successfully implemented.
- Play a full role in the school's pastoral system as a tutor.

- Contribute fully to the achievement of the aims and ethos of the school.

Safeguarding

To ensure the safety and wellbeing of pupils in line with:

- The DFE Teachers Pay and Conditions Document.
- The school's safeguarding policy.

Staff may be asked to teach other subjects, in line with whole school time-tabling which may include Personal Development, Religion and Philosophy and support options or other areas. Where possible, this will be in line with staff personal skill sets, or the needs of the school in exceptional circumstances.

The above-mentioned duties are neither exclusive or exhaustive and the post holder may be required to carry out other duties or teach additional subjects as required by the service.

Name of post holder:

Date:

Signature:

Person Specification - Teacher

Essential	Desirable
Qualifications	
<ul style="list-style-type: none"> ● Degree in the relevant subject or subjects, preferably at 2.1 or above ● Relevant teaching qualifications ● Evidence of continuing professional development 	
Teaching and Learning	
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