



APPOINTMENT OF TEACHER OF MATHS – Full Time/Part Time will be considered

Required from August 2019



WELCOME FROM THE PRINCIPAL

Thank you for your interest in the Teacher of Maths vacancy at Uppingham Community College. We are very proud of our history and heritage, but we are very much a forward thinking school.

Our key values as a school community are: Respect, Honesty and Kindness. Everything we do is based upon these simple core principles.

We are committed to the highest standards of education and have invested in staff, facilities and resources to ensure all of our students acquire the knowledge and skills required to succeed in an ever changing world.

We offer a broad and balanced curriculum which meets the needs of each individual and we continually focus on developing teaching and learning by focussing on educational research and investing in staff development.

At Uppingham Community College we put the student at the heart of everything we do. Our vision as a school is simple:

To ensure everyone at UCC thrives, making excellent progress in their learning, achievement and development.

As teachers, leaders and as parents ourselves, we understand the importance of young people feeling safe and happy at school. We work tremendously hard to ensure the environment at UCC is welcoming, positive, safe and focussed on learning. We are relentlessly aspirational for our students and we want them to achieve the highest possible standards of academic excellence, alongside becoming amazing young adults.

As a school we are very committed to developing our staff. I firmly believe that in order for our young people to flourish we must invest in the development of our staff so they can thrive professionally and provide an excellent education for our students. We are determined to provide a working environment for our staff in which workload is manageable, job satisfaction is high and where we are focussed on the aspects of school life that make the biggest difference in the lives of our young people.

We are a school that has excellent staff attendance and retention levels. Consequently our staff turnover is very low and recruitment opportunities are quite rare. Therefore this is an exciting opportunity to join a fantastic school, work within a great team and teach a superb group of young people.

Uppingham Community College is a wonderful place to learn and to work! I look forward to receiving your application.

Ben Solly

Principal

GENERAL INFORMATION

Uppingham Community College is an oversubscribed secondary school with 912 students on roll. The great majority of students are of White British heritage and very few speak English as an additional language.

UCC was inspected by Ofsted in [September 2017](#). The inspection identified that the school continues to be *Good*. The report outlines the major strengths of the school to be the standards of teaching, the ambitious and effective school leadership, the exemplary behaviour of students and the strong ethos which is represented by the school values of *respect, honesty and kindness*. The report identifies the following areas to focus on next:

- build on recent improvements in English, so that pupils' progress in English matches their strong progress in mathematics, science, the humanities and languages
- ensure pupils make better progress in the small number of option subjects where achievement is not consistently good
- increase the attendance of disadvantaged pupils
- ensure there are clearer arrangements for monitoring pupil premium spending and for measuring the success of leaders' work to support disadvantaged pupils.

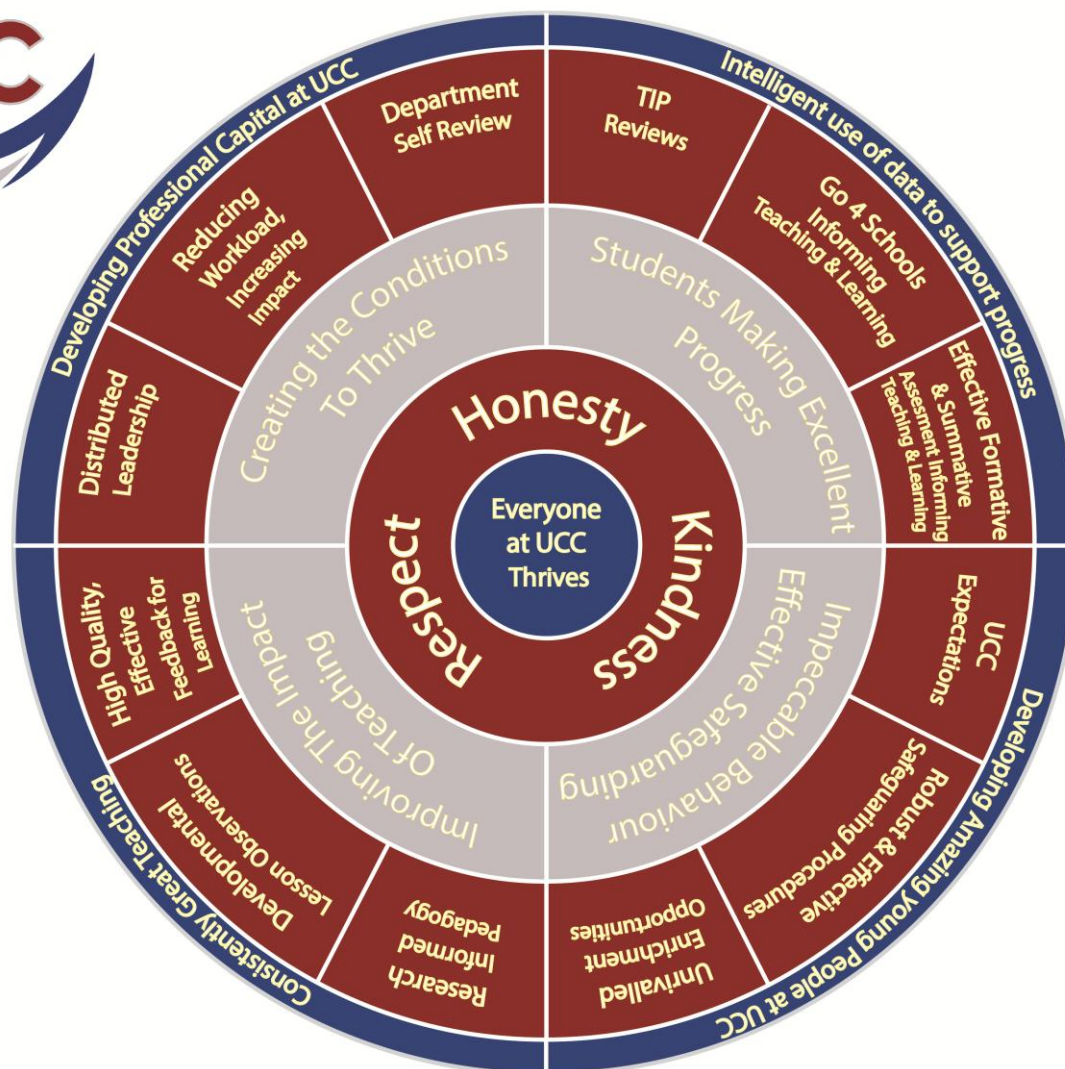
UCC has consistently achieved GCSE results that are significantly above the national average in terms of student attainment and for the past two years the Progress 8 score has been positive.

Measure	2015-16	2016-17	2017-18
Progress 8	0.12	0.13	0.21
Attainment 8	54	52.2	53
5+ English & Maths	N/A	57%	58%
4+ English & Maths	73%	82%	80%

The core values of UCC are **Respect, Honesty** and **Kindness**. These simple and memorable principles provide the foundation for all decision making and behaviour at UCC. UCC places significant importance on the holistic development of young people and delivers this through a comprehensive pastoral support structure, a broad and balanced curriculum and an outstanding enrichment programme.

Students participate in an extensive range of extra-curricular activities and have opportunities to experience learning outside of the school environment through various educational visits. UCC has an outstanding reputation for sport locally and students compete in a wide variety of competitions across Rutland and beyond. UCC provides students with the opportunity to take the Duke of Edinburgh's Award up to Gold and the most able students in Key Stage 4 can study the Higher Project qualification. Students receive CEIAG that ensures they are guided towards the most appropriate post 16 pathways. All Year 10 students participate in Work Experience in the summer term.

OUR SHARED VISION – this vision wheel encapsulates everything we are aiming to achieve as a school, alongside how we plan to be successful and the values that guide the way in which we work.



UCC Vision - Everyone at UCC Thrives, Making Excellent Progress in Their Learning, Achievement and Development

LEADERSHIP AT UPPINGHAM COMMUNITY COLLEGE

Our Senior Leadership Team (SLT) consists of our Principal, Mr Solly, two Deputy Principals, Mr Anderson and Mr Brookes, Assistant Principal Mr Rhodes and Finance Director Mrs Croote. The SLT are supported by an Extended Leadership Team consisting of nine Heads of Department who oversee the curriculum and standards in each subject.

The welfare and care of our students is of utmost importance. We believe that outstanding personal development and academic achievement are rooted in a holistic approach; ensuring students are happy, healthy and safe. Our key values of respect, honesty and kindness are at the heart of the day to day practice of all staff, offering care, guidance and support consistently to each individual.

Our shared vision and values enable us to focus on providing the best possible experiences and outcomes for each individual. Our Maximising Learning Team (MLT) provide opportunities for students to grow, to learn and to succeed. Our MLT is made up of:

Progress Leaders – we have five progress leaders, one for each year group. Progress Leaders are teachers who lead a year group and guide them through each of their five years at UCC, focussing on student progress across all subjects and working to engage students in opportunities to enhance their overall experience.

Personal Development Coaches – we have five personal development coaches at UCC, one of each year group. The role of the PDC is to support students in their all-round development, challenging them to become reflective, responsible and empathetic members of our school and the wider community.

The work undertaken by these experts is reinforced by the Form Tutors who manage the day-to-day care of our students in addition to delivering the Personal, Social & Health Education aspects of the curriculum. The Form Tutor is a valuable and vital link between college and home and we always encourage a strong and close working relationship between tutors, parents and students.

Student voice is important and high profile at UCC. From our Head Boy and Head Girl and their Student Leadership Team, through to our Student Council and Form Representatives; we give all students the opportunity to have a say in how our school develops and evolves.

The role of the Governing Body is to support, challenge and be a 'critical friend' in relation to the work and future development of the College and the wider community. Good governance requires involvement in strategy and policy development; ensures sound personnel and financial management; measures performance and supports the pursuit of challenging medium and short term goals.

The work of the Governing Body is facilitated through Full Governor Meetings, various Committees, plus Special Area and Curriculum Links. Governors are also involved in other day to day activities in support of the Principal and Staff as required.

THE MATHEMATICS DEPARTMENT AT UPPINGHAM COMMUNITY COLLEGE

The department is currently staffed by 6 full time and 1 part time Maths teachers.

Maths is currently taught in groups that are banded according to ability at both Key Stage 3 and 4.

At Key Stage 3, students follow a scheme of work which aims to secure mastery and fluency in number, ratio and proportion, algebra, geometry and statistics.

At Key Stage 4 all students study GCSE Mathematics; some students will complete an Entry Level Qualification alongside the GCSE where necessary. We also offer GCSE Statistics and Further Maths as an option subject and students complete GCSE Statistics in Year 10 followed by a Further Maths Qualification in Year 11.

Results 2018

Subject	% Grade 4+	% Grade 5+	% Grade 9
GCSE Mathematics	81%	61%	4%
	% A* - C	% A – A*	% A* Distinction
GCSE Statistics	100%	60%	
Further Maths	95%	36%	18%

Mathematics is taught in a purpose built block that opened in September 2013, with spacious classrooms and excellent IT facilities including fully interactive Smart boards.

The department aims to present Maths as a subject in which all students can succeed, and indeed students are successful in Maths here at UCC. A high emphasis is placed on teaching for understanding covering a broad and deep curriculum supported by a lot of problem solving activities. The Maths staff work as a closely-knit team with great commitment and consistency. Relationships within the team are excellent and each member's contributions are equally valued. This relaxed and purposeful atmosphere communicates itself to students working in the Maths area.

We offer a range of extra-curricular opportunities within the department including UKMT individual and team challenges, Cypher Club and a number of our students have trained to be maths leaders; running intervention sessions and competitions for younger students.

Title of Post	Teacher of Maths
Job purpose	To work with students and staff to raise attainment and achievement.
To whom the postholder reports	<p>The postholder is responsible to the:</p> <ul style="list-style-type: none"> • Principal in all matters • The Governing body in the Principal's absence. • The line manager. <p>The postholder is also expected to interact on a professional level in order to promote a mutual understanding of the curriculum and its impact on the College policy and practice, with the aim of improving teaching and learning within their teaching area.</p>
The postholder may offer guidance and support to:	Support staff
Duties and responsibilities specific to the post	<p>Strategic direction:</p> <ul style="list-style-type: none"> • Support the aims, ethos, vision and policies of the College. • Develop positive working relationships across the College. • Monitor and maintain policies and practices which reflect the College's commitment to high achievement, and which are consistent with national and College strategies and policies. • Contribute to whole-College development planning. <p>Teaching and learning:</p> <ul style="list-style-type: none"> • Teach all students according to their educational needs. • Support the monitoring and evaluation of teaching and learning across the department. Develop and implement systems for recording individual pupils' progress, and collect and interpret specialist assessment data. • Ensure schemes of work are differentiated appropriately and evaluate the impact on teaching and learning. • Develop and maintain positive relationships with parents to actively involve them in the learning process. • In conjunction with primary College colleagues, develop

	<p>consistency and progression in the 11-19 programmes.</p> <p>Collaborating with colleagues:</p> <ul style="list-style-type: none"> • Promote a creative and collaborative working environment. • Create, maintain and enhance effective relationships. <p>Resource management:</p> <ul style="list-style-type: none"> • Identify resources needed to meet the learning needs of pupils and advise the Head of Department of priorities for expenditure. • Monitor and control the use of these resources. • Ensure a working environment which pays due regard to health and safety requirements • Assist the Principal in formulating and presenting reports to the Governing body. <p>Accountability:</p> <ul style="list-style-type: none"> • Provide an annual analysis of results for the Head of Department.
Generic duties and responsibilities	<p>To work within the framework of national legislation and in accordance with the provisions of College teachers pay and conditions document. In addition, the post is subject to compliance with:</p> <ul style="list-style-type: none"> • College policies and guidelines on the curriculum and College organisation. • County policies. • The conditions of service for school teachers in England and Wales and with locally agreed conditions of employment. • Common core of skills and knowledge for the children's workforce. <p>The duties and responsibilities detailed within this job description should be supplemented by those accountabilities, roles and responsibilities common to all classroom teachers, as set out within the School Teachers Pay and Conditions document.</p>

Application requirements:

1. Application form.
2. Letter of application in which candidates should outline how their experience and/or qualifications match the requirements of the post.
3. Closing date for applications: Monday 1st April, 4:00 pm