



# Wade Deacon Trust

CEO: Mr G Kelly

Innovation Enterprise Centre, Birchfield Road,  
Widnes, WA8 7TD

[www.wadedeacontrust.com](http://www.wadedeacontrust.com)

Company No: 08278808



## Wade Deacon High School

Birchfield Road, Widnes, WA8 7TD

Telephone: 0151 423 2721

Principal: Mr S Corner

### Leader of Mathematics

*Application Information*

*Salary: Leadership scale – L8-12*

*To start: 1<sup>st</sup> January 2019 or ASAP*

We seek to appoint a well-qualified, enthusiastic and dynamic Leader of Mathematics to join an already successful team to deliver even better provision and improved outcomes for all students. We pride ourselves on our commitment to ensuring student progress and high quality teaching and learning provision for all. The successful applicant will share these values and play an active part in the Mathematics curriculum at all levels. You will be able to enthuse and motivate our students, staff and parents with your passion for the subject and creative teaching, presence and personality. Applicants will be expected to demonstrate a proven track record of high quality teaching, supporting students to reach their potential and a commitment to securing the highest standards.

Our school is a supportive and rewarding place to work. We can offer the successful candidate an opportunity to work with highly trained and supportive staff, as well as a whole school commitment to professional development. A comprehensive programme of CPD supports colleagues at all career stages; through the Teaching School and the Multi-Academy Trust we provide excellent career opportunities for our staff. Colleagues seeking a varied, challenging and rewarding career can find this in the Wade Deacon family.

Wade Deacon High School is the lead school of a cross-phase, cross-regional Teaching School Alliance, and also the lead school in a growing Multi-Academy Trust; The Wade Deacon Trust. With a range of exciting opportunities for aspiring teachers and current educational leaders, we provide the very best support and training to ensure that our staff achieve their goals.



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Wade Deacon High School is friendly, dynamic and innovative. Our last OFSTED described us as “an outstanding school” in every category. Our passion is to not only maintain this status but achieve our goal to be truly exceptional. We have developed outstanding International links with top schools in Japan, China and India. In 2014 we were shortlisted for both 'Employer of the Year' in the Investors in People Awards, and 'Excellence in Learning and Development' in the Personnel Today Awards. In April 2018, we achieved Arts Mark Platinum status reflecting the excellence within our school and our commitment to providing the best opportunities for our students.

The successful applicant will have to meet the requirements of our Personnel Recruitment specification and be subject to an enhanced DBS (CRB) check and medical clearance.

Application form and further details are available via the school website [www.wadedeacon.co.uk](http://www.wadedeacon.co.uk) or on request by telephoning the school on 0151 423 2721.

Closing Date: Friday 5<sup>th</sup> October 2018 at 3.00pm.



## Job Description

### Line Management:

The post holder will be accountable to the Assistant Vice Principal for all initiatives related to this post.

The post holder will line manage the members of the Mathematics department.

### Job Purpose:

To be responsible and accountable for all aspects of provision for Mathematics to secure the highest standards of Teaching and Learning, curriculum, student progress and attainment, behaviour and care, guidance and support. This includes responsibility for ensuring that the curriculum, and assessment framework, suits the needs of the students and that they can follow appropriate pathways to reach their potential and succeed. To be responsible and accountable for supporting the school in its aim to become an exceptional school in teaching and learning in Mathematics throughout the school.

### Job Accountabilities:

As a subject leader, the Leader of Mathematics is responsible for:

- the attainment, progress, learning, teaching and behaviour of every individual student in his/her care, at Foundation Stage and KS4 in Mathematics
- leading and managing all aspects of the Mathematics department
- being an outstanding teacher who delivers outstanding lessons and is a role model for other members of staff
- leading subject colleagues to improve the quality of lesson planning and resources to ensure that students follow curriculum pathways that are challenging, appropriate and relevant to their needs
- the writing, monitoring and evaluation of the Departmental Self-Evaluation Form (DSEF) as part of his/her professional development and the Professional Standards for Teachers to drive the department vision forward
- the thorough preparation and planning of all lessons in line with school policy
- making effective use of ICT to provide interactive learning opportunities for students
- ensuring all staff understand and follow all systems outlined within the school and department policies
- ensuring that the school's policy on Assessment for Learning is used effectively by all staff within the department to monitor the progress of individual students and personalise the learning; this includes planning and delivering objective led lessons with clear, differentiated outcomes; the use of mini-plenaries and using the whole school marking policy
- putting in place and overseeing rigorous systems of moderation and standardisation to ensure accuracy of students' data
- using student progress and attainment data available in Progress2Success, IDSR, FFT and any other source of information to monitor and evaluate the progress and attainment of all student groups i.e. students in receipt of disadvantaged funds, ethnic minorities, SENs, girls, boys, high attainers
- monitoring and evaluating the progress of all students through Progress2Success data against their agreed MEGs (Minimum Expected Grades) and targets, and use department agreed intervention strategies to help those students in need of additional support
- ensuring that all Classroom/Teaching Assistants receive clear direction re: classroom intervention and that all planning and preparation is shared in advance of the lesson



- leading and monitoring the whole school behaviour for learning policy to enable all students and staff to work productively and to ensure all systems are followed appropriately and consistently by all members of staff
- to follow all procedures of the BfL Policy (at the appropriate stage) consistently and promptly so members of staff feel supported in the classroom
- to ensure that all members of staff “know their students”
- to lead the department to ensure teachers provide opportunities for students to work in a variety of learning styles
- following all agreed recording and reporting arrangements to parents according to school policies, calendar dates and deadlines
- leading all staff in maintaining an orderly, graffiti and litter free classroom and providing a safe, secure learning environment which inspires students to want to learn
- taking an active and positive role in all pastoral, S.M.S.C, Citizenship & Enterprise and extracurricular activities, including the leadership of and accountability for the personal and economic well-being, care, guidance and support of a specific group of students
- working with the relevant members of staff to induct newly qualified teachers Mathematics and support RQTs
- professional mentoring of other teachers at all stages and phases in Mathematics
- sharing good practice through demonstration of outstanding lessons
- helping teachers of all phases to develop their expertise in planning, preparation and assessment
- helping other teachers of all phases to evaluate the impact of their teaching on students
- supporting teachers of all phases to improve their teaching practice by using effective line management and appraisal systems
- to follow HR procedures in the effective management of staff within the Mathematics department
- to motivate and support his/her colleagues to improve their effectiveness, address their developmental needs and other issues arising out of the performance management process
- undertaking classroom observations to assist and support the performance management process
- to be an excellent classroom practitioner with an established track record of sustained high quality teaching, whose students show consistent improvement in relation to prior and expected attainment
- to take an active part in the planning, development and delivery of the school’s CPD programme
- any other duty deemed by the Principal to be appropriate to this post.



## Person Specification

CRITERIA	ESSENTIAL
<b>A. Education and training</b>	<ul style="list-style-type: none"><li>To hold a degree or equivalent qualification.</li><li>To be a qualified teacher.</li><li>To have evidence of professional development relating to the leadership and management of a secondary school.</li></ul>
<b>B. Skills and abilities</b>	Shown the ability to (in consultation with others): <ul style="list-style-type: none"><li>establish and review targets and make decisions; relate to and work with others as a member of a team.</li></ul>
<b>C. Special knowledge</b>	<ul style="list-style-type: none"><li>To have knowledge of developments with regard to the National Curriculum and other Government initiatives.</li><li>To understand the process of learning.</li><li>To understand curriculum continuity and progression.</li><li>To have knowledge of issues in the area of special needs.</li></ul>
<b>D. Personal qualities</b>	Evidence of: <ul style="list-style-type: none"><li>the ability to relate to and motivate staff, parents and students;</li><li>the ability to listen to and understand others; constant and consistent expectations of high standards.</li></ul>
<b>E. Approach to work</b>	Evidence of: <ul style="list-style-type: none"><li>high motivation and professional commitment;</li><li>a commitment to student-centred education;</li><li>a commitment to involving parents as partners in the education process;</li><li>a commitment to and understanding of equality of opportunity</li></ul>

### Once in post, the post holder will:

- continue to maintain and demonstrate high standards;
- demonstrate a commitment to develop themselves professionally;



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**In addition, the post holder should have the ability to:**

- vocalise the school's vision and aspiration to be an exceptional school
- be flexible to adapt to change
- have excellent attendance
- be a role model and act as an ambassador for Wade Deacon High School in and outside of the school by speaking positively about the school in the community; upholding a 'Commitment to Excellence' at all times; by dressing appropriately and smartly in a suit or smart skirt / dress / trousers and jacket.

Wade Deacon High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

This post is subject to an enhanced DBS disclosure and satisfactory medical clearance.



## Context

### Wade Deacon Trust

Wade Deacon High School is the lead school in a growing multi-academy trust; The Wade Deacon Trust. The Trust is an approved DfE Academy sponsor. It is focused upon improving life chances for students and communities providing sustainable school improvement; and schools joining the Trust do so with the prime aim of improving each other so that they can all become outstanding schools.

### Wade Deacon High School

The school is an 11-16 fully comprehensive and heavily oversubscribed school with over 1500 students. In 2011 the school was judged “Outstanding” in all categories by Ofsted.

The school’s ethos of ‘A Commitment to Excellence’ permeates through every aspect of school life. A disciplined, supportive and purposeful working environment enables students to excel across the whole curriculum, reflected in the success that students attain year on year at both Key Stages 3 & 4.

### Attainment

Wade Deacon’s external examination results are consistently well above the national average and the best in the local area.

### 2018 Examination Results Summary:

**72% of students achieved Levels 9 - 4 in Mathematics and English**

**81% of students achieved Levels 9 - 4 in English**

**77% of students achieved Levels 9 - 4 in Mathematics**

**122 students achieved the English Baccalaureate**

**23% of students achieved the highest possible Levels of 9 - 7 across the curriculum**

**68% of students achieved 2 Science GCSEs Levels 9-4**

The school is proud of its academic achievements; however there are strategies in place to reduce elements of in school variation across subjects.

The school has had some success in closing the attainment gap for students registered under the Pupil Premium criteria and continues to implement strategies to reduce this further.

### History

The school is proud of its rich history. Wade Deacon High School traces its heritage back to 1507 when the original grammar school was founded by Bishop William Smyth. The main building was opened in 1931 as Wade Deacon Grammar School, named after Sir Henry Wade Deacon. He was a prominent local industrialist and, for many years, chairman of the Local Education Committee. This remains the permanent home for the lead school site.



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## School Site

In April 2013 following an extensive £26 million BSF building programme (Design and Build), the school moved into its brand new state of the art facilities. The school was heavily involved in both the internal design and provision of high quality external facilities. The school provides a 21st century and exceptionally high quality learning environment which enhances the teaching and learning of our students.

## Community

The majority of the school intake is from Widnes and is across the full range of abilities and socio-economic backgrounds. However, applications are received from the surrounding towns and villages. There is a strong community spirit linked to the school and we work with a number of community partners to strengthen the school's commitment in this area

## Widnes

Widnes forms one of two main towns making up the unitary authority of Halton.

The town of Widnes, with its excellent transport links, makes the major cities of Manchester, Liverpool and Chester easily accessible. The Wirral and North Wales are also within a reasonable travelling distance.

The population of Widnes is approximately 58,000. Its heritage is in heavy industrial and chemical manufacture while, in recent years, the development of hi-tech, service and logistical enterprises has taken a lead. Wade Deacon is the largest of three high schools within the town.

## Further Information

Further information is available on the school and trust websites;

[www.wadedeacon.co.uk](http://www.wadedeacon.co.uk)

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## How to Apply

### Application Forms

Any interested candidate should apply by completing the Application Form, Supplementary Information Form, and attaching an accompanying letter of support addressed to the Principal Mr Simon Corner, maximum two sides of A4 font 12, addressing the following points:

- why you are interested in this post and how you have prepared yourself so far
- what contributions you feel you can make to students' development within our school
- any particular areas of strength and expertise you feel you may have

The application form and supplementary information form can be downloaded from the Recruitment page on the school website;

**[www.wadedeacon.co.uk/jobs](http://www.wadedeacon.co.uk/jobs)**

If you have any difficulty downloading the application form, please contact Mrs C Rogers at the school to request a hard copy by post. Our telephone number is 0151 423 2721.

### Application Deadline

Applications should arrive in school by Friday 5<sup>th</sup> October 2018 at 3.00pm.

### Address

Ideally you should email your application to [jobs@wadedeacon.co.uk](mailto:jobs@wadedeacon.co.uk) with 'Leader of Mathematics' in the subject line.

Alternatively you may post your application to the address below with the envelope clearly marked 'Leader of Mathematics'

Human Resources  
Wade Deacon High School  
Birchfield Road  
Widnes  
WA8 7TD

### Feedback

If you have not heard from us within three weeks of the above closing date, then please assume that on this occasion your application has been unsuccessful. **As we receive a large number of applications for each post advertised, unfortunately we cannot provide feedback to individual candidates as to why they were not short-listed for interview.**