

Teacher of Mathematics

Introduction

Welcome from Jane Fletcher, CEO and Rupert Nichols, Chair of the Aldridge Education Board of Trustees

Aldridge Education is a norms-led organisation committed to providing an equitable and high-quality education for all. Sponsored by Sir Rod Aldridge, we have a strong desire to be entrepreneurial in approach and to provide our students with all they need to leave compulsory education with genuine choices available to them about their futures.

The trustees of Aldridge Education are both proud of the work being done across the Trust and keen to continue that work as we continue to pursue our mission, build towards excellence, and broaden our scope.

Together, we are looking for an individual with integrity, high standards and a bias for action to join part of our team. Who you are and your approach to your work is as important to us as what you know – we are genuinely in the work together at Aldridge Education and so we are looking for someone who wants to be a part of the team.



Jane Fletcher

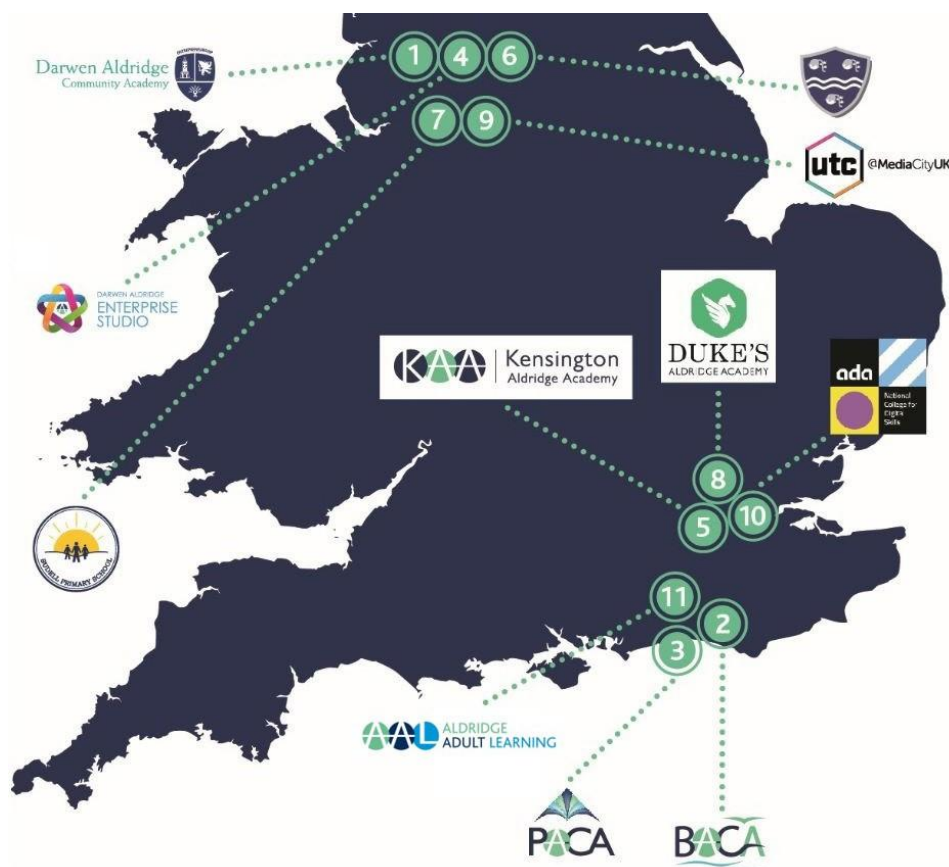
Aldridge Education, CEO

Rupert Nichols

Chair of Aldridge Education

Aldridge Education

Aldridge Education is a semi-national multi-academy trust with schools located in West Sussex, London, Salford and Lancashire. We also have family links with Ada, the National College for Digital Skills and we are the lead sponsor for Kensington Aldridge Academy, secondary school of the year in 2018.



Our mission

Our mission is to bring true equity to education through academic rigour and whole-learner development; supporting aspiration for all and leaving no one behind.

Everyone working for Aldridge Education is asked to commit to these norms and to being open to improving our practice as we see ways to better embody both our norms and our mission.

We are Aldridge Education

We all own the name, the right to speak, the reward and the responsibility. We believe the best of each other, speak positively and act with thought and purpose in order to find solutions and to do good work.

The standard is excellence

Excellence is our bar - it's what we aim for together, nothing less - so we support each other to get better faster.

We champion equality

Inclusion and equality are central to our mission. We aim to leave no-one behind and we are fiercely anti-discrimination.

We are in the work together

We each stand by our missions and we act with transparency and clarity. Because we share accountability, we both give and receive feedback. We celebrate honest support that makes us collectively better.

We behave with integrity

Professionalism, honesty and humanity underpin every word and action. Truth and kindness work hand in hand.

We lead by example

We own our responsibility to live our norms. We expect to be role models to those around us in matters both small and large.

We use time well

Time is precious so we work smart. We select actions and tools that provide the most benefit from time invested. We avoid creating unnecessary work for others.

About Aldridge Education

Aldridge Education is a national multi-academy trust which was established in 2016. Our patron is Sir Rod Aldridge, who founded the Capita Group in 1984; under his leadership, Capita grew from a small start-up to an FTSE 100 company.

Imbued with this entrepreneurial spirit, Aldridge now looks after nine schools across the country (with a cluster in the Northwest of England, one school in London and two in Brighton). We also have an adult learning provision, also based in Brighton. Our academies are a mixture of typical and atypical provisions, which specialises in STEM subjects and complements our more creatively focused UTC, based in Media City and in Warrington.

The two key missions which drive our work - to bring learning to life and leave no one behind - ensure our focus on putting equity into education. We aim to equip every single Aldridge learner with the skills and mindset to achieve and thrive in their next steps after school. We have a range of unique USPs which help us to provide our students with varied opportunities for learning and growth: there's our world-class Cricket and Football Academies in Brighton; our strong network of businesses and employers that supports our T Level courses; our new, collaborative sixth form in Darwen; our thriving and busy Growing Together professional development arm, which gives our staff the tools they need to excel in the classroom.

Guided by our operating norms – which highlight our high standards of both work and behaviour – Aldridge Education seeks to give our learners, families, staff and communities the best possible experience in every Aldridge school. That is a bit about our story – and you could be part of it too.

For more information, please view our website: www.aldridgeeducation.org



About UTC Warrington

UTC Warrington is a school and sixth form with a clear focus and vision: to prepare students for high-quality careers in science, technology, and engineering. Our students study a broad range of academic subjects, including GCSEs and a variety of post-16 qualifications. Alongside this, we offer students the opportunity to develop their technical knowledge and skills by working directly with the region's leading employers.

We are proud to be a Skills Builder Gold Award holder, a framework we embed within our personal development programme. Combined with opportunities to participate in high-quality enrichment activities — such as cadets, NCS, student leadership, and robotics — our students are exceptionally well-prepared for the world of work.

We boast fantastic facilities and state-of-the-art equipment. Students benefit from working with industry professionals and teachers who have strong industry experience, progressing onto world-class degrees and apprenticeship opportunities. UTC Warrington is currently ranked 10th out of 4,373 schools and colleges nationally for students entering higher and degree apprenticeships.

Our strong partnerships with a wide range of local, national, and international businesses enable staff to link their teaching directly to an applied, employment-focused educational environment.



Job description

Role: Teacher of Mathematics
Required September 25

Salary type: MPS/UPS

Contract: Full Time, Permanent

Overall Purpose of the Role:

You will demonstrate an ability to teach and support the Heads of Departments.

You will demonstrate an ability to support the school ethos by not only providing excellent teaching, but you shall be required to deliver engaging and diverse lessons to pupils to encourage both academic and personal development.

Key Duties:

- To strategically plan for the development of the following areas demonstrating impact of these on learning and progress of pupils:
- To assist and support pupil academic progress and emotional development
- To work with colleagues as appropriate to raise standards of achievement and attainment with the goal that all pupils make expected levels of progress or better

- To play a full part in the life of the academy community, to support its distinctive aims, values and ethos and to encourage staff and students to follow this example.
- Teachers make the education of their pupils their first concern and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge; keep their knowledge and skills up-to-date and are self-critical; forge positive professional relationships and work with parents/carers in the best interests of their pupils.

Key Responsibilities:

In addition, your key responsibilities will include:

- To teach students according to their educational needs, including the setting and marking of work to be carried out by the student in academy and elsewhere.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure that ICT, literacy, numeracy and academy subject specialism(s) are reflected in the teaching/learning experience of students.
- To undertake a designated programme of teaching.
 - To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus.
- To provide a positive, conducive and safe learning environment, encouraging high standards in punctuality, presentation of work and relationships.
- To set high expectations for pupils' behaviour and maintain a good standard of discipline through well focused teaching, fostering positive relationships and implementing the academy's Behaviour Policy.
- To undertake assessment of students as requested by external examination bodies, departmental and academy procedures.
- To mark, grade and give written/verbal, active and informative feedback as required following academy policies.



Job description

- To assist in the development of appropriate resources, schemes of work, marking policies and teaching strategies in the Subject Area of Mathematics
- To contribute to the Subject Area's development plan and its implementation.
- To plan and prepare courses and lessons.
- To contribute to the whole academy's planning activities.
- To take part in the academy's staff development programme by participating in arrangements for further training and professional development.
- To continue personal development in the relevant areas including subject knowledge and teaching methods.
- To engage actively in the Appraisal process.
- To ensure the effective/efficient deployment of classroom support.
- To work as a member of a designated team and to contribute positively to effective working relations within the academy.
- To maintain appropriate records and to provide relevant accurate and up-to-date information to MIS, registers, etc.
- To complete the relevant documentation to assist in the tracking of students.
- To track student progress and use information to inform teaching and learning.

Pastoral Responsibilities:

- To be a Form Tutor to an assigned group of students.
- To promote the general progress and wellbeing of individual pupils.
- To liaise with a Head of Year to ensure the implementation of the academy's pastoral system.
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of academy 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.

- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
- To communicate as appropriate, with the parents of students and with persons or bodies outside the academy concerned with the welfare of individual students, after consultation with the appropriate staff.
- To contribute to PHSCEE and citizenship and enterprise according to academy policy.
- To apply the Behaviour Policy so that effective learning can take place.

Accountability:

- To contribute to the process of monitoring and evaluation of the Subject Area in line with agreed academy procedures.
- To review from time to time methods of teaching and programmes of work.
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the academy.
- To ensure that all of the teacher standards (as attached) are met and a serious commitment is shown to improving, evaluating and developing teaching practice based on those standards to an excellent standard.

Other Responsibilities

Operating at all times within the stated policies and practices of UTC Warrington and the wider Trust.

Abiding by and practicing the Aldridge Education Operating norms:

- We are Aldridge Education
- The standard is excellence
- Our people matter
- We are in the work together
- Character is key
- We lead by example
- Every moment matters

Job description

Equal Opportunities

- To know and adhere to the UTC Warrington equal opportunities policy and equalities legislation and implement in relation to job responsibilities in employment and service delivery.

Health and Safety

- To take reasonable care for his/her own health and safety and any other person(s) who may be affected by his/her acts or omissions at work, in accordance with the Health & Safety legislation.
- To co-operate with UTC Warrington insofar as it is necessary to enable it to comply with its duties under relevant health and safety legislation.

Safeguarding of Children Young people and Vulnerable Adults

To be aware of and work in accordance with the UTC Warrington safeguarding child protection policies and procedures to safeguard and promote the welfare of children and vulnerable adults and to raise any concerns relating to such procedures which may be noted during the course of duty.

The post holder will be required to have a valid Enhanced Disclosure and Barring Service (DBS) certificate and be re-checked every 3 years as per UTC Warrington procedures.

Person specifications

Qualifications	Essential	Desirable
Qualified Teacher Status	✓	
Relevant Degree	✓	
Experience of teaching in the 11-18 sector	✓	
Experience, knowledge and skills		
Prioritise, plan and organise	✓	
Act as a role model for pupils and staff by setting high personal and professional standards	✓	
Motivate and inspire pupils, staff, parents, governors and the wider community	✓	
Deal sensitively with people and resolve conflicts	✓	
Use appropriate leadership styles in different situations and understand their likely effects.	✓	
Professional knowledge and understanding		
Ability to keep calm under pressure and use tact and diplomacy	✓	
Has an understanding of current educational issues	✓	
Strategies for raising standards	✓	
Effective learning and teaching strategies	✓	
Knowledge of the Secondary Curriculum and National Strategies	✓	
Use data effectively	✓	
Effective user of ICT.	✓	
Show awareness of whole school issues	✓	
The ability to translate vision into practice	✓	
Developed partnerships with stakeholders	✓	
Excellent subject knowledge and awareness of the latest initiatives in that subject	✓	
Able to deliver GCSE in Mathematics	✓	
Skills and Personal Qualities/Characteristics		
Enjoy working with, and for, young people, as well as adults	✓	
Be an excellent classroom practitioner able to secure pupil engagement in learning	✓	
Have the imagination, energy and capacity for hard work together with an enthusiasm to take on developments and challenges	✓	
Demonstrate the ability to identify tasks, and move projects forward to successful completion	✓	
Possess excellent communication skills. Able to engage a variety of audiences	✓	

Person specifications

Skills and Personal Qualities/Characteristics - Continued		
Ability to analyse issues and to think both creatively and strategically	✓	
Be a problem solver	✓	
Ability to apply and adapt national initiatives in a local context	✓	
A commitment to comprehensive and inclusive education	✓	
Be good at completing tasks, as well as starting them	✓	
Be willing to contribute to activities outside the timetable	✓	
Personable, approachable, whilst still inspiring respect and personal and professional credibility	✓	
Ability to work under pressure whilst maintaining a positive and creative attitude	✓	

Aldridge Education is committed to:

- Exemplary safer recruitment practice
- Equity in recruitment which goes above and beyond to ensure that all are included and have an equal chance to prove themselves ready for a post being advertised
- Ensuring our learners of all backgrounds see themselves in leadership roles in our Trust and know they belong in any and all offices.
- Growing leaders from within

Application process

If after reading the details you would like to apply for this post then, as part of our safer recruitment practice, you will be required to complete an application form and return to Kathy.shaw@aldridgeeducation.org before the closing date.

- Closing date for applications: Midday Monday 12th May 2025
- Interviews are planned for: W/C 19th May 2025

Reference

In accordance with our safer recruitment policy and KCSIE 2024 guidelines, we cannot accept personal email addresses for referees. A total of two professional references are required, and they must come from different employers. Please provide the name of your **current or most recent employer**, along with the email address of your line manager or a representative from the HR department

Safeguarding Statement

Aldridge Education is committed to working together to safeguard children 2023 providing help and support to meet the needs of children as soon as problems emerge. We expect all employees and volunteers to share this commitment. Where the role for which you are applying involves engaging in regulated activity, it is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

A copy of Aldridge Education's Child Protection policy is available on our website at www.aldridgeeducation.org

Following successful shortlisting, Aldridge Education will carry out the necessary prohibition checks for all teaching staff, as well as for all candidates undertaking regulated activity. If you are shortlisted for the position you are applying for, you will be required to complete a Declaration giving details of any relevant criminal offences and other relevant information relating to our safeguarding duty. Further information will be provided on that form.

Any offer of employment will be made conditional upon a satisfactory enhanced DBS check and other safer recruitment checks.

If you are shortlisted for the position you are applying for, **Aldridge Education will undertake online searches** (including social media) in accordance with KCSIE 2024.

This post is considered exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975.

