



**Castle View
School**

Pursue Excellence | Be The Best



Job application Pack Deputy Director of Learning for Mathematics



ZENITH
MULTI ACADEMY
TRUST

The Vacancy



Deputy Director of Learning for Mathematics

Required: September 2022

Full-time, Permanent

Teachers' Main / Upper Pay Scale

TLR 2B £4,439 per annum

Do you want to make a real difference to the life changes of students and the communities we serve? Do you have the potential to achieve the best possible outcome and highest level of wellbeing for all students? If so we are looking for a Teacher of Mathematics to join our forward-thinking team.

We are looking to appoint an enthusiastic and highly qualified Teacher of Mathematics, who will enjoy working in a school that values and delivers excellent professional development. The successful candidate will be capable of inspiring students through their passion for the subject, and have a firm belief in the potential of all students. Opportunities to join our Castle View School team are increasing as we are a thriving school and the school of choice for our Canvey Island community.

You must be committed to providing a quality education and experience for all and will need to excel in your classroom practice.

We are looking for a candidate who:

- Believes that every student, regardless of their background, can make outstanding progress.
- Is rigorous, relentless, determined, creative and inspirational in their style and presence as a leader.
- Utilises a variety of teaching methods to present engaging, academically challenging and thoughtful lessons.
- Is caring and has the drive and passion to continue to develop strong relationships and wellbeing with staff, students, parents, governors and the local community.
- The ideal candidate will be able to display dynamism and determination.

This is an exciting opportunity to join a team who truly aim to make a difference, not only to student life chances and successes, but also developing young people who contribute to society with kindness and confidence.

We can offer you:

- Enthusiastic, friendly and talented students
- A dedicated, experienced and hardworking team of staff with a strong sense of collective endeavor
- The opportunity to develop within a school which is supported by a highly effective Trust that is committed to staff wellbeing and development.

Applications

To apply for the role please download the application form from the vacancy page on <https://www.zenithmultiacademytrust.co.uk/vacancies/>, completed applications should be submitted to recruitment@zmat.co.uk. CV's will not be accepted without a completed application form.

You must complete the application form fully and give details of all employment, training and gaps in employment since leaving secondary school to the present day. Any additional information, which you wish to bring to the notice of the selection panel should be included in your letter of application (supporting statement). Please ensure you say why and how you meet the criteria from the person specification in your letter of application. Full job description and person specification can be found at the end of this pack.

Closing Date: Midday 16/05/2022

Interview Date: 23/05/2022

If you have any queries, wish to discuss the role informally or undertake a visit to the Trust, please do not hesitate to contact us via email recruitment@zmat.co.uk or telephone 01702 426707.

We look forward to receiving your application. You will be notified of your application status within two weeks of the vacancy closing date.

Safeguarding Children & Young People

The Trust is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. Appointment to this post will be subject to the following satisfactory pre-employment checks:

- Health
- Identity
- Relevant work qualifications
- Right to work in the UK
- Barred List Check (previously List 99)
- Disclosure & Barring Service Check (for all staff and volunteers)
- References
- Childcare Disqualification Declaration Check (relevant Primary School posts only)

Welcome from the CEO



It gives me great pleasure to welcome you to our Trust, and I very much hope this job application pack you gives you a sense of what it is like working in our Trust, including our vision and values.

We are a small, locally-based Trust in South East Essex, currently comprising one primary school and three secondary schools: Laindon Park Primary School and Nursery, The James Hornsby School in Basildon, Castle View School in Canvey Island, and The King John School in Benfleet.

We are intentionally a small local Trust and very much see our role as central to the communities we serve.

As a member of staff within the Trust, you become part of a dynamic network of staff working to achieve a shared vision for all of our children. You become a valued member of a small group of schools,

able to shape the education of future generations. In doing so, we hope that you feel really well supported in your career, and that your well-being is always considered. As a member of our Trust, you engage in a professional learning journey which develops you as a practitioner, and allows you to use your talents to transform lives and make a genuine difference.

Our Core Purpose

To enhance the life chances of every child and drive social mobility.

Mission Statement

A quality education and experience for all.

Values

Dignity	Collaboration	Positivity	Aspiration
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Vision

Zenith Trust will ensure excellence across the pillars of school improvement, governance, and business operations, harnessing the transformative power of collaboration so that all students attend truly outstanding schools.

Regardless of background or need, all students will achieve highly and have high levels of well-being, because they are taught and supported by the very best staff, who are well-trained and supported, buy into Zenith’s vision, and are committed to providing a quality education for all. School leaders act ethically, inclusively, and always with the child’s best interests at heart. Our students will be aspirational for themselves, enjoying their time at school, and flourishing as individuals within a safe, secure and nurturing environment.

All Zenith schools value students’ social, moral, cultural, and spiritual development, building exceptional character so that students are kind, resilient, and inspired to be life-long learners. By working closely with the families and local communities we serve, and listening to students’ voices, students will be well-prepared for life in a modern, tolerant Britain. They will secure outstanding academic outcomes and high quality destinations, always well-prepared for their next steps. As adults, they will lead happy, purposeful, and rewarding lives, and make a positive contribution to the world.

Andy Hodgkinson
Chief Executive Officer

Why work for Zenith Multi Academy Trust?

Thank you for considering Zenith Multi Academy Trust as your potential new employer.

If you share our commitment to securing transformational change and sustainable school improvement, and would like to be part of our vision to provide excellence in education, we would like to hear from you.

In return we can offer you:

- A friendly Trust which places staff wellbeing and development at the forefront of everything we do
- School settings with excellent facilities
- Access to high quality and bespoke CPD across the Trust
- A supportive and positive Early Careers program run in partnership with University College London and Chafford Hundred Teaching School Hub
- The opportunity to develop your career with and across the Trust Schools
- The Trust are looking to be early adopters of the new NPQ's

Staff Wellbeing

The Trust is committed to providing a safe and healthy working environment for all staff and supports management practices that promote good health and wellbeing of all its employees. The Trust recognises that wellbeing and performance are linked. Improving employees' ability to handle pressure and to balance work and home life will ultimately lead to improved individual and Trust performance, including better outcomes for students.

The Trust has adopted a number of policies to support our commitment to staff wellbeing, including:

- Mental Health and Wellbeing policy which focuses on the Trust's commitment to maintaining the health and wellbeing of staff
- The Health and Safety policy which provides a framework for, and measurement of, safe places to work; and
- The staff Recognition and Reward policy which ensures our staff feel valued for the work they do and recognised for the contribution they make.

The wellbeing and training of our staff are seen as critical in creating the most effective and talented staff team. The high calibre of our staff means that we are constantly striving to improve so that we can provide the outstanding level of education that all our diverse and talented young people deserve.

Continuing Professional Development (CPD)

At Zenith Multi Academy Trust, all staff are encouraged to develop their knowledge, skills, understanding, and attitudes to enhance their professional work, regardless of experience. We work towards 'a culture of excellence', where all staff have the opportunity to continue to improve and sharpen their knowledge and practice.

Working for Zenith brings other benefits:

- Free Benenden Healthcare Scheme
 - Access to a GP 24/7 hours a day seven days week for you and your immediate family
 - Access to a Mental Health Helpline 24 hours a day seven days a week
 - Access to a care adviser who can provide advice and information on adult care issues
 - Medical Diagnostics
 - Medical Treatment at one of the hospitals in our treatment network for certain procedures.
 - Physiotherapy
 - Mental Health Counselling Support
 - Financial Assistances to a care adviser who can provide advice and information on adult care issues
- Access to Benenden Healthcare rewards and discounts scheme
 - 46% off digital fitness subscriptions
 - 22% off activity trackers from Fitbit
 - Save up to 11% on the cost of gift cards of E-Gifts
 - Lifestyle shopping vouchers – save 6%
 - Home movies rentals – save up to 40%
- Access to Bike2Work scheme
- On site staff counselling programme
- Eye sight tests
- On-site free medical health checks
- On-site flu jab clinics
- Free access to on-site gym facilities
- Generous Teachers' Pension and Local Government Pensions schemes
- Generous annual leave entitlement for full-time support staff up to 29 days + 8 bank holidays per annum



The Schools of Zenith Multi Academy Trust



A QUALITY EDUCATION FOR ALL

Daniel Steel, is the Headteacher at The King John School, as a parent of two young children himself, he leads the school through the eyes of a parent, with very high expectations and aspirations for his student. The King John School is a popular, oversubscribed school where students' very high attendance and levels of achievement reflect their commitment and enjoyment of school life. The school is a large, mixed comprehensive with a well-established sixth form, and serves the ever-growing communities of Thundersley and Benfleet, as well as welcoming students from further afield.

To enable their students to be happy and successful learners, they strive to create a caring, supportive and aspirational learning community, with high expectations and opportunities for all. They believe in offering a broad and balanced curriculum to enable students to flourish as individuals, and to achieve future success in whatever they choose to become later in life. This includes a strong emphasis on sport and the Arts. Opportunities for extra-curricular activities are extensive for all to support in developing knowledge, skills and cultural capital beyond the classroom setting. These opportunities include enterprise, creative performing arts, and a wide variety of trips and visits. Added to this their sporting expertise which puts them at the top of the county and national championships in a whole range of sports you will see the school has a lot to offer. They strive to nurture and develop global citizens of the future by celebrating success and valuing aspiration. They are determined every student should maximise their potential.

The recruitment, retention, and training of fully-qualified staff play a key part in their drive to secure strong academic outcomes for all students, and to instil a life-long love of learning. They understand the vitally important role of partnerships between families and school, and value their relationships with all members of the community they serve.

They have a thriving sixth form, which has been significantly extended to provide a wealth of additional state-of-the-art facilities. Students achieve well in a wide range of subjects and over a three year trend, the results are in the top 15% of over 2000 schools with 68% A*, A or B grades at A-level. Students' destinations are very strong, and they progress to Higher Education, including Cambridge and other Russell Group universities, apprenticeships and employment.



Laindon Park is a small school located in a rural unspoilt area. Their building retains a Victorian character with many historical features. The Headteacher of Laindon is Cristina Portoles, who ensures that they are a school where the child is at the heart of everything they do and leads the decisions they make.

As Ofsted said about them "pupils are happy and enjoy school". The school is always aiming to improve, not only the education that they provide to pupils but also the services and goods that they provide to the local community. Their SAT results are consistently good and put them in the top 4% of primary schools in the country.



Castle View School

Pursue Excellence | Be The Best

Steve Durkin is the Headteacher of Castle View School. The school is a place where students are put first in everything the school does. Their aims are to pursue excellence, to be the best they can be and they achieve this by working together with parents and the wider community to bring out the very best in their young people.

A good education inspires, opens doors and makes a difference to the lives of individuals, their families and the wider community. Therefore, the school takes their responsibilities as educators very seriously, doing all they can to help their students achieve anything and everything they set their minds to. The school also takes great pride in providing a happy and harmonious learning environment – one where every student is known as an individual.

As well as valuing academic success, the school strives for every child to become a well-rounded, caring and confident individual who plays a part in their community, and has the skills and mind-set to contribute positively to our wider society.



The James Hornsby School

Together we excel

The James Hornsby School is an oversubscribed 'Good' school; as rated by Ofsted, where students are at the heart of all we do. We have a strong family ethos where we believe "Together we excel".

The Headteacher Tammy Nicholls firmly believes that these are our key drivers for success not only for our students, but for our staff as well. We welcome the chance to meet with you and discuss your development opportunities as part of the James Hornsby and Zenith family!

We focus on developing independent and resilient learners by removing barriers to success and providing a safe and happy environment that allows young people to strive.

Our curriculum provides breadth to ignite hope, drive ambition and enhance life chances by providing qualifications that open the doors to opportunity.

We believe our community is outstanding and as such we strive to achieve outstanding learners and leaders at all levels, by providing outstanding curriculums and learning opportunities and promote outstanding attitudes and outcomes from all.

As a school we pride our self on our core values of:

A Family ethos

Take Pride

Ambition

Excellence



The King John School



Laindon Park Primary School



The James Hornsby School



Castle View School

Testimonials

Working at Castle View has provided me with a huge number of opportunities for personal development. There has been an incredible amount of support from colleagues, and I am proud to be a part of the team. The performance review process gives me a chance to assess where I currently am and my goals for the future. The quality of the CPD means that I feel I am given the tools to be the best classroom practitioner possible, and this is constantly being developed. Wellbeing is a priority, and it genuinely feels like my colleagues care.

- Director of Learning, Castle View School

Since joining as an instructor in 2018, I have been continuously supported by Castle View, and the wider Zenith Multi Academy Trust. This has included fortnightly mentor meetings and frequent observations, feedback and support with my pedagogy; a second school placement at another school within the Trust; and regular CPD opportunities. This all resulted in me achieving my Qualified Teacher Status last December via the Straight To Teach route (which was also funded by the school). Despite only recently qualifying, I am already in discussions with Castle View about my progression and moving on to the next stepping stone of my career and development.

- Teacher of Maths, Castle View School

In the short time I have worked at Castle View School, I have been surrounded by colleagues, at all levels, who have been so supportive and encouraging and have helped me settle into the school culture, quickly and positively. At Castle View School, the Senior Leadership team are extremely supportive of staff progression, allowing staff to show they are trusted. I have personally been able to demonstrate my strengths in other areas outside of the classroom; I am so grateful for being able to be a part of the School's Improvement Plan, as Excellence Strategy Coordinator with a focus on parental engagement on social media platforms and lead on The School's Inspire Magazine, for Excellence. I have also been given the fantastic opportunity to mentor another colleague in their ECT programme. I have really flourished, since being here and have welcomed the new challenges and exposure.

I feel that staff are valued.

- Teacher of English and Media, Castle View School

Castle View have been very supportive of me and my teaching career. They funded my degree which I completed whilst working firstly as an LSA, then as a cover supervisor and finally as an unqualified music teacher here. They then went on to finance and support my Assessment only route into teaching, enabling me to achieve QTS last year. Castle View have a genuine interest in encouraging and championing their staff which is evident in the way they have 'backed' me.

- Teacher of Music, Castle View School

Job Description & person specification

Deputy Director of Learning for Mathematics/Classroom Teacher Job Description

TLR2B £4,439

The Professional duties of all teachers, (other than the Headteacher) are set out in the STPC and describe the duties required of all main scale posts. In addition, the description of the requirements of the post of Deputy Director of Learning at Castle View School, in accordance with the criteria for the award of a Teaching and Learning Responsibility Payment, along with the particular duties expected of the post holder have been set out below:

- To work with the Head of Faculty on the development and implementation of the curriculum, implementing subject processes, policies, plans, targets and practices.
- Teaching, Learning and outcomes across the faculty, with particular focus at KS3.
- Lead development assessments at KS3, analyse data and look for trends and implement relevant strategies.
- Oversight and drive of extra-curricular activities.
- to oversee the implementation of the school marking policy at KS3.
- Responsible for overseeing the implementation of the KS3 homework strategy.
- Rewards and Achievements.

The post-holder will be expected to carry out other tasks/duties as directed by the Headteacher/Head of Faculty that are commensurate with the responsibilities of the post

Post Title: Classroom Teacher

School: Castle View School

The Professional duties of teachers, (other than the Headteacher) are set out in the School Teachers pay & Conditions Document and describe the duties required of all teachers. In addition, the specific requirements of the post of classroom teacher, along with the particular duties expected of the post holder have been set out below:

Purpose: Responsibility for a Class

Co-ordinating activities relating to a subject area, to include:

- Developing, monitoring, reviewing, evaluating effectiveness of and reporting on policy, action plans and practice
- Planning and managing associated resources/teaching materials, teaching programmes, courses of study, methods of teaching and assessment
- Giving guidance, support and encouragement to staff and leading in-service development sessions

Responsible to: Subject Leader/Director of Learning

Scope: Classroom teacher

Salary/Grade: Main Scale / Upper Pay Spine

MAIN (CORE) DUTIES

- Safeguard students within their care;
- Ensure that the highest standards of learning are achieved through excellent teaching and planning;
- Prepare, teach, assess and record achievement following School and Curriculum Area Policy, for all designated classes;
- Participate in all appropriate meetings;
- Work closely with the Subject Leader and Director of Learning preparing appropriate material through which to deliver the curriculum including the National Curriculum;
- Work closely with the Subject Leaders in curricular development and review;
- Ensure regular marking of students' work;
- Take up the role of Tutor as required and as detailed in the Group Tutor generic job description;
- Take responsibility for designated teaching areas/classroom, keep it tidy and attractive, with wall displays to engage on learning changed at least half-termly, supplied by support staff;
- Attend all appropriate Parents' meetings and other relevant functions;
- Liaise with other staff over issues such as learning support and cross-curricular work;
- Motivate all students of varying ages and abilities;
- Implement school policies, and demonstrate a commitment to equal opportunities issues;
- Work effectively as part of a team or teams;
- Demonstrate Castle View ethos, aim and values through work;
- Ensure an inclusive classroom practice where all are engaged and all can achieve;
- Recover any underperformance through careful personalised learning and planning;
- Liaise and work with other staff to ensure that students achieve maximum potential
- Ensure careful planning for Gifted & Talented, vulnerable and SEN students;
- Ensure high professional standards are maintained at all times.