

Founded 1642



New Hall School

The Best Start in Life



Appointment of

Teacher of Mathematics

Closing date for application: midday, Monday 29 April 2024

Start date: September 2024

Introduction

New Hall School is seeking to appoint a Teacher of Mathematics to be an integral part of this dynamic and inspirational Department. We welcome applications from experienced teachers looking for a new challenge and Early Career Teachers who are wishing to complete their induction.

The Mathematics Department at New Hall is large, supportive, and always striving to deliver the highest standards of Learning & Teaching. The Department is well-resourced and with opportunities to teach from Key Stage 2 to A Level Further Mathematics, it provides an ideal environment for a teacher to practise and develop their craft, with students eager to learn. We are looking for passionate candidates to be a part of this.

Salary & Benefits

Salary

New Hall School has its own salary scale. The current salary range for this role is £32,000pa-£59,500pa (T1-12).

Pension

Teaching staff are able to join the national Teachers' Pension Scheme (TPS). Pension contribution rates are variable, currently between 7.4% per annum and 11.7% per annum, dependent on salary (employee), and 23.68% (employer). New Hall Governors keep membership of TPS under review.

Training

New Hall is committed to professional development of staff and will support further in-service training as required. There are generous INSET and Continuing Professional Development (CPD) budgets.

New Hall has an established programme to support Early Career Teachers through their induction period and to support those undertaking school-based teacher training. We have a strong track record of developing new teachers across a wide range of subjects and work in conjunction with a number of partners, including King's College London and the University of Buckingham.

School fees remission

School fee remission for staff children is granted in accordance with the provision at the time of commencing employment at New Hall. If your child is aged 4-11 and joins New Hall Preparatory Divisions, there is a reduction of one third of the day fees. If your child is aged 11-18 and joins New Hall Senior Divisions, there is a reduction of two thirds of the day fees. Please note that there is no staff fee remission for New Hall Nursery/Pre-School (ages 1-4).

Lunch in term time

Currently, all staff are permitted lunch without charge in term time. Staff having School meals should assist with supervision and take an interest in getting to know students. This is subject to annual review.

Sport teams

Contributions to the sporting life of the School by leading a team attracts a competitive remuneration package for weekend fixtures. This will be paid at a rate of £60 when on site (including home fixtures) and £90 when accompanying away fixtures.

Sport club membership

As an employee, you will be able to make use of an annual membership for the New Hall Sport Club (currently £20pa plus £5pa for family members), with effect from your start date. Membership includes Club time use of:

- 25-metre, 6-lane indoor swimming pool
- 10 floodlit tennis/netball courts
- Fitness Suite, which comprises a range of cardiovascular equipment and free weights
- Athletics track
- 12 golf practice bays

Technology

New Hall is committed to promoting the digital literacy of our students. All teachers are provided with a School laptop and iPad to aid their delivery of lessons and students in Years 3-13 have a School iPad.

Early Career Teaching at New Hall School

As an Early Career Teacher at New Hall School, you will enjoy working in a vibrant community with a strong sense of teamwork. Our team of dedicated and experienced mentors have a long record of success in developing and nurturing new teachers, many of whom have continued to become Heads of Department or have taken on other leadership roles. New Hall offers the perfect environment for new talent to flourish with a commitment to professional development and a focus throughout the school on learning and teaching. Our polite, enthusiastic students and the beautiful, tranquil surroundings complement the expertise of our teaching staff, giving our graduate/trainee teachers the perfect platform to learn their craft and to realise their potential.

Early Career Teachers at New Hall will teach a reduced timetable designed to help them fully develop their teaching. A dedicated subject mentor will support all Early Career Teachers, and further support is also offered by our Learning and Teaching group.

New Hall is a busy, fast-paced environment with curriculum lessons taking place Monday to Friday, and there is a busy co-curricular and social programme of activities at the weekend. There are long School holidays and generous remuneration and benefits.

Job Description – Teacher of Mathematics

Key responsibilities:

1. Catholic Life

- 1.1 to support and to contribute to the Catholic ethos of the School, as outlined in the Mission & Ethos Statement and Aims of the School
- 1.2 to facilitate class prayer and year group Masses and to encourage the singing of hymns in assemblies
- 1.3 to be aware of and contribute to the School Development Plan and to promote the strategic aims of the School

2 New Hall Teachers' Standards

It is expected that all teachers will engage in the performance management process and strive for excellence in the following standards:

- 2.1 to set high expectations which inspire, motivate and challenge students
- 2.2 to promote good progress and outcomes by students
- 2.3 to demonstrate good subject knowledge and curriculum knowledge
- 2.4 to plan and teach well-structured lessons
- 2.5 to adapt teaching to respond to the strengths and needs of all students, including ensuring EAL, SEND and MAT students are supported in lessons
- 2.6 to make accurate and productive use of assessment
- 2.7 to know how to assess relevant subject and curriculum areas, including formative and summative assessment
- 2.8 to mark books to a high standard, ensuring regular and constructive feedback
- 2.9 to manage behaviour effectively to ensure a good and safe learning environment

3 Co-Curriculum

- 3.1 to take a significant role in the Mathematics co-curricular programme
- 3.2 to take an active role in Mathematics trips and events

4 Curriculum

- 4.1 to maintain and develop a sound knowledge of their subject area, including developments in the teaching of that subject; to bring to the attention of appropriate people INSET needs and opportunities
- 4.2 to deliver and clearly communicate the requirements of the examination specification and the Department's schemes of work, including coursework requirements (this will necessitate a thorough knowledge of the published specification, and careful attention to detail, on the part of the teacher)
- 4.3 to monitor, assess and record students' progress, using strategies in accordance with Department and School policies (these will include formal reporting to parents in written form and orally at Parents' Meetings)
- 4.4 to work closely with colleagues to evaluate and develop the courses offered to students and the teaching strategies used (this will include contributing to the Department Development Plan)
- 4.5 to initiate and support cross-curricular and cross-divisional links
- 4.6 to contribute to the promotion of the Department (e.g. through displays and Open Mornings)

5 Pastoral and Health & Safety

- 5.1 to work co-operatively to create a safe, purposeful and positive working environment for students and staff
- 5.2 to promote and safeguard the welfare of students by ensuring compliance with the Safeguarding & Child Protection Policy at all times
- 5.3 to report any actual or potential risks to the safety or welfare of students to the Designated Safeguarding Lead (DSL)
- 5.4 to comply with the Health & Safety policies and Medical & First Aid policies and procedures and to co-operate with colleagues to achieve high standards of health & safety
- 5.5 to be a Form Tutor, overseeing the pastoral care of the students and acting as the primary contact for parents of the tutor group
- 5.6 to teach elements of the PSHEE programme to your tutor group
- 5.7 to ensure a smooth transition for new students joining your classes/tutor group

6 Staff

- 6.1 to foster good working relationships based on care, trust and respect
- 6.2 to take responsibility for the management of other adults in the classroom

7 Communication

- 7.1 to communicate effectively with prospective and current parents and to promote good relationships with parents

8 Community Outreach

- 8.1 to support our sponsored primary school, Messing Primary School, by sharing joint INSET
- 8.2 sharing good practice and resources
- 8.3 to support New Hall Voluntary Service (NHVS) and other charitable work of the School
- 8.4 to support New Hall Parent Association (NHPA) events
- 8.5 to strengthen the School's reputation and profile as a leading School of its type

9 Finance & Sustainability

- 9.1 to seek to ensure value for money
- 9.2 to consider sustainability and to minimise waste
- 9.3 to contribute ideas for cost saving initiatives

All teachers are expected to be in School from 8.00am to at least 4.30pm each day, with two days working until 6.00pm; to attend and contribute to assemblies; and to attend meetings after these hours, as required.

All staff are responsible for promoting and safeguarding the welfare of students at New Hall School by ensuring compliance with the School's Safeguarding & Child Protection Policy and Procedures at all times. It is a requirement of all staff to report any actual or potential risks to the safety or welfare of students to the Designated Safeguarding Lead.

This document summarises the main responsibilities of the post. All staff are required to undertake whatever else may reasonably be requested by the Principal. All staff are expected to uphold, support and realise the Catholic ethos of the School, as outlined in the Mission & Ethos Statement and Aims of the School. Job Descriptions are subject to annual review.

Person Specification

In addition to the below, all candidates should have a clear understanding of, and a commitment to, the aims of a Catholic independent school and be committed to the values and ethos at the heart of New Hall School, as expressed in the Mission & Ethos Statement of the School.

	Essential	Desirable
Education	<ul style="list-style-type: none"> University graduate (or equivalent) with the ability to teach Mathematics to A Level 	<ul style="list-style-type: none"> Qualified Teacher Status Ability to teach Further Mathematics to A Level or another subject on the New Hall curriculum
Experience	<ul style="list-style-type: none"> Experienced or Early Career Teacher 	<ul style="list-style-type: none"> Experience of independent and/or boarding education and/or Catholic education Experience of marking or moderating for public examination boards and/or the preparation of students for examinations (e.g. tutoring)
Skills and Aptitudes	<ul style="list-style-type: none"> Excellent communication, IT and organisational skills 	<ul style="list-style-type: none"> Candidates who are able to teach a second subject or offer help with coaching a Sport team should state this in their application, giving details of second subject, sport, and any coaching qualifications or willingness to undertake coaching training
Disposition and personal qualities	<ul style="list-style-type: none"> Understanding of the importance of promoting and safeguarding the welfare of children Initiative, drive and enthusiasm to develop students' interest in Mathematics Willingness to participate enthusiastically in aspects of boarding school life Ability to relate effectively to students and to motivate them Flexibility to adjust to change and development 	

New Hall is committed to increasing the number of staff from ethnic minorities, across all roles and at all levels, to reflect our diverse student population. The Equal Opportunities Policy can be found on the website.

The Mathematics Department

Mathematics is the means of looking at the patterns that make up our world and the intricate and beautiful ways in which they are constructed and realised. Numeracy is the means of making that knowledge useful.

Mathematics contributes to our School curriculum by developing students' abilities to calculate; to reason logically, algebraically, and geometrically; to solve problems and to handle data. Mathematics presents frequent opportunities for creativity and can stimulate moments of pleasure and wonder when a problem is solved for the first time, or a more elegant solution to a problem is discovered, or when hidden connections suddenly manifest.

The subject transcends cultural boundaries, and its importance is universally recognised. Mathematics helps us to understand and change the world.



Our UKMT Team Challenge squad

The Mathematics Department at New Hall is large, supportive, and always striving to provide the highest standards in learning and teaching. The Department is well-resourced and provides an ideal environment for a teacher to practise their craft, with students that are eager to learn. The Department provides opportunity to develop across the full range of Mathematical areas. Mathematics and Further Mathematics are popular A Level options and, typically, we have at least 4 sets in each year from Years 7-11. Furthermore, as an all-through school with all Divisions located on the same site, we have strong links with the Preparatory Division. As part of our subject-specific teaching initiative within Year 5 and Year 6, the Department also offers the opportunity to teach subject-specific lessons at Key Stage 2. Outside of the school day, the Department is committed to offering support and extension to our students through a wide variety of clubs and societies.

Facilities

Based in the School's largest teaching block, the Department is very well equipped. All classrooms are fitted with interactive whiteboards, which are used extensively in our teaching, and the Department is keen to use technology to support learning. All children from Years 3-13 are given a School iPad, and all staff are provided with a laptop and iPad. The Department uses a wide range of online platforms including MyMaths, Mathswatch and interactive textbooks at all Key Stages.

The Curriculum

The Department helps to deliver subject-specific teaching within the Preparatory Division. At this age, the School follows a Mastery approach, based on White Rose Mathematics. Typically, the Department provides teaching to the extension sets, helping to bridge the gap between the Divisions and to provide extension to the large number of very able mathematicians.

Students in Years 7-8 follow the National Curriculum using the MyMaths scheme. As we are a selective school, we look to stretch and challenge our students. We begin in Year 7 with a scheme of work that is based on the Year 8 materials.



GCSE Exam Breakfast Revision

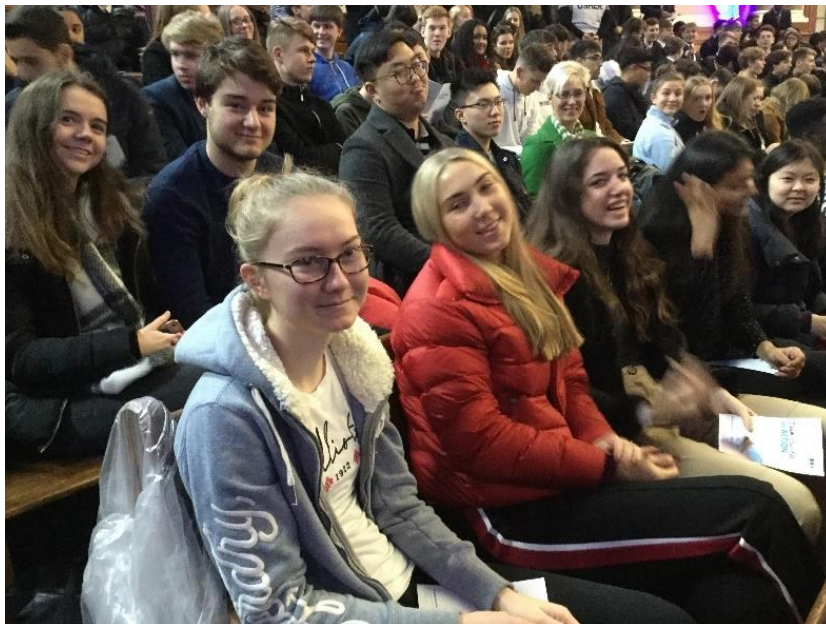
From Year 9, we begin the Edexcel 9-1 GCSE specification, with all classes following the Higher Tier. We continue to use MyMaths textbooks as a starting point, however, a wide range of resources are integrated into our schemes of work. In September 2023, we also introduced GCSE Further Mathematics for our most able mathematicians.

The Department remains with Edexcel at A Level, with our Further Mathematicians taking Further Statistics 1 and Further Mechanics 1 as their optional units alongside Core 1 and 2.

In addition to the core curriculum, the Department also runs weekly STEP/MAT lessons throughout Year 12 and 13, for those students that are required to take these examinations for university admissions.

University Destinations

Almost all of our A Level students go on to study a mathematics-related course at university, with a number each year choosing to continue their study of pure Mathematics. The most popular course choices are those relating to Business, Finance, Economics or STEM subjects, such as Engineering and Medicine.



A Level students attending the "Maths In Action" lecture series in London

Departmental Achievements

At Key Stage 2, the School consistently achieves results in the SATs that are well above national averages. In a typical cohort, approximately 95% of pupils are at the expected level for Mathematics, with around half of them reaching Greater Depth.

The Department also consistently achieves excellent examination results at GCSE and A Level. A quarter of our students typically achieve 8+ (A*) in GCSE Mathematics, with almost a half at 7+ (A*/A). At A Level, Mathematics is often the most popular subject at New Hall, and around half of our Mathematics students achieve A*/A grades.



Senior UKMT Bronze, Silver and Gold winners

Beyond the formal examinations, the Department has a strong track record in the UKMT challenges, entering our top students for the Junior, Intermediate and Senior Challenges each year, as well as competing in the Team Challenge at Intermediate and Senior Level. In addition, our top performers have competed in the AMSP Maths Feast event (round winners in 2021) and the Sixth Form in the Maths Bombe competition.



UKMT Kangaroo Qualifiers

CONTACTS

For further information please contact the Vice Principal, Paul Tiffen, by email at p.tiffen@newhallschool.co.uk.

Instagram: @newhallmathematics

Working at New Hall

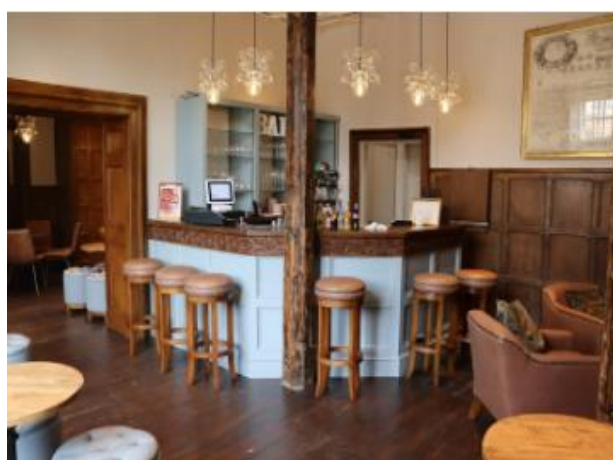
New Hall provides the opportunity to work in a stunning, Grade I listed historic setting. With a staff of around 300, many of whom consider the School 'home', New Hall offers a fast-paced, varied and rewarding environment in which to work.



Views of New Hall (above left) and the staff room (above right), located in the main School building



Indoor swimming pool (above left) and Fitness Suite (above right), available for staff use



Denford Bar & Lounge (above), available for staff use

Living in Chelmsford

Some of the many benefits of living in Chelmsford

Chelmsford is a thriving city stretching across 132 square miles with a population of around 120,000 people. It was voted the Sunday Times 'Best place to live in the East' in 2018 and was listed as one of the top ten best places in the East of England in 2019.

Centrally located in Essex, Chelmsford is within easy reach of many miles of coastline, from Southend to Harwich, as well as varied countryside. Essex also holds the record as the driest place in the UK!

Culture and entertainment

There are no fewer than three theatres in Chelmsford: The Civic, The Cramphorn and The Old Court, providing a mix of music, drama, comedy, dance, talks, and lectures for all ages. Chelmsford City Museum collections include fine art, geology, industrial and military artefacts, housed at Oaklands House which sits within the award-winning Oaklands Park.

Hylands Estate, a prestigious Grade II* listed public park and neo-classical villa, is open to the public and holds seasonal music and theatrical events as well as farmers' and crafts markets, flower shows, and food festivals.

For movie-goers there is an 8-screen Odeon cinema and a comfortable Everyman, both in the city centre.

Cathedrals

Chelmsford Cathedral, an oasis of calm in the bustling city, offers regular worship opportunities in a beautiful building that dates back to the 13th Century boasting two organs and many specially commissioned pieces of art. Brentwood Cathedral, 15 minutes down the A12, celebrates Mass daily as well as promoting music events.

Shopping

A pedestrianised High Street, two shopping malls and the upmarket Bond Street area – including John Lewis - offer many shopping opportunities. There is also a daily market and Saturday market in the city centre. Further shopping can be found at several retail parks around the city.

Sport

The beautiful Hylands and Oaklands estates offer walking, cycling, and running opportunities and Chelmsford has a Sport and Athletics Centre in the Melbourne area of the city. The Riverside Centre has a 25m swimming pool, as well as an ice rink.

Further afield, Chelmsford City Racecourse holds regular meeting and events, and skiers can take advantage of Brentwood's dry ski slope.

Eating out and local food

Food lovers are well catered for in Chelmsford, with an excellent range of local restaurants including The Lion Inn at Boreham, the Bib Gourmand winning Galvin Green Man in Great Waltham, Mrs Salisbury's tea rooms in Maldon, and The Wine Cellar on Duke Street.

For local farm produce, look no further than Lathcoat's Farm in Chelmsford, Jamie's Fruit & Veg in Danbury, Tiptree Jam Factory, and the White Elm Garden Centre & Tea Room, Bicknacre.

Transport links

Chelmsford is just 35 minutes on the train from London and a new rail station at the foot of New Hall's Avenue is due to open in 2024/5 giving even easier access to the capital.

A video about the road and rail infrastructure can be viewed [here](#).

The Crossrail connection at Shenfield (15 minutes' drive down the A12) offers transport across London to Heathrow or Berkshire. For travel further abroad, London Stansted airport is 30 minutes' drive from Chelmsford and both Southend and London City airports are also close by.



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