



# St Paul's Way

Education • Foundation • Trust



## Candidate Information Pack

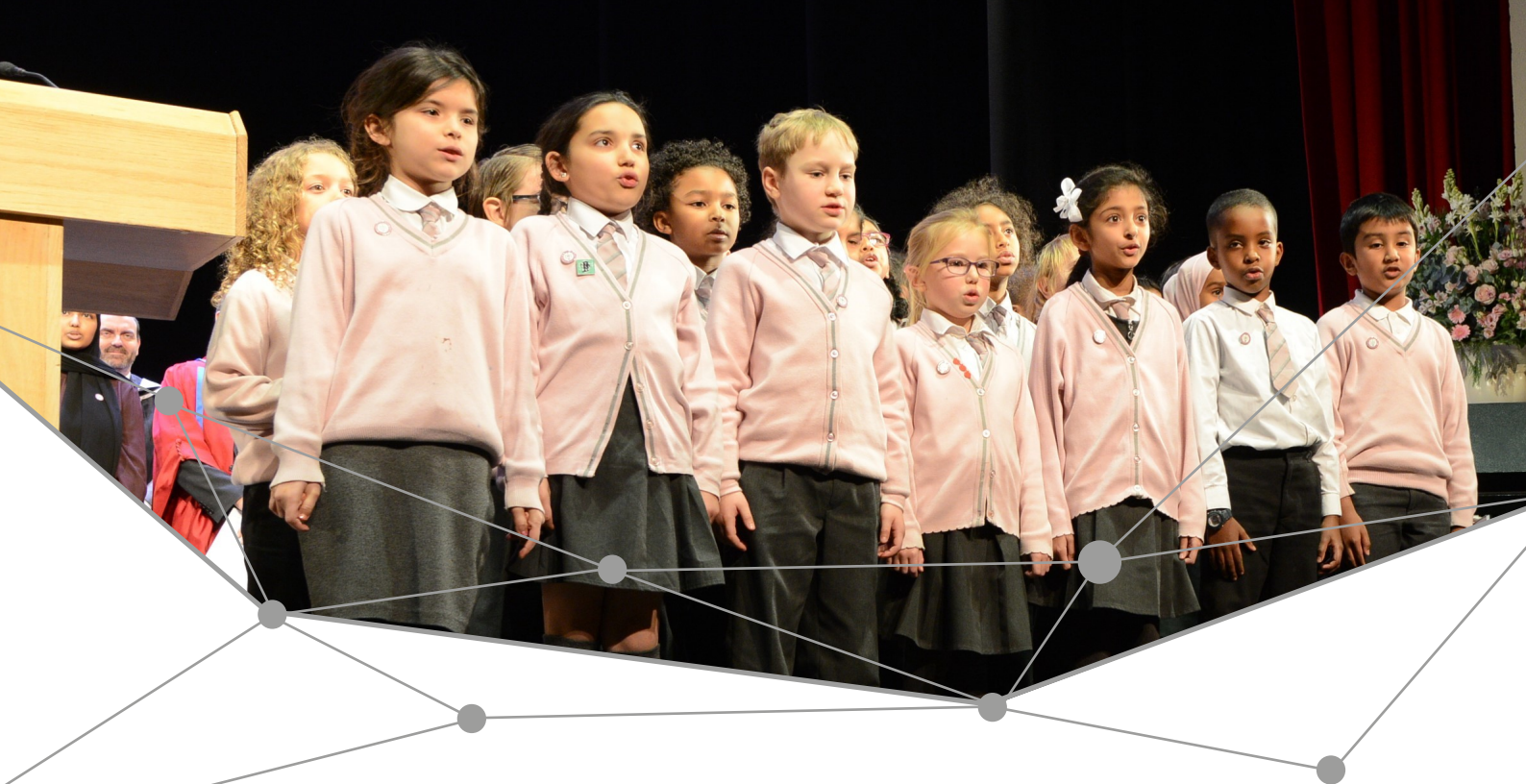
### Teacher of Maths

*'the best place to learn in, the best place to work in  
and the best place to partner with'*

UST

University Schools Trust





“ Providing transformational educational opportunities for all children... ”

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# St Paul's Way Trust School

## University Schools Trust

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# Welcome

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At St Paul's Way Trust we expect each of our graduates to be fully prepared for the opportunities and the demands of the adult world. During each child's school career we place strong emphasis on six key areas: Communication, Investigation, Networking, Participation, Scholarship and Vision. It is because students learn to excel in these areas that they gain the confidence to become successful global citizens.

Our undergraduate curriculum, which promotes both academic excellence and the development of well-rounded citizens, is the result of very close work with two of our Trustees: Queen Mary University of London and King's College, London. It is precisely because of our unique relationship with these Higher Education institutions, alongside our other University Trust Partners, including Warwick University, University College London, The University of Greenwich and the University of East London, that we are able to provide this exciting, relevant and robust learning experience.

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***Philip Akerman***

Executive Headteacher

The superb outcomes and the impressive university/career destinations achieved by our students, are testament to the success of our model and our belief that every child can fulfil their potential. Our accomplishments, however, have always been underpinned by the strong partnership forged with our families and the local community.

Our website will give you a broader picture of our school including key information and a sense of what our community stands for:

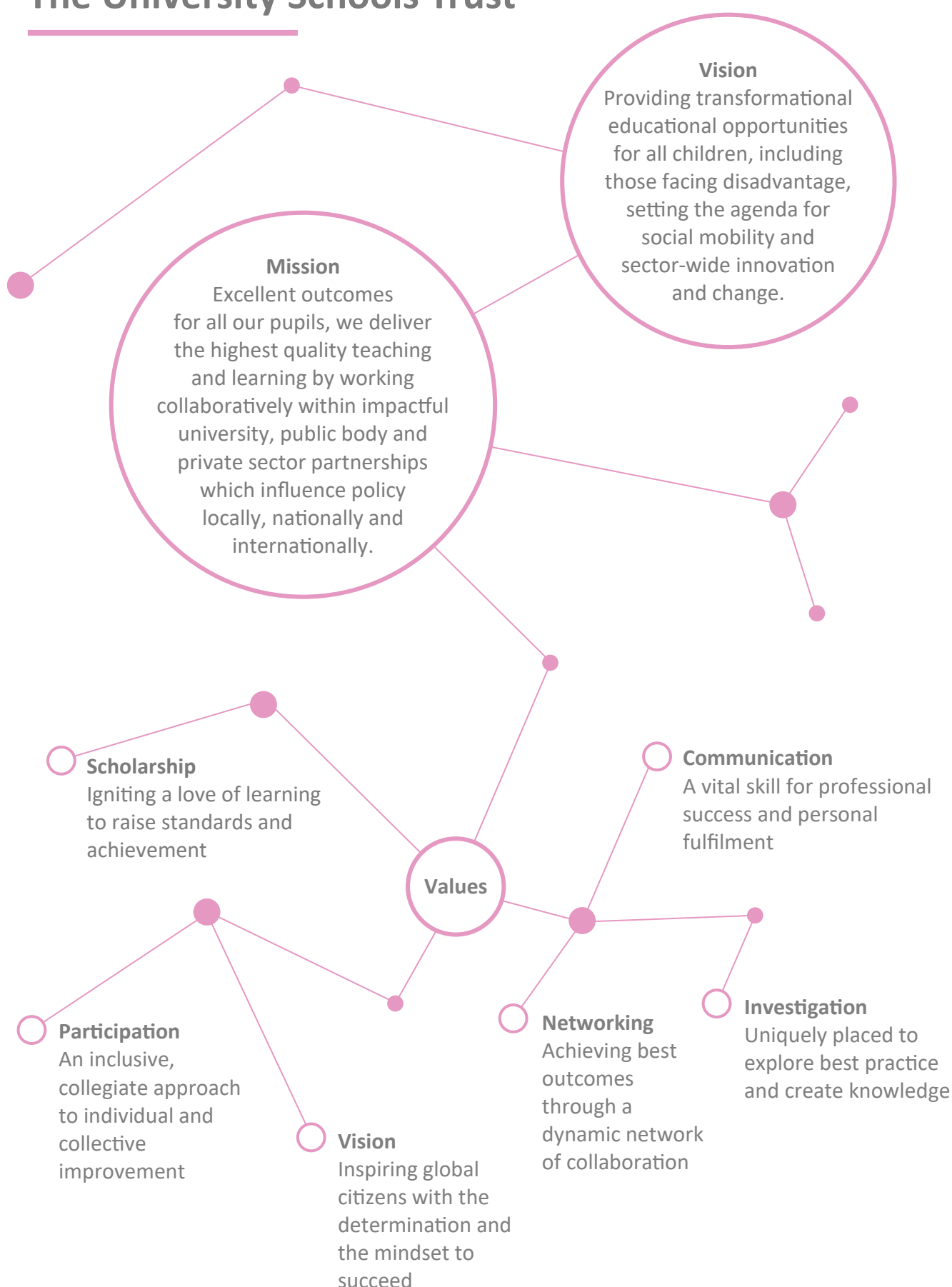
[www.spwt.net](http://www.spwt.net)

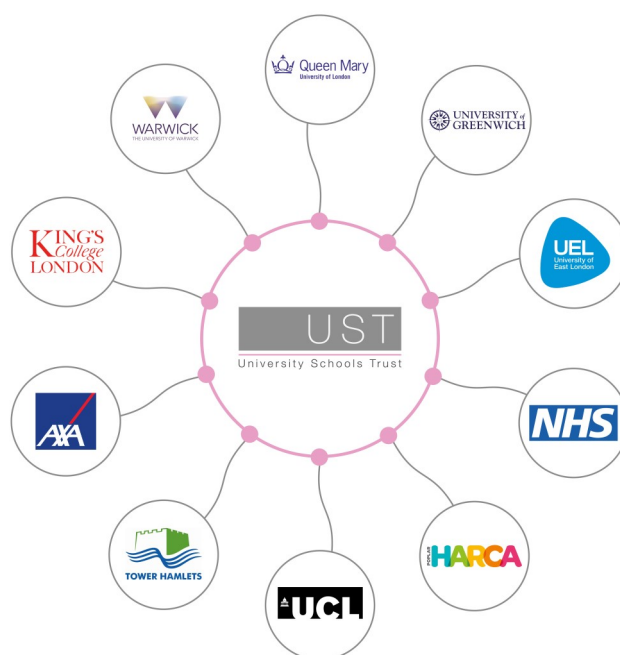
If you are interested in applying for the post and would like to arrange an informal discussion or a visit to our school, please contact Cleo O'Flaherty on:

020 7987 1883 or

email [coflaherty@spwt.net](mailto:coflaherty@spwt.net)

# The University Schools Trust





The University Schools Trust (UST) and our schools provide excellent education, derived from exceptional teaching and learning, for thousands of pupils each year.

UST is a unique partnership of six world-leading universities and five sector-leading bodies who are working together to deliver a shared vision of inclusive, high quality and transformational education delivered by schools which are deeply rooted in the communities they serve.

We take a rigorous approach – educating from nursery to university and beyond – to all aspects of our work. Our teaching practice is effective, our students are academically challenged and we use our resources efficiently. The inspirational staff at UST are our greatest resource, and they are encouraged to innovate, share and continually raise our standards.

The UST School of Education, our innovative centre of excellence for school improvement, supports all our teaching and learning.

Our university links enable us to co-commission and participate in research to stretch our knowledge of what works and why, and our culture of open collaborative partnership encourages staff to share and learn with other education professionals.

By developing a culture of growth and excellence, the School of Education adds value to our greatest resource – our staff.

For more information about our School of Education please see:

[www.ust.london/444/school-of-education](http://www.ust.london/444/school-of-education)



# Our School

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St Paul's Way Trust School is the secondary phase of an all-through school with St Paul's Way Foundation School. The school consists of 1,189 students on roll.

The school plays a pivotal role within the local community. The school received 540, 1st choice applications for the 2019 intake in year 7, making it the most popular school in the borough for the fifth consecutive year. We have created a culture that is committed to ensuring that students and staff excel. Leaders are relentless in ensuring that students receive the highest quality of provision in terms of curriculum and extracurricular opportunity.

Through the school's extensive network of partnerships through the University Schools Trust and beyond, there is a culture of high expectation of outcome beyond just the classroom and students are offered an extensive range of opportunities to excel. Leaders are ambitious in their vision for the school. They continually set and achieve ambitious targets in terms of student outcomes, attendance, and destinations.

In 2017-2018, 98% of students from SPWT Sixth Form went to university. 66% of students went onto study at Russell Group Universities. Ambitious targets have been set for this year's GCSE and A Level outcomes, in keeping with the trend of high performance at both Key Stage 4 and 5 that exceed both local and national averages.

St Paul's Way Trust School provides an inspirational physical learning environment for children and young people, and warmly welcomes the community. Secure access between public and private areas enables pupils and members of the local community to easily access the school's extensive dual use community facilities, which include a theatre and a large public sports provision.

The school benefits from a Science Research Centre; a project managed by Queen Mary University of London (QMUL) and an additional set of outdoor tennis courts that were completed in Autumn 2018, funded by extended grants from London Marathon Trust and the Tennis Foundation.



# Our Offer to you

## Exceptional outcomes

- Exceptional A-Level results
- 96% of SPWT graduates going on to study at university.
- Most oversubscribed school in the borough
- Top attendance in the borough.

## Bespoke career pathways

- Teacher Development Trust 'Bronze' award for professional learning
- IOE accredited leadership courses (NPQML/NPQSL/NPQH)
- Lead Practitioner development programme
- Bespoke career pathways for teaching and non teaching support staff.
- Faculty-led CPD budgets.

## Partnerships

- University partners including those from Russell Groups.
- UST lead school.
- Opportunities to positively affect student life chances in schools across London.
- Annual Science Summer School hosted by Professor Brian Cox, the school's patron.

## Attractive pay/conditions

- Inner London pay spine.
- Access to car parking facilities.
- Finance guidance and support.

## Great location

- Located on Hackney/Tower Hamlets border.
- Walking distance from Victoria Park/Mile End Park.
- Easy access to the Central line and Devons Road DLR.
- Short commute from Canary Wharf.
- Short commute to Westfield Stratford.

## Unique curriculum

- Music scholars programme.
- Faraday school.
- Academic sixth form.
- Lead members of the Tower Hamlets Art Network (THAT).
- Inclusive provision including Deaf Support Base.
- Greenhouse tennis provision for students.

## Workload and well-being

- 'Purposeful practice' workload tool.
- On-site gym access.
- Local incentives/discounts.
- Access to Cycle/Tech scheme.

## Policies driven by professionals

- Faculty lead feedback policies.
- Teacher led curriculum design.
- 'Purposeful practice' staff consultation to reduce teacher workload.

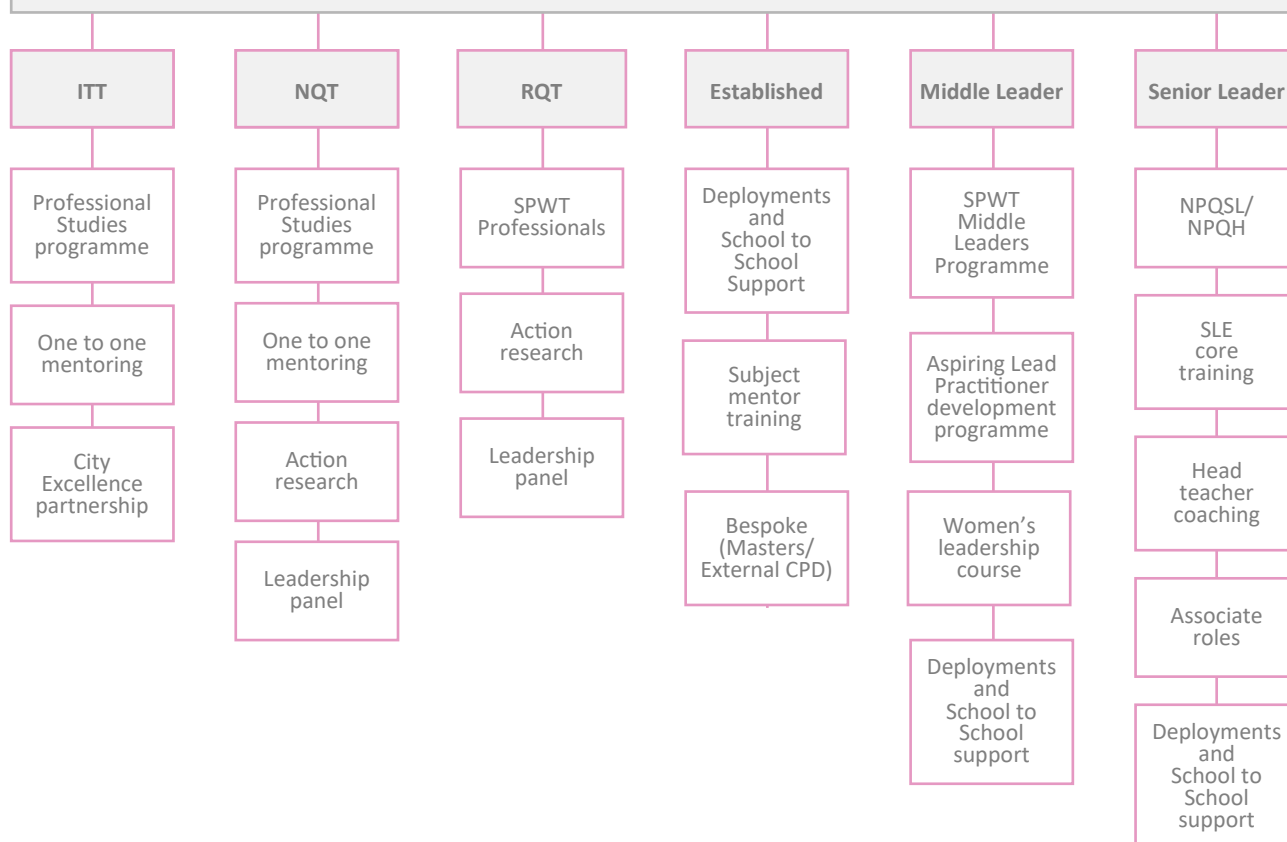
# Development and Networking Opportunities

SPWT offers all staff teaching and non-teaching opportunities to train and develop as professionals at all stages of their careers.

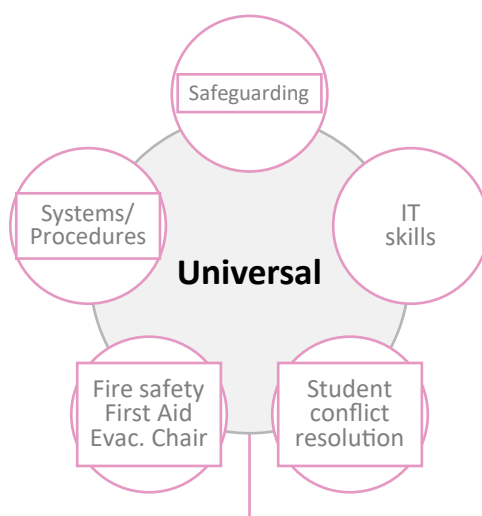
## Our CPD Offer:



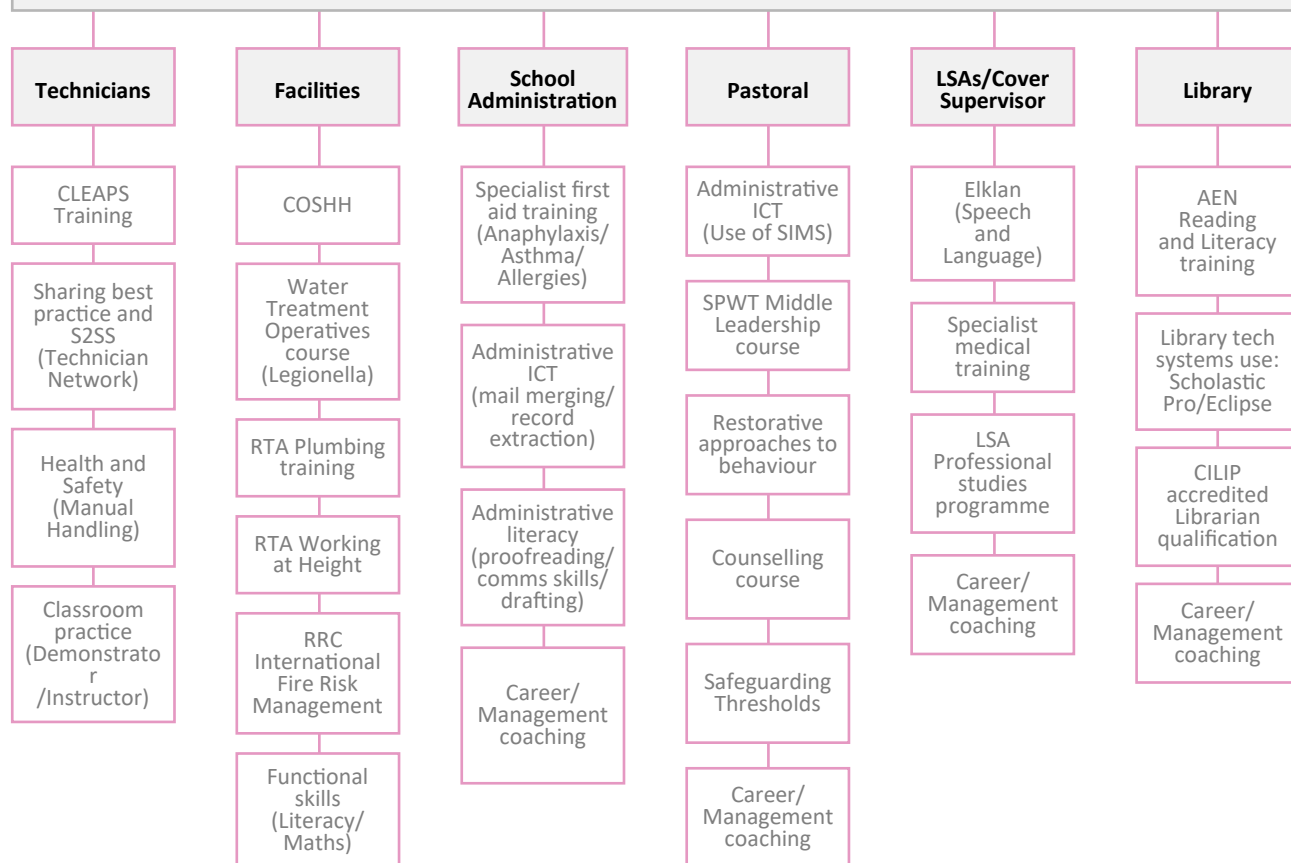
## Bespoke career stage courses in addition to your universal offer



**Our CPD Offer:  
The School Community**



**Bespoke career stage/training courses in addition to your universal offer**







## Job Description

<b>Job title:</b>	Teacher of Maths	<b>Department:</b>	Maths
<b>Start Date:</b>	September 2021	<b>Grade &amp; Salary Range:</b>	MPS
<b>Line Manager:</b>	Head of Faculty	<b>Contract Type:</b>	Permanent

### INTRODUCTION

The University Schools Trust (UST) is a unique partnership of six world-leading universities and four sector-leading bodies who are working together to deliver a shared vision of inclusive, high quality and transformational education delivered by schools which are deeply rooted in the communities they serve.

We take a rigorous approach – educating from nursery to university and beyond – to all aspects of our work. Our teaching practice is effective, our students are challenged to achieve their best and we use our resources efficiently. Our values of communication, investigation, participation, networking, scholarship and vision are core to all our work.

As a small, growing and dynamic trust, we are small enough to know and care about the professional development of every single employee. Through our influential trust partners, we have increased the scope of our work and the opportunities available to students and our staff.

### OUR VISION

To provide transformational educational opportunities for children across London, setting the agenda for social mobility and sector-wide change.

### MISSION STATEMENT

Our mission at UST is to improve the outcomes of all our pupils by ensuring we train, recruit and retain the highest calibre of staff across our workforce. Our teaching practice will be research led in partnership with our academic Trust sponsors and the evidence collated will influence local, national and international policy. We will share our best practice with others, extending our success and influence. A critical mass of schools will enable a flexible, school-to-school support structure which will ensure a platform to develop school leaders. Leaders at all levels will provide a systematic succession plan for our schools.

**Main purpose of this role**

- To plan and deliver a broad, balanced curriculum for students, in accordance with faculty schemes of work and National Curriculum programmes of study, liaising with relevant colleagues on the planning of units of work for collaborative delivery
- To monitor and support the overall progress and development of students as a Teacher/Form Tutor
- To deliver quality first teaching in line with the school's expectations and policies on teaching and learning
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their potential
- To contribute to raising standards of student attainment
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth

Under the overall direction of the Headteacher carry out the professional duties of a teacher as set out in the School Teachers' Pay and Conditions Document.

**Teaching responsibilities**

- To undertake a designated programme of teaching across all key stages
- To collaborate with colleagues at and/ or teach students, and take part in training/ coaching, at the St Paul's Way Foundation School (Key Stages 1-2)
- Plan teaching in accordance with faculty schemes of work and National Curriculum programmes of study
- Liaise with relevant colleagues on the planning of units of work for collaborative delivery
- Teach consistently high quality lessons informed by the school's teaching principles
- Set expectations for students in relation to standards of achievement and the quality of learning and teaching
- Teach to ensure knowledge is retained in long term memory of students
- Assess and adapt teaching to the strengths, weaknesses and misconceptions of classes
- Follow the department feedback policy, providing formative feedback in every lesson and whole class feedback for set pieces of work
- To maintain discipline in accordance with the school procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework
- Work in collaboration with Learning Support Assistants, Special Educational Needs Team and Inclusion Team
- Be familiar with the SEND Code of Practice for identification and assessment of Special Educational Needs and keep appropriate records on Individual Education Plans for students
- Be a role model for students, inspiring them to be actively interested in your subject
- Updating professional knowledge and expertise as appropriate to keep up to date with developments in teaching practice and methodology, in general, and in your curriculum area
- Promote learning through out of hours activities such as enrichment, educational trips and speaker visits

**Teaching responsibilities (continued)**

- Promote aspects of Personal Development, CEIAG and enrichment related to your subject
- To agree, monitor and evaluate the subject student progress targets to make a measurable contribution to whole school targets
- Engage in the student progress review model to ensure strategic plans are in place to address underperformance or concerns over individual students or sub groups
- Undertake assessment of students as requested by external examination bodies, curriculum areas and school procedures
- To follow the school policies and procedures on teaching, learning and assessment.

**Staff Development**

- To continue personal development in the relevant areas including subject knowledge and teaching methods
- To engage actively in the Performance Management process
- Participate in whole school and CPL programmes.

**Student Support and Progress**

- To be a Form Tutor to an assigned group of students if and when required
- To promote the general progress and well-being of individual students and the Tutor Group as a whole.
- To liaise with the relevant pastoral leaders to ensure the implementation of the Student Support system.
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life
- To evaluate and monitor the progress of students and keep up-to-date student records as may be required
- To contribute to the preparation of Action Plans and other reports as required
- To alert the appropriate staff to problems experienced by students
- To communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff.
- To contribute to personal development, CEIAG and enrichment according to school policy
- To apply the Behaviour for Learning policy so that effective learning can take place
- Meet with students over whom there are concerns and contact home where necessary in conjunction with student support teams
- Meet with students over whom there are concerns and contact home where necessary in conjunction with student support team and department heads.

**General administration**

- Check that information required by various internal and external bodies is produced within the given time scale and is of excellent quality
- Ensure that communications are responded to in a timely manner and agreed deadlines are met.



**Equality and Diversity**

- The School has a strong commitment to achieving equality in its service to pupils, parents and the employment of people and expects all employees to understand, comply with and promote its policies in their own work.

**Health and Safety**

- The post holder shall ensure that the duties of the post are undertaken with due regard to the School's Health and Safety Policy and to their personal responsibilities under the provisions of the Health and Safety at work Act 1974 and all other relevant subordinate legislation.

**Safeguarding**

- Be keenly aware of the responsibility for safeguarding children and to help in the application of the Safeguarding and Safe Practices policy within the school
- Comply with the school's Safeguarding Policy in order to ensure the welfare of children and young persons.

**Qualification Criteria**

- A fully qualified teacher with evidence of QTS for secondary teaching
- Qualified to at least degree level in subject area and/or good A Levels or equivalent
- Qualified to teach and work in the UK.

This Job Description may be reviewed at the end of the academic year or earlier if necessary. In addition, it may be amended at any time after consultation with you.

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#### **EQUAL OPPORTUNITIES STATEMENT**

Adhere to the Trust's Equal Opportunities policies and ensure anti-discriminatory practice within the service area.

#### **COMMENSURATE STATEMENT**

Undertake any other reasonable duties commensurate with the grade as determined by the manager.

#### **CHILD PROTECTION**

To have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures adopted by the school, the Trust. And the local authority.

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Signed \_\_\_\_\_ Date \_\_\_\_\_ Post holder

Signed \_\_\_\_\_ Date \_\_\_\_\_ Executive Headteacher

<b>St Paul's Way Trust School</b> <b>Teacher of Maths</b> <b>Person Specification</b>		
<b>Knowledge and Experience</b>	<b>Essential</b>	<b>Desirable</b>
Qualified to teach and work in the UK	•	
Evidence of excellent classroom practice with a proven ability to teach to a consistently high standard (can be as part of teacher training)	•	
Knowledge of the National Curriculum in subject specialism	•	
The knowledge and understanding of current theory and best practice in learning and teaching, particularly as this relates to high attainment and progress	•	
Relevant experience/proven success in teaching subject specialism at all Key Stages and confidence in developing the curriculum	•	
Good understanding of effective procedures for managing and promoting positive behaviour among pupils	•	
Good degree in subject specialism or related discipline	•	
Experience in urban schools		•
<b>Skills and Abilities</b>	<b>Essential</b>	<b>Desirable</b>
The ability to work as part of a team and to develop and maintain positive relationships with teaching and other support staff	•	
Good level of ICT skills	•	
Knowledge of intervention strategies that can be used effectively at Key Stages	•	
Ability to apply effective teaching and learning strategies	•	
Ability to lead and manage own work effectively and take responsibility for own professional development	•	
Ability to recognise and respond to the needs of children of different attainment levels	•	
The ability to lead, motivate and inspire pupils, support staff and to forge positive relationships with parents	•	
<b>Personal Qualities</b>	<b>Essential</b>	<b>Desirable</b>
Excellent interpersonal and communication skills	•	
Passion for teaching own subject specialism	•	
Enthusiasm for and commitment to the achievement of the school's overall vision for success at all levels	•	
Commitment to contributing to school life as a whole, and willingness to be involved with clubs and community projects	•	
An appetite and stamina for challenging work	•	
A proactive approach to continuous professional development	•	
A passionate belief in the success of young people and obtaining high standards	•	
Flexible, adaptable, results orientated and able to prioritise, resilient under pressure	•	



## St Paul's Way Trust School

Teacher of Maths

### Person Specification (continued)

Other	Essential	Desirable
Commitment to equality of opportunity and the safeguarding and welfare of all students	•	
To undertake, within reason, other various responsibilities as directed by the Headteacher	•	
This post is subject to an enhanced Disclosure & Barring Service check	•	

# Application and Selection Process

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All applications will be acknowledged and there is a nominal closing date for this role. Candidates are encouraged to submit their applications as soon as possible as preliminary shortlisting may begin as soon as they are received.

**To apply please:**

- Visit [www.spwt.net/contact vacancies](http://www.spwt.net/contact-vacancies) and follow the link to complete your application form.

Deadline for applications to be received is **09:00 Monday 14th June 2021.**





# St Paul's Way

Education • Foundation • Trust

125, St Paul's Way, London E3 4FT

**T** 020 7987 1883  
**E** [school@spwt.net](mailto:school@spwt.net)  
**W** [spwt.net](http://spwt.net)

