

Denefield School

Teacher of maths

Information for candidates

January 2012

**Denefield School • Long Lane
Tilehurst • Reading • Berkshire • RG31 6XY
T. 0118 9413458 • F. 0118 9452847**



Dear Applicant

Thank you for expressing interest in applying for the post of teacher of maths at Denefield School. We do hope you find the information contained in this pack informative and that it will enable you to reach a decision on whether to apply for the post.

We are seeking to appoint a dynamic colleague who shares our ambition to ensure that every young person at Denefield achieves their personal best. The successful candidate will be first and foremost an exceptional teacher, but will also have the drive and vision to transform young peoples' experience of maths at Denefield.

I was appointed to the school on secondment as acting headteacher in September 2008 following the departure of the previous head and the majority of the senior leadership team. The school was inspected by Ofsted in December 2008 and, as I had anticipated, the school was placed in Special Measures.

Following a period of significant and rapid change, rigorous monitoring by Ofsted and support from the LA and our education partners, the school was removed from Special Measures in November 2010. Inspectors were clear in their finding that *'the headteacher provides very clear strategic leadership. He and his senior team successfully communicate a clear vision for the school which is shared by staff. The whole school community and the governing body are working together as an enthusiastic, effective and cooperative team.'*

In the summer examinations 2011, our students achieved the school's best ever results at GCSE and equivalent level qualifications, testament to the hard work that they, their teachers and support staff had put in over the previous 12 months: 80% of our Year 11 students achieved 5+ GCSE grades at A*-C with 51% achieving A*-C including English and maths. Therefore, work remains to be done if we are to achieve our ambition to become an outstanding school for the local community, but we are confident that we are making rapid progress to achieve our goal.

The school received planning permission last year to significantly upgrade teaching facilities with a £9 million refurbishment and new build programme. These plans include the building of a brand new science and technology block, a multi-use atrium, new Sixth Form spaces and upgraded facilities for other departments across the school. Building work is progressing well and is on track for completion in autumn 2012.

The perception of the school by parents continues to go from strength to strength illustrated by our rising student numbers. I anticipate that we will be oversubscribed in September 2012. Feedback from our primaries reinforces this view.

For me, working at Denefield represents an exciting opportunity to transform a school which has huge potential. Since arriving I have found the staff to be incredibly supportive and I know they are fully committed to rapidly securing the required improvements. Similarly, I have found that the vast majority of students have responded extremely positively to the new rules, procedures and expectations we have established.

The successful candidate will be joining the school as we continue to focus on raising levels of achievement. Above all, the person we appoint will need to be able to demonstrate that they are committed to raising standards through quality teaching and learning. I do hope that you will take the time to visit us and to reflect carefully on the potential this post will offer you: our recent Investors in People review highlighted our induction and training programme for new staff as a strength of the school.



If you like what you have read so far and wish to make an application, please complete the enclosed application form or the electronic copy on our website. You should also write a letter of application (no more than two sides of A4) which outlines the skills, qualities, attributes and experience you would bring to the role based on the information provided in the job and person specification.

At Denefield we take safeguarding very seriously and consequently the successful candidate will be required to complete an enhanced CRB check. Please do not include CVs with your application as these will be disregarded for safeguarding purposes.

The closing date for applications is 9.00am **Friday 3 February 2012** and interviews are planned to take place week commencing Monday 6 February 2012. Electronic applications are fully acceptable and these should be emailed to recruitment@denefield.org.uk. Candidates called for interview will be contacted by phone in the first instance.

I do hope you will consider joining my team and me on our journey and I look forward to receiving your application. Please do not hesitate to get back to me, or indeed one of my team, should you require further clarification on any aspect of the process.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Glyn Whiteford', is written over a faint, larger version of the same signature.

Glyn Whiteford
Headteacher

3 November 2011



Denefield School description

Introduction

Denefield School opened in 1976 as a mixed comprehensive school for students aged 11-18. We have a very pleasant 6.5 hectare site at the edge of the Tilehurst/Purley area, bordering farmland. There are currently 1037 students on roll, 164 of them in the Sixth Form. In 1994 the Department for Education awarded us Technology College specialist status and in October 2007 we were re-designated for a fifth phase. Building is well advanced on a £9 million building project to provide new facilities for science, technology, expressive arts and the Sixth Form by summer 2012. Denefield School became an academy on 1 January 2012.

Leadership

Since September 2008, Denefield School has had a new headteacher and SLT who have been praised by Ofsted for providing clear vision and leadership based on an accurate assessment of the school's strengths and weaknesses. As the senior team, we recognise the importance of CPD in helping staff to develop professionally in order to realise their own potential and improve the life chances of all the children they work with. Consequently, we provide a range of CPD opportunities, including the Masters in Teaching & Learning. We have recently been awarded the CPD Mark, making us one of only 40 schools nationally to have achieved this significant recognition. We have held 'Investor in People' status since 2000 and this was successfully reviewed in February 2011.

Curriculum

Denefield aims to provide a curriculum that meets the needs of all students by offering a breadth of educational opportunity. Subjects are taught according to National Curriculum guidelines and a wide range of teaching and learning styles are used to ensure that students are actively engaged in their learning. In Years 10 and 11 all students follow a core curriculum of English, mathematics, science, ICT, PSHEE and PE. In addition, students select courses from a wide ranging choice of options, which include full GCSE courses in technology, French, German, art & design, business studies, child development, health & social care, PE studies, history, geography, media and philosophy & ethics. We also offer BTEC courses in music, fashion & textiles, sport & leisure, performing arts, business studies, construction, art & design and the Diploma in Digital Applications. The curriculum is based on five 60 minute periods per day, organised as a two-week timetable.

Pastoral care and academic guidance

The Heads of House, Student Managers and tutors have responsibility for the welfare, academic progress and discipline of the students in their care. The tutors in each house team have a particularly important role since they look after the same group of children as they move through the school. Time is set aside each day for a programme of activities designed to promote the students' social and learning skills, support literacy, monitor completion of extended learning (homework) and to enable tutors to get to know each student as an individual. Student Voice is important at Denefield School and we have an active School Council and House Councils led by the Sixth Form senior student team.

Sixth Form

The majority of Year 11 students stay on into the Sixth Form. There is a long established tradition of Sixth Form education at Denefield which is now enhanced by the provision of courses for the whole ability range. We currently offer a wide range of courses at AS/A2 level, as well as courses from the BTEC suite. In addition, students have the opportunity to extend their experience through completing the Extended Project Qualification (EPQ). A new Sixth Form block was put in place during summer 2009 which has greatly enhanced the teaching and social spaces available for students in Key Stage 5.



Denefield School description

Library

This well equipped centre is open to students from 8.00am to 4.00pm for access to multi-media resources, books, maps, newspapers and the internet. This facility is used to develop a positive attitude to life-long learning, by training students to acquire independent study skills. A full time librarian and assistant are available to support the students.

Links between home and school

We aim to develop strong links between home and school. In addition to consultative evening meetings between staff and parents, we also hold Academic Review Days where parents, tutors and students meet to discuss any concerns, acknowledge successes and agree targets for further improvement. Parents also receive termly monitoring reports and are provided with regular communications about developments in school. In addition, we publish various brochures and organise information evenings for parents at key points in their children's education, together with awards' evenings to celebrate the success of students at different Key Stages. Since March 2009 we have been holding regular Parents' Forum meetings which have addressed many of the concerns and questions raised by parents and given them an opportunity to support the school during a period of change.

Special educational needs

At Denefield we place equal value on the education of all students. Those with special educational needs are encouraged to achieve their potential within each curriculum area where they are provided with differentiated materials by their class teachers, whilst teaching assistants also offer additional individual support. Some students are withdrawn from lessons for brief periods to work with specialist staff in the study centre.

Able, gifted and talented provision

Students who are identified as able, gifted and talented are provided with a wide range of challenging activities to support their learning. There are regular opportunities for extension and enrichment tasks in lessons as part of the curriculum, and teaching includes a variety of teaching styles to cater for learners' individual needs. Teachers have high expectations of students and set personalised targets which are regularly reviewed to ensure appropriate progress for all. Students are also encouraged to participate in extra curricular activities such as Mathematics Challenge and outreach activities with primary schools.

Extra-curricular activities

A variety of out-of-school hours clubs and activities are available to students and their families. These vary across the academic year but might include dance, science, cookery, chess, babysitting, film club, eco club, IT and many others. There is a wide range of opportunities in physical education and the arts, recognised by the achievement of the Arts Mark Gold standard in July 2009. The school enjoys a high reputation for music; we have school bands and choirs, and a large number of musical functions are held annually. There are also excellent opportunities for students to begin or continue instrumental tuition as well as to participate in the annual school musical production. Educational visits and exchanges all appear in our annual programme, including a week's camp in Guernsey for Year 7 students. Enrichment activities are vital to the development of our students and we continue to seek new and exciting educational opportunities to develop each individual.

School uniform

Students are expected to dress appropriately for a learning environment. School uniform is compulsory for students in Years 7-11 and Key Stage 5 students wear 'business dress'.

Day nursery

Denefield School is truly a lifelong learning centre as for a number of years we have run our own 21 place nursery which is open full time from 8.00am to 6.00pm.

ICT resources



Denefield School description

Each member of the teaching staff is provided with a laptop computer for their individual use and all classrooms are equipped with interactive whiteboards or data projectors. In addition there are a number of ICT suites around the school which can be booked for use by all curriculum areas.

Denefield active in the community

Students at Denefield are encouraged to learn from the expertise, experience and information available within the local community. The school in return aims to provide a significant contribution to the community through the high quality education, guidance and care we provide for our young people and through participation in community service at Key Stage 5. We give the opportunity to children in local primary schools to join us for short taught modules at Kids College and to join us for a range of Gifted & Talented programmes. Our Sports Ambassadors and Young Sports Leaders help to lead sports events for both Key Stage 1 and Key Stage 2 children. Denefield is active in its support of charities and each year organises a number of fundraising activities. We are also committed to sustaining and extending our links with local businesses, both to enrich the curriculum and to encourage sponsorship and financial support for the work of the school.



Maths Curriculum Area

The Maths Curriculum Area is situated in the main school block. There are eight classrooms: five are equipped with interactive whiteboards and all rooms have an overhead projector. The Curriculum Area has its own trolley of 16 laptops with wireless internet access which can be booked out for any classroom. There is an extensive range of computer software available for students of all ages and abilities. Mymaths, Easiteach, Maths Alive, GSP and Smile packages are used. In addition the school has a number of computer suites available for booking so that ICT can be integrated into all lessons.

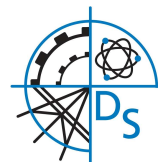
We are extremely fortunate in having so many specialist teachers who make up an enthusiastic team with a range of experience and expertise. The Curriculum Area is innovative and regularly develops and trials new initiatives to enhance our students' learning.

Maths is held in high regard by students and parents alike. Our results in KS3 & 4 are on an upward trend and are currently in line with national averages. Numbers at KS5 are increasing rapidly and these results are well above the national average.

Staff	Responsibility
Mrs B Owen	Interim Manager
Ms J Kershaw	Key Stage co-ordinator (p/t)
Mrs A Mrowiec	Key Stage co-ordinator (p/t)
Mr C Horton	
Ms Emma Stewart	
Miss Afarin Fallahi	
Mr Dan Boyle	
Mr David Felstead	

Courses on offer:

Subject	Qualification	Board
Key Stage 3 6 hours per cycle	Year 7 skills based curriculum offered. Students are taught in mixed ability groups and follow a well resourced, personalised curriculum. Years 8 and 9: the groups are set according to ability and follow a levelled scheme of work incorporating rich tasks and functional maths.	
Key Stage 4 6 hours per cycle	Years 10 and 11 follow the OCR modular course. Students take two modules in Year 10 and a terminal paper in Year 11.	OCR
Key Stage 5 10 hours per cycle	We have a large take up in the Sixth Form for mathematics. For the last three years we have offered A level Further Maths.	Edexcel



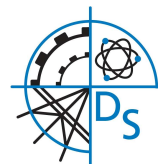
Job description – Teacher of maths

Core purpose

You must be committed to the protection and safeguarding of children and young people.

Key accountabilities

1. To plan and deliver lessons which enable students to progress;
2. To prepare a programme of lessons, appropriate to the needs of the class and deliver the assigned schemes of work;
3. When preparing lessons, take account of the requirements of the National Curriculum or examination syllabus;
4. To set extended learning appropriate to age and skills in accordance with the school and Curriculum Area extended learning policies;
5. To set appropriate work, in conjunction with the Deputy and Curriculum Leader for classes when absent;
6. To regularly assess students' class work and extended learning in accordance with school and curriculum area policies;
7. To keep up-to-date records of lessons taught and the parts of the syllabus covered, of extended learning set and of assessments made. Assessment records should include details of attainment in relation to national or examination criteria;
8. To complete register of class attendance using SIMS lesson monitor each day;
9. To report progress of students to Curriculum Leader, Deputy, tutors and Guidance Team when appropriate;
10. To complete termly monitoring and annual reports for students taught, taking account of assessment criteria. Details of each student's attainment should be available to the Curriculum Leader when required;
11. To use the SIMS behaviour management tool appropriately;
12. To be responsible for teaching room(s) with regard to health, safety, good order, appearance and display;
13. To attend Curriculum Area and other related meetings as identified in the school time budget and calendar;
14. To attend open evenings, review days, parents' meetings and other directed activities as identified in the school time budget and calendar;
15. To take an active role in the house system carrying out the duties of tutor fully.



Person specification - Teacher of maths

You must be committed to the protection and safeguarding of children and young people.

Key criteria	Essential	Desirable
Qualifications and training	<p>A relevant degree and/ or professional vocational qualification</p> <p>Qualified Teacher Status</p>	
Skills and experience	<p>Willingness to work with colleagues as part of a team to raise standards</p> <p>Proven record of the highest quality teaching</p> <p>Excellent use of IT to support learning</p> <p>Experience of the role of the tutor</p>	Teaching across all key stages
Knowledge	<p>Detailed knowledge of the curriculum for maths</p> <p>An understanding of current teaching and learning strategies</p>	
Personal qualities	<p>Focussed on raising standards with teaching skills which lead to excellent results and outcomes</p> <p>Ability to meet deadlines, prioritise and to work under pressure</p> <p>Ability to be a role model for students</p> <p>Ability to identify own needs and ask for advice and support where necessary</p>	
Personal motivation	<p>Desire to make a difference to children's lives</p> <p>A passion for maths, teaching, learning and new approaches to delivery</p> <p>Commitment to own professional development</p>	Aspiration to take on further leadership roles in the future.



Denefield Day Nursery

Information for applicants

Denefield School operates a day nursery for the benefit of all staff. The nursery is open all year except public holidays. Opening hours are Monday – Friday, 7.45am – 6.00pm. We offer two different contracts to customers: a full year contract and a term-time only contract. For full details please contact the Nursery Manager.

There are two spacious rooms: one for babies aged 3 months – 2 years and one for children from 2 years – 5 years old. Each room has a wide variety of toys and activities to help children thrive in all areas of the curriculum.

As a workplace nursery, all staff benefit from our salary sacrifice scheme which allows for the full cost of the nursery provision to be free of personal income tax. Further information on this scheme can be obtained from our Finance and Business Manager.

Aims of the nursery

- To provide a caring, happy and secure environment in which the children's self esteem and confidence are promoted in order to help them become well motivated and independent learners.
- To meet the individual needs of every child.
- To provide an effective, broad and balanced Early Years' curriculum which fosters development towards learning goals identified in the Foundation Stage.

To arrange a visit to the nursery, or to receive further information, please call our Nursery Manager, Jayne Miles, on 0118 9728970.