



Beths Grammar School

Head of Maths

Recruitment Pack





Dear Applicant,

Thank you for your interest in this exciting and very important post.

Beths is an academic institution that fosters an ethos in which working hard and wanting to achieve are the norm: where it's cool to be clever and successful. This is as true for the staff as for the students. We are ambitious for the young people in our care and seek to help them secure the very best outcomes of which they are capable. As a selective school, the staff have the privilege of educating intellectually able young people; and the students have the privilege of being in classes in which progress in learning can be rapid, and subjects explored in real depth.

As a school, we are committed to being a world-class learning community that enables all young people to succeed. We aim to create young adults who are forward thinking, confident, motivated, competitive and are highly successful. They understand the purpose of becoming an independent learner and strive to become self-directed and comfortable with the unknown.

Central to everything we do is the culture of high expectation and aspirations. Students are encouraged to develop a love of learning and reading, to think for themselves and to maximise their full potential.

We are looking for a teacher with real drive. Someone who is unafraid to tackle difficult issues, who knows what Outstanding looks like, and who, along with the rest of the team, is committed to working tirelessly to achieve it; someone with determination, resilience, humility and a sense of humour.

We are looking for a dynamic and innovative individual, who is committed to providing an educational opportunity for all in a world class learning culture, who will support individual endeavour through high expectations, personal growth and development, whilst ensuring that exceptional achievement and excellence are embedded in all aspects of school life, and thus play a pivotal role in shaping the future of Beths Grammar School. The successful candidate will gain a wealth of experience from working across the school receiving support and guidance from the Headteacher and a very experienced Senior Leadership Team.

If you share our passion for students succeeding and our development of the 'whole student' and believe you have the skills to lead and inspire others, we very much look forward to hearing from you. I look forward to reading your application.

With best wishes,

RJBlyghton

Mr R J Blyghton
Headteacher



BACKGROUND

Set in acres of pleasant grounds, Beths Grammar School is located within easy commuting distance of both central London and Kent, offering the advantages of a diverse and forward-thinking community within a haven of green space. The mainline railway station is less than ten minutes' walk away; while for road users, there is a junction on the A2 close by (two of the three school fields run alongside the A2). Many



staff choose to live close to the school, or in neighbouring boroughs, and the borough of Bexley has a wealth of high performing schools and good quality housing stock at competitive prices.

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While Beths is a traditional grammar school, it is geared for the twenty-first century. ICT is widely used and both students and staff are provided with their own electronic devices. We offer a broad and balanced curriculum which includes Music, Drama and Art at A Level.

As well as being a beacon of academic pursuit and excellence, Beths Grammar School is renowned for its enviable co-curricular enrichment programme that, through sport, the arts, clubs and societies, nurtures the whole child. This is why many boys – and girls in the Sixth Form – want to come here; and it is also why so many parents are pleased to send their children to Beths. Emphasis is placed on developing leadership skills, best exemplified by the work of the prefect teams, but also through opportunities lower down the school such as our thriving School Council. We believe our students are our best ambassadors. We value our students collectively and individually and acknowledge – and celebrate the fact – that they are all different.

Beths is committed to staff development. We have a strong CPD programme based on the principle of 'expertise from within'. Staff at all career stages have opportunities to lead training and we are keen to develop the leadership skills of our members of staff as we are those of our students.

Our students achieve highly in Year 11 and the Sixth Form; but we are not complacent. At Beths we are determined to deliver the very best to our students – and we seek to recruit like-minded, outstanding practitioners who also want to give the wonderful young people who study here the world-class education they deserve.

Head of Maths

Beths Grammar School is a large multi-cultural school on the borders between London and Kent serving a wide range of vibrant and exciting communities. We specialise in boys' education in the main school and have a large, co-educational 6th form.

The Mathematics department consists of fourteen teachers, including three Key Stage Coordinators as well as a Numeracy Lead. The Mathematics staff regularly stretch and challenge pupils at every opportunity. This includes a research-informed approach to KS3 pedagogy in our implementation of a Singaporean-styled Curriculum. As well as embedding GCSE Further Mathematics into the KS4 Curriculum for more than 50 students and offering GCSE Statistics.

A Level Mathematics is the most popular subject in the Sixth Form, with over 200 pupils taking the course. We encourage a high uptake of A Level Further Mathematics, as such numbers have grown beyond 20 in the previous two years. The Maths department prides itself on their ability to support with University entrance examinations such as TMUA and STEP, as a result students secure several Oxbridge offers for STEM pathways.

The focus of the role is to lead and develop all aspects of the Mathematics department providing expertise and strategic direction for all key stages. We are seeking to appoint an exceptional Head of Maths up to A Level, who is looking to join a large, outstanding and dedicated team for September 2024.



JOB DESCRIPTION

Post Title: Head of Maths

Department: Mathematics

Grade: Leadership 8-12 £59,826-£65,628

Responsible to: Headteacher

Start date: September 2024

Key accountabilities of the role:

ACTIVITY	RESPONSIBILITY
Curriculum	<ul style="list-style-type: none">Plan and prepare lessons in line with departmental Schemes of Work, using appropriate teaching methods and resources.Strategic oversight of choice of specification to be followed by teachers within the department and ensuring that the specification chosen is appropriate for any public examination for which the students are to be enteredSet Homework as per the Homework timetable.Mark and monitor student's class and homework providing constructive oral and written feedback, and setting targets for student's progress.Contribute to the development of schemes of work and departmental policies.
Students	<ul style="list-style-type: none">Set high expectations for students' behaviour, establishing and maintaining a good standard of discipline and appearance.Undertake students' supervisory duties and cover for absent colleagues in line with school procedures.Operate the school and Department's Discipline Support and Rewards Policy.Organise and where appropriate run Oxbridge sessionsAssess and record each students' progress, including through observation, questioning, testing and marking.Make every reasonable effort to ensure delivery of the school's Home School Agreement.Undertake Form Tutor responsibilities as set out the in the Staff Handbook.

	<ul style="list-style-type: none"> • Ensure discussion of student progress as a regular feature of departmental meetings; <p>Have a strategy in place for raising attainment in all three key stages; Oversee the calibre and consistency of report writing, assessments and grade predictions across the department</p>
Monitoring	<ul style="list-style-type: none"> • Understand and use national, local and school data to set clear targets for student's achievement. • Contribute to Department monitoring of the assessment of students.
Communication	<ul style="list-style-type: none"> • Contribute to meetings and discussions about teaching methods, Schemes of Work and Departmental Policies. • Keep Form Tutors, and Heads of Year informed about student progress. • Meeting periodically with members of the SLT to review departmental development plans and examination results
External Communication	<ul style="list-style-type: none"> • Maintain familiarity with statutory assessment and reporting requirements and know how to prepare and present informative reports to parents. • Attend Parents Evening and Academic Tutoring when necessary.
Staffing	<ul style="list-style-type: none"> • Convening regular departmental meetings, with all staff in the department, including opportunities for all to share best practice and contribute to department CPD. • Review own professional development and identify training needs. • Take part in the Performance Management arrangements • Meeting key stage co-ordinators regularly and setting priorities • Observing lessons of members of the department and of other teaching staff as required, in line with the School's policies on lesson observations • Assisting the Headteacher, as required, in the recruitment of members of staff • Liaising with senior management if there are concerns about the performance of any member of the department
Budgets/Resources	<ul style="list-style-type: none"> • Follow agreed safety procedures for the department • Developing and maintaining the bank of department teaching resources ensuring that everyone has access to high quality materials • Keep departmental areas tidy and have effective displays. • Submitting and managing the departmental budget.
Other Specified Responsibilities	<ul style="list-style-type: none"> • As a senior member of staff, having a general duty to contribute to the academic management of the school, including attending meetings organised by the Headteacher or other senior members of staff for this purpose • To undertake any duties as may reasonably be required by the Headteacher



Head of Maths

Essential:

- a graduate with good qualifications that include a good honours degree in a relevant discipline
- an outstanding classroom practitioner/potential and drive to become outstanding
- the ability to plan and deliver lessons which fulfil appropriate learning objectives
- an understanding of the role of assessment in learning and the ability to use assessment to promote learning outcomes
- an enthusiasm for Maths in general and the ability to transmit this to students
- the ability to relate appropriately to school children
- the ability to execute effective discipline in keeping with the policy of the school and department
- a good knowledge of a wide range of teaching and learning methods
- the ability to create your own resources and willingness to share good practice with other colleagues
- the ability to identify learning needs of individual students
- a team player
- a strong commitment to the central role of the Form Tutor

Requirements of the Post:

- to contribute to the teaching of Maths across the age and ability range
- to be a Form Tutor
- to work within and contribute to established School and Department frameworks for:
 - lesson planning and delivery
 - student behaviour and care
 - student assessment
- to work within the school frameworks with regard to Health & Safety, Equal Opportunities and Safeguarding



- to provide accurate information for parents as required by the School and Department policy and attend parents evening/academic tutoring interviews and other presentation meetings as reasonably directed
- to help to further develop links with the wider community
- to promote a single School ethos
- to promote the School commitment to the Continual Professional Development of all staff
- to undertake any duties as may reasonably be required by the Headteacher.

Salary – Head of Maths

The post is offered on the Leadership pay scale L8-12 £59,826-£65,628.

Why Join the Beths Community

- All staff receive their own laptop
- CPD programme for staff development
- 24/7 Employee Wellbeing Support Programme (free & confidential)
- Teacher's Pension Scheme
- Cycle to work scheme
- Free parking onsite
- Use of School gym
- Staff social events

Appointment Process

Applications should reach the school by **9am Friday 10th May 2024**. We prefer electronic submissions and application forms can be found on TES or on the school website, no CVs please.

We intend to interview week commencing **13th May 2024**.

Please note that we reserve the right to close any advert before the advertised closing date should a sufficient response have been received. Therefore, please ensure that you complete your application as soon as possible to avoid disappointment.

A programme of activities for the interview process will be sent separately to those selected for interview.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All successful candidates will be subject to DBS checks.

