

GRAHAM SCHOOL



Dear candidate,

I am delighted you are interested in joining the team at Graham School. We have a highly ambitious, aspirational group of professionals who are raising standards and significantly improving the life chances of the young people of Scarborough and the Yorkshire Coast.

I am delighted to be the Headteacher here and although there have been recent challenges, you could not find a more supportive, inclusive school to work in. My staff team believe that learning conquers all and we are very much moving towards becoming the outstanding school that our young people and community deserve.

Our school is a very special learning community filled with talented and creative staff, all of whom share my vision for excellence in teaching and learning and building character for our students. It has been a year since Ofsted visited and in that time we have seen a positive transformation of almost every aspect of our work and last month we had a positive and very encouraging monitoring visit from Ofsted. We are now on one site, we've adopted a uniform that our students are proud to wear and improved our outcomes and attitudes for learning – no mean feat, but we are by no means complacent.

In 2019 we will join the Hope Learning Trust along with our coastal secondary partner, George Pindar School. Being part of a growing, successful multi-academy trust of both secondary and primary schools where we can share resources, develop our staff and support each other will bring huge improvements to our school improvement journey.

Internally we have developed a strong CPD offer led by our Deputy Head for Teaching and Learning and we are able to take advantage of the SLE and NLE specialists that are part of Hope.

It is a privilege to lead Graham School. The school has a shared sense of purpose and a vision for success which inspires me on a daily basis. If you are appointed, you will join a truly aspirational body of professionals who really care about our young people.

I encourage you to come and visit and learn more about us and thank you for taking the time to apply to join Graham School.

With kindest regards

Emma Robins | Headteacher



Teacher of Mathematics

Job title: Teacher of Mathematics

Location: Graham School, Scarborough

Reporting to: Head of Department

Grade: Teacher's pay scale

Start date: January 2019

**MPS/UPS plus 2 year recruitment
and retention package available**

Closing date for applications: October 19, 2018

Graham School is an 11-16 school situated in Scarborough, which has over 1000 students. Scarborough is easily accessible and whilst many of our current staff are local, many also travel from York, Hull, Driffield and the surrounding areas. Over the last year, the school has worked proactively with the Local Authority and the Hope Learning Trust York to continue to drive improvement. The school has also just had a positive monitoring visit from Ofsted.

Academic resilience, high expectations and a culture of teaching and learning are now very much part of Graham School and the recruitment and retention of our staff is critical to delivering an outstanding school to our coastal communities and families.

In 2019 we will officially join the Hope Learning Trust family of schools along with George Pindar School. We continue to work collaboratively together sharing best practice, developing our staff, developing advancements on teaching and learning and ensuring strong outcomes for our students.

**'Staff are positive about improvements
in the school and the leadership'** Ofsted 2017



Teacher of Mathematics

Overview and career development recruitment incentives:

- An opportunity to join a solid Maths team which has seen positive uplifts in 2018.
- Access to tailored CPD through Hope Learning Trust and their team of Mathematics specialists. This includes courses such as NQT Leadership and Moving to Mastery teaching.
- Opportunities to access in your early stages NPQML, NPQSL, Ambition School Leadership and SLE involvement.
- Experienced colleagues and those in early career stages are welcome to apply, what is important is the ability to enthuse children with your passion for Mathematics.
- We advise you to come in and speak with the Headteacher to discuss the above and shape the next stage of your career.
- An opportunity for the right candidate to take extra responsibility within the department, to lead on excellent teaching, engaging all learners at all levels in the beauty of Mathematics.

Key facts

Closing date for applications: October 19, 2018

Shortlisting and interviews: w/c October 22, 2018

Application process

The date of commencement for this post will be **January 2019** and the closing date for all applications is **Tuesday 19 October 2018**. Completed applications must be returned to Emma Robins at admin@grahamschool.co.uk

We reserve the right to close this vacancy early should we receive an overwhelming response. All candidates are advised to refer to the job description and person specification before making an application. To apply, please complete the enclosed application form with a covering letter, **no more than two sides of A4** and send to the email address above by the closing date.

Interviews will be held as soon as possible after the closing date and an email will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within a week of the closing date please assume your application has been unsuccessful.

Further information

For an informal conversation about the role, to arrange a visit and for an application pack please contact the Headteacher's PA on **01904 366451**.

We are committed to safeguarding and protecting the welfare of children and expect all staff and volunteers to share this commitment. A Disclosure and Barring Service Certificate will be required for all posts. This post will be subject to enhanced checks as part of our Prevent Duty.

Job description

Specific responsibilities of Subject Teachers include:

- planning, preparing and teaching courses and lessons, in accordance, department/subject schemes of work, and specifications of examination boards, and where appropriate, subject specific recommended guidance;
- setting classwork assignments regularly, setting homework in accordance with policy and ensuring that all students for which he or she is responsible work at an appropriate pace and level;
- monitoring the progress, development and attainment of students, including assessing progress, marking students' work in accordance with School and department policy and providing feedback so as to encourage success and pride and support progression;
- promoting and maintaining good order and discipline among students, supervising them as required, and safeguarding their health and safety, when they are authorised to be on Academy premises and when they are engaged in authorised activities elsewhere, including acting in loco parentis and taking charge as necessary;
- ensuring as a priority a calm, ordered and focused working environment in lessons, with students engaged and on task, and following up incidents of poor behaviour in line with School policy and guidelines;
- working with colleagues from within School and outside it to

review schemes of work, and develop courses, activities, assessment, and teaching materials and their delivery; recording progress and attainment, writing reports at the appropriate time, and providing oral and written assessments, profiles and references on time as required, for all students taught;

- working to ensure that individual student progress and residuals for each group is in line with, or better than, School targets and expectations; Subjects with coursework or controlled assessment elements submit work that is as a minimum at least in line with the overall target grade (extenuating circumstances apart);
- preparing and entering students as required for examinations, including assessing students, recording and reporting assessments, ensuring coursework is set and followed through, discussing levels of entry to the Curriculum Leader, and undertaking revision sessions as appropriate in line with School practice;
- registering and checking the attendance of students, offering personal support and guidance, and furthering their progress, well-being and development;
- providing guidance and advice on educational and social matters and progression post-16, and meeting and communicating with parents and with those outside School to review the progress of students and to further their needs;
- completing Department and Pastoral Support Plans, and

consulting the Curriculum Leader, pastoral staff and Learning Support staff over students whose learning, conduct or development give cause for concern;

- working to engender a positive atmosphere based on courtesy and respect, and enhancing the corporate life of the School
- undertaking the duties of a Form Tutor as required.
- participating in arrangements for training and appraisal to further the continuing professional review, refreshment and development of self and colleagues;
- sharing with colleagues in undertaking the administrative and organisational tasks necessary for the effective running of the subject and department;
- participating in meetings in designated time as required relating to the curriculum, pastoral care, organisation or administration of the School
- ensuring that classroom areas for which the Subject Teacher is responsible are cared for, feature displays that include students' work, and offer an ordered and welcoming environment.

Safeguarding

We are committed to safeguarding and protecting the welfare of children and expect all staff and volunteers to share this commitment. A Disclosure and Barring Service Certificate will be required for all posts. This post will be subject to enhanced checks as part of our Prevent Duty.

Person specification

QUALIFICATIONS	Essential	Desirable
1. A degree in an appropriate discipline and completion of an appropriate teacher training course including QTS.	■	
2. An upper second class degree or better in Maths.		■
EXPERIENCE	Essential	Desirable
3. Recent and relevant Maths teaching experience in employment or training.	■	
4. Experience of successful preparation of students for GCSE Maths.	■	
KNOWLEDGE	Essential	Desirable
5. Latest developments in Maths teaching.	■	
6. Excellent subject knowledge, or the capacity to develop excellent subject knowledge in Maths.	■	
SKILLS	Essential	Desirable
7. Enthusiasm energy, teamwork and stamina.	■	
8. Strong ICT skills.		■
9. Flexibility and desire for professional development in the classroom or towards a leadership role.	■	
10. Ability to interpret statistical data.		■
11. Accurate and effective communication skills in spoken and written channels.	■	

WHAT OUR STAFF SAY ABOUT OUR SCHOOL

"I joined Graham School in September 2017 as a newly qualified Teacher of Geography simply because I left the school after visiting with a huge smile on my face. I relocated from West Yorkshire to take up my post and I have found the staff supportive, outward facing and willing to give their time. There are challenges here as Scarborough like many coastal towns has pockets of deprivation and children here need great teachers, great schools and inspiring role models to give them aspiration and ambition. All I will say is never judge a book by its cover – and come and visit."

Jack Winterburn,
Teacher of Geography

"I joined Graham School in April 2018 having spent 18 years as a Teacher in Doncaster. I am encouraged to develop new skills and accept new challenges. I am enjoying the opportunities the school provides and am pleased to work with a supportive team. My new role provides me with the challenge I was looking for and provides another step towards my career goals and ambitions."

Rohan Hemmingway,
Teacher of Humanities

Welcome to Graham School

Our motto 'omnia vincit doctrina' which means 'learning conquers all' underlies everything we do here at Graham School. We have high aspirations for our students and our coastal community.

Being part of a coastal community which is starting to see the benefits of accessing funding through the North Yorkshire Opportunity Area is exciting and rewarding. Our students thrive on teaching that excites them and are enthused by teachers who believe that learning conquers all. Graham School is part of the North Yorkshire Opportunity Area that is prioritising improvements to early years education and numeracy and literacy outcomes, alongside a drive to recruit and retain high-quality, motivated teachers to the area. Teachers on the North Yorkshire Coast will have unique opportunities to engage in additional professional and leadership development through this programme, as well as access to fully-funded national professional qualifications.

Why join our team?

The students at Graham School are a wonderful group of young people. They are lively, outgoing and have much to say for themselves, a characteristic we encourage! We believe they deserve an education that is outstanding, full of ambition, aspiration and character. That is what you commit to providing, If you come to work at Graham School, you will commit to providing our young people with a first-class education.

The Scarborough community

Scarborough is a learning community where great things are happening! Graham School serves the town's community and our staff travel to our stunning coastal setting from the East Riding, York and Hull, as well as from the local area.

We are dedicated to being an outstanding employer. Our robust recruitment and selection process is designed to ensure that excellent professionals are appointed so that they drive attainment and raise standards in our progression to becoming a good and ultimately outstanding school. Graham School is committed to safeguarding and promoting the welfare of children and we expect our employees and volunteers to share this commitment.

Our investment in staff

The health and wellbeing of our employees is of high importance to us. We recognise our workforce perform at a high pace to ensure our children exceed expectations and achieve outstanding results. We are passionate about nurturing and supporting our team throughout their career through providing tailored CPD programmes and in-house health and wellbeing provisions.

About the Maths department

The Maths department is seen as one of the strongest departments in the school and one which thrives on teamwork and a desire to deliver maths lessons that will inspire our students.

The department strives to ensure our students value the importance of mathematical learning and see the bigger picture regarding the transferable skills they acquire whilst studying Maths. We have high expectations of all students and we are committed to raising student attainment. Student progress is at the heart of our lesson planning and we are currently linking our pedagogy to the use of formative assessment.

Come and see for yourself

We actively encourage you to visit our school and experience the vibrant environment that is Graham School. The Headteacher, leaders and staff across the school welcome you to come and take a tour of our facilities while they answer any questions you may have about your future career here.