



Associate Assistant Principal Mathematics Application Pack

The Hathaway Academy,
Grays, Essex RM17 5LL

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Grays, Essex



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Improving Education

01. About Academy Transformation Trust



We're on a mission

Our mission is to provide the very best education for all students and the highest level of support for our staff to ensure every student leaves our academies with everything they need to reach their full potential.

These are the things we hold dear

Transparency

As a charity founded on strong ethical practices, Academy Transformation Trust takes pride in being open, honest and crystal clear in everything we do.

Innovation

We are constantly striving to do all we can to make education the best it possibly can be. We are brave in our actions and do everything we can to have a positive impact on whole child development.

Collaboration

We believe the future of education relies upon effective collaboration between academies, and better collaboration between academies and their local communities.

Ambition

We are determined to improve education nationwide by encouraging collaboration and giving academies everything they need to realise their full potential.

We believe every child matters and deserves a first class education.

Our team knows first-hand how to make education better for schools, students and their teachers.

For us, the future of UK education relies upon schools working closely together to share best practices, giving every child the best chance in life. We set up ATT to make this vision a reality.

As a not for profit trust, we work with our growing family of primary and secondary academies, and further education providers in the Midlands,



02. The Hathaway Academy Information

The Hathaway Academy is part of the Academy Transformation Trust family of academies.

Rated as 'Good' by Ofsted in June 2015, at Hathaway we aim to change the aspirational horizon of our students and their community. Everything that both our students and staff do will be done to ensure, that through engagement, self-worth and purpose, pupils will be the very best they can be.



The balance of academic excellence and opportunities underpins our high aspirations and provides students with the skills and confidence they need in their future journey.

We offer a personalised, engaging and relevant 21st century curriculum, which will develop pupils into thinking, articulate, responsible and successful citizens.

This is supported with a wide and varied extracurricular programme that not only supports academic progress but also embeds the specialism of digital media and performing arts.

Our faculty system runs throughout the academy which each faculty attached to a charity and a number of fundraising initiatives taking place throughout the year,

We are extremely proud of our brand new £1.5m food technology, hospitality and catering facility which has recently opened.

We also have a number of partnerships with organisations in our community including the Duke of Edinburgh and the Royal Opera House.

To find out more, please visit www.hathawayacademy.attrust.org.uk.

03. Job Description

Associate Assistant Principal (Mathematics)

Secondary Academy

Post Title:	Associate Assistant Principal, Mathematics
Specific Responsibility	To be in charge of the Mathematics Subject Area
Reporting To:	Assistant Principal
Whole Academy Responsibility	
Strategic and Operational	<p>Planning</p> <ul style="list-style-type: none"> • Be flexible, creative and adept at designing learning sequences within lessons and across lessons that are effective and consistently well-matched to learning objectives and the needs of Pupil Premium learners and which integrate recent developments, including those relating to subject/curriculum knowledge. • Take a lead in planning collaboratively with colleagues in order to promote effective practice and delivery for Pupil Premium students. Identify and explore links within and between subjects/curriculum areas in their planning for Pupil Premium students. <p>Teaching</p> <ul style="list-style-type: none"> • Have teaching skills which lead to learners achieving well and the academic gaps and underperformance of Pupil Premium students being closed, all students making progress as good as, or better than, similar learners nationally. • Have teaching skills which lead to excellent results and outcomes for all learners, with a special focus on the academic gaps of Pupil Premium students. • Demonstrate excellent and innovative pedagogical practice, that can be both modelled and shared amongst the subject/curriculum area. • Assessing, monitoring and giving feedback • Demonstrate excellent ability to assess and evaluate. • Have an excellent ability to provide learners, colleagues, parents and carers with timely, accurate and constructive feedback on learners' attainment, progress and areas for development that promotes pupil progress. • To develop the marking and feedback strategy so that it enables all learners, but particularly the hard to reach and Pupil Premium students. <p>Reviewing teaching and learning</p> <ul style="list-style-type: none"> • Use local and national statistical data and other information, in order to provide: <ul style="list-style-type: none"> ◦ a comparative baseline for evaluating Pupil Premium learners' progress and attainment ◦ a means of judging the effectiveness of your own teaching of pupil premium students ◦ a basis for improving teaching and learning of Pupil Premium students.



	<p>Team Working and Collaboration</p> <ul style="list-style-type: none"> • Promote collaboration and work effectively as a team member. • Work closely with the leadership team and the teaching and learning team, taking a leading role in developing, implementing and evaluating policies and practice that contribute to the closing of the Academic gap shown in Pupil Premium students. • Contribute to the professional development of colleagues through coaching and mentoring, demonstrating effective practice, and providing advice and feedback, with a specific focus to the progress of Pupil Premium students. • Contribute to the professional development of colleagues using a broad range of techniques and skills appropriate to their needs so that they demonstrate enhanced and effective practice. <p>Core Accountabilities</p> <ul style="list-style-type: none"> • Raising standards at all Key Stages • To be a part of the Teaching and Learning Team, headed by the VP I/C T&L and made up of the PP Coordinators • Account for the allocation of Pupil Premium through the use of provision maps • Contributing to a robust mentoring programme to support Pupil Premium Students • Liaise with staff of targeted students at KS3 and 4 to support them in meeting academic targets • Liaise with parents of targeted students at KS3 and 4 to support them in meeting academic targets <p>Key Tasks Account for the allocation of Pupil Premium through Provision maps</p> <ul style="list-style-type: none"> • Identify students who are allocated the Pupil Premium • Utilise the mapped allocation of funding of school interventions to meet the needs of Pupil Premium Students • Work with AP Data to produce termly reports for Governors and the web site about progress of Pupil Premium students • Liaise with SENCo to ensure Provision Maps are up to date and accurately map the support offered to vulnerable students delivering a robust mentoring program • Work with students at all key stages to support them in meeting their academic targets • Support meetings with non-engaged parents providing feedback from staff parent evenings • Help parents to access support services Liaising with students, staff and outside agencies • Work alongside the AP in charge of Behaviour to identify patterns of student behaviour /attendance and use data to develop preventative strategies • Produce the annual pupil premium overview and share with staff Working with staff and students • Work with staff to develop strategies to support pupil premium students • To carry out a formal piece of research, that will be published for staff to read related to closing the Academic Gap for Pupil Premium students
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04. Person Specification

AAP Mathematics, Secondary Academy



Key responsibilities

At the Academy, we strive to achieve excellence and to be judged an outstanding Academy. In order to maintain the high standards and build on success of the Academy, you will need to:

- > champion a culture of high expectations and aspiration so that all students are able to achieve their potential and the Academy secures high attainment for all
- > support the continued transformation of the quality of teaching and learning so that all students consistently make progress which is better than students nationally
- > ensure that all staff are respectful towards all students, with an unshakable belief in their entitlement to a high quality education, whatever their circumstances and ability
- > take a leading role in the development of new and emerging technologies to enrich and extend the learning experiences of all students
- > maintain and enhance best practice as an Academy which works with and for its community.

	Essential	Desirable
Professional qualifications and learning	<ul style="list-style-type: none"> • 5 GCSEs (A* to C) including Maths and English – or equivalent • Undergraduate degree 	<ul style="list-style-type: none"> • Held variety of roles and responsibilities within a school/Academy • Qualified teacher status
Experience of	<ul style="list-style-type: none"> • being a ‘good’ classroom teacher • working with children with a variety of needs • linking with statutory agencies 	<ul style="list-style-type: none"> • being an outstanding classroom teacher
Safeguarding	<ul style="list-style-type: none"> • Commitment to the protection and safeguarding of children and young people • Up to date knowledge and understanding of relevant legislation and guidance in relation to working with, and the protection of, children and young people • Co-operation and collaboration with relevant agencies to protect children 	<ul style="list-style-type: none"> • Relevant safeguarding training/qualifications
Teaching and Learning	<ul style="list-style-type: none"> • demonstrates good understanding of the principles of effective teaching and learning in all phases • has good and current knowledge of all curriculum requirements and can implement, monitor and support these effectively • embraces the use of new and emerging technologies to enhance and extend the learning of all students • has a good understanding of assessment and how it can be used to improve student progress, including SEND students • effective and systematic behaviour 	<ul style="list-style-type: none"> • has a track record of securing high standards and at least good progress for all students • is an outstanding classroom practitioner within a similar educational environment • has a track record that demonstrates the very best quality of teaching and learning for all student groups, particularly SEND and vulnerable students

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	<p>management, including SEND students, by using clear boundaries, sanctions, rewards and praise</p> <ul style="list-style-type: none"> • is committed to continuous learning including professional development 	
Developing self and working with others	<ul style="list-style-type: none"> • can contribute to a culture of high expectations for self and for others • can review own practice, set personal targets and take responsibility for personal development • can manage own workload to allow appropriate work/life balance • can maintain confidentiality • can articulate and understand current educational issues 	<ul style="list-style-type: none"> • can demonstrate a proven track record of developing self within an educational context • can show resilience in the face of challenge • has excellent interpersonal skills, with the ability to listen and communicate effectively in all contexts and to command respect
Managing the Organisation	<ul style="list-style-type: none"> • Has the ability to articulate and communicate the vision and values that make the Academy unique • Has the ability to secure high levels of engagement from all stakeholders which enable excellent student achievement 	<ul style="list-style-type: none"> • Proven track recording of supporting Academy improvement
Personal Qualities	<ul style="list-style-type: none"> • highly approachable, very grounded and makes sensible judgements • excellent critical thinking skills; has intellectual curiosity and rigour • strong interpersonal and communication skills • demonstrate resilience in an EBD environment 	



05. How to apply

The Hathaway Academy, Grays, Essex

Salary:

Leadership Scale 1-10

There is a recruitment package for the right candidate

Closing date:

23rd March 2020

Interviews:

As and when applications are received

Start Date:

September 2020

Visits to the school:

For further information about the role and the Academy, or if applicants wish to visit prior to completing their application, please the Academy on 01375 371361.

Applying

Please apply by visiting

www.Academytransformationtrust.co.uk/vacancies

Forward as one. Improving Education Together.

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