



## Welcome

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Thank you for your interest in the post of Teacher of Mathematics at The John Warner School. I appreciate the time that it takes to apply for teaching positions and hope that the details in this pack provide you with all the information you need.

At The John Warner School we are proud to belong to a school that has provided a first-rate education to young people in Hoddesdon since John Warner built a school for children of all classes and religious beliefs in 1841. We have worked tirelessly to build on this rich history to **ignite** a lifelong passion for learning, to **discover** and develop potential, allowing all to **flourish** in an ever-changing world.

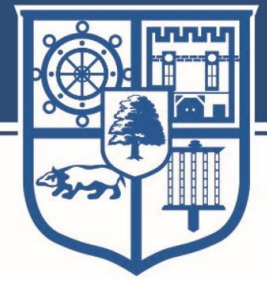
That hasn't, however, come without its challenges – and we are currently making important changes to ensure that we meet the high standards that we set ourselves.

It is in that context where there is now an exciting role opportunity to help make a real difference to the learning that our students receive. Together with an evolving leadership team, we are building a school where:

- Students make exceptional progress;
- Students access an exciting, challenging and relevant curriculum;
- Students are supported by a caring, committed and capable pastoral system;
- The well-being of all members of the school community is given priority;
- We have truly great teaching, learning and assessment;
- Staff enhance their practice through a personalised, relevant and ongoing training programme;
- We enjoy an engaging, vibrant and pleasant learning environment;
- We make meaningful connections with our local community
- We have a popular, high-performing and well-resourced Sixth Form;
- We use intelligent, responsible and focused leadership and management systems.

We are proud to belong to a school where we value:

- **Aspiration.** We aim high in all we do, prepare to succeed in school and in life and aim to create memories and futures together.
- **Creativity.** We believe that we are creative, love learning and thinking deeply and acknowledge the importance of education for education's sake.
- **Participation.** We learn from each other to make a positive impact on our school, family and world, broaden our skills beyond the classroom and promote community links through charitable works.
- **Respect.** We create a mutually respectful atmosphere, we respect ourselves, others and our surroundings and we form positive relationships in an environment that is free from prejudice, bullying and harassment.
- **Endeavour.** We believe hard work leads to success, strive to achieve our targets, goals and ambitions and develop resilience to thrive in an ever-changing world.



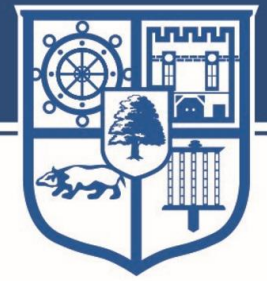
The school benefits from a superior environment for learning. In addition to our state-of-the-art sports centre, which is one of the largest attached to any school in the country, we have benefited from £18 million worth of development which means that students now benefit from having some of the best learning resources and accommodation in the country. This means that students who attend our school benefit from a superb indoor environment as well as a landscaped external environment that provides them with opportunities for relaxation, sport and socialising. Most recently the school has opened new centres for humanities, modern foreign languages, art, technology, mathematics, English as well as a new library. Together these facilities mean we are able to offer a modern and integrated campus to support the work of the staff and learning of the students.

In 2016, The John Warner School joined with The Cranbourne Primary School and Roselands Primary School to form The Hoddesdon School Trust. Together we are committed to excellence in all that we do and we offer unparalleled opportunities and experiences to all of our pupils and staff. We focus on high expectations, enthusiasm and aspiration within a culture of tolerance, respect and care. Across the trust we provide a platform for life opportunities in education, recreation and leisure; broadening horizons to create memories and futures together.

Thank you for considering The John Warner School.

**David A. Allman**  
Acting Headteacher





## Faculty of Mathematics

The John Warner Mathematics Faculty is comprised of a diverse group of committed teachers. The department includes long serving members of the department, senior leaders within the school and newly qualified teachers. We are extremely lucky to work in a new building with a large open plan office for collaborative working and a place we can relax.

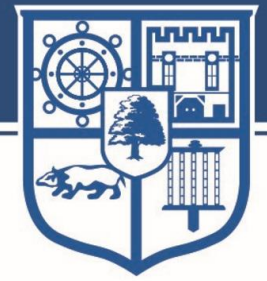


We feel the blend of experiences within the department creates a very supportive and innovative faculty which has yielded very strong results in recent years. 79.9% of our pupils achieved a grade 4 or higher in 2018 and many of the high performing students stay on to study Mathematics and Further Mathematics within the school's sixth form provision. Our faculty is highly regarded in the school and the pupils are aware of the success we have had in recent years.



**Moncef Fakhfakh**  
Head of the Faculty of Mathematics

Within the faculty we offer opportunities for development. A large proportion of the faculty have come through the school's ties with initial teacher training universities. Many of the staff who have trained within the faculty have developed into integral members of the school. We are proud of how we have developed the staff and they are proud to be members of The John Warner Mathematics department.



## Job Details

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### Teacher of Mathematics

We are seeking to appoint an enthusiastic and inspiring teacher of mathematics. The successful candidate will be joining a high-performing faculty that consistently delivers on positive outcomes for the pupils of our school.

**Start date:** April 2023

**Post:** Full-time, permanent position

**Salary:** MPS/UPS dependent on experience and qualifications

£3000 Golden Hello for direct applicants who apply in person to the school.

**Closing date for applications:** Friday, 10<sup>th</sup> February 2023

**Interviews:** By arrangement

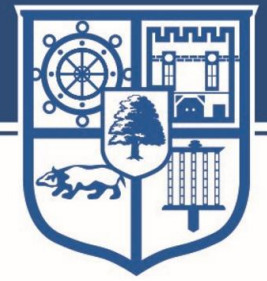
**Applications:** A letter of application to the Headteacher with reference to the person specification and a completed application form should be submitted by post or email to Mrs Maria Georgiou, PA to the Headteacher ([mag@johnwarner.herts.sch.uk](mailto:mag@johnwarner.herts.sch.uk))

**School visits:** Please contact Mrs Maria Georgiou, PA to the Headteacher ([mag@johnwarner.herts.sch.uk](mailto:mag@johnwarner.herts.sch.uk)) if you would like to arrange a tour.



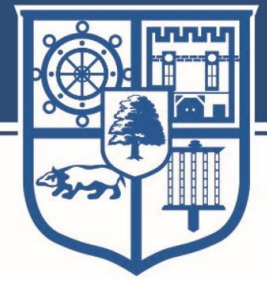
The school is committed to safeguarding and promoting the welfare of young people and expect staff to share this commitment. Applicants must be willing to undergo an Enhanced DBS disclosure and approved references will be required for the post.





## Person Specification

Attributes	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• A good honours degree in a related subject</li> <li>• Qualified Teacher Status (QTS)</li> <li>• PGCE or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• Professional development relevant to the role</li> </ul>
<b>Knowledge and experience</b>	<ul style="list-style-type: none"> <li>• Enthusiasm and a passion for teaching</li> <li>• Knowledge and understanding of the subject at key stages 3, 4 and 5</li> <li>• Excellent classroom practitioner who sets appropriate challenge</li> <li>• Understanding and experience of using a variety of teaching and learning methods to engage and inspire pupils in and outside of the classroom</li> <li>• Strong behaviour management experience establishing positive relationships and clear expectations</li> <li>• Understanding and experience of using effective assessment techniques including the setting of appropriate targets and providing feedback to pupils</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching the subject across all key stages</li> <li>• Evidence of research carried out to inform practice</li> <li>• Ability to teach second subject</li> </ul>
<b>Skills and attributes</b>	<ul style="list-style-type: none"> <li>• Strong communication skills, both written and oral</li> <li>• Organisational skills</li> <li>• ICT skills as applicable to role</li> <li>• Effective time management</li> <li>• Ability to develop positive relationships with staff, students, parents and the wider community</li> <li>• Reflective practitioner</li> </ul>	<ul style="list-style-type: none"> <li>• Commitment to extra-curricular aspects of the school community</li> </ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• Committed to safeguarding</li> <li>• Enthusiastic</li> <li>• Positive attitude and mindset</li> <li>• Creative</li> <li>• Good sense of humour</li> <li>• Ability to work under pressure</li> </ul>	<ul style="list-style-type: none"> <li>• Ambitious</li> </ul>



## Job Description

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### Main Professional Scale Teacher

#### Core purpose

- To teach across the age and ability range, as and when experience allows, and to provide a learning environment that enables all students to make progress regardless of their starting points;
- To share the responsibility of all staff to ensure that our students are challenged, encouraged, nurtured, safeguarded and developed.

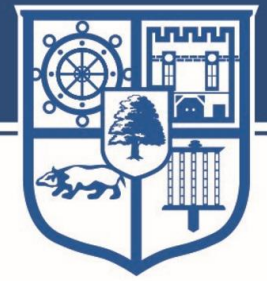
#### Main Responsibilities

- To fulfil the professional standards for a teacher;
- To plan and prepare courses and lessons;
- To teach according to their educational needs, the pupils assigned to him/her, including the setting and marking of work to be carried out by the pupil in school and elsewhere;
- To assess, record and report on the development, progress and attainment of pupils;
- To maintain good order and discipline in-line with the school's Behaviour for Learning policy;
- To commit to safeguarding and promoting the welfare of young people.

#### Other responsibilities

- To promote the general progress and well-being of individual pupils and of any class or group of pupils assigned to him/ her;
- To provide guidance and advice to pupils on educational and social matters and on their further education and future careers, including information about sources of more expert advice on specific questions;
- To make records of and reports on the personal and social needs of pupils;
- To communicate and consult with the parents of pupils;
- To communicate and co-operate with persons or bodies outside the school;
- To provide or contribute to oral and written assessments, reports and references relating to individual pupils and groups of pupils;
- To participate in appraisal according to the school's procedures;
- To commit to continuous professional development;
- To be a form tutor as required;
- To promote the school's vision and values;
- To promote equality and inclusivity;
- To comply with the school's Health and Safety policies;
- To participate in meetings arranged for any of the purposes described above.

Whilst this job description is current, and every effort has been made to explain the main duties and responsibilities of the post, each individual task may not have been identified. Employees will be expected to comply, following consultation, with any reasonable request from the Headteacher to carry out tasks and duties that are of a similar level, but not specified in the job description.



## Benefits

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The John Warner School is a great place to work and comes with many benefits, including:

- Free Sports Centre membership
- Comprehensive Employee Assistance Programme
- Membership of the Local Government Pension Scheme
- London Fringe Allowance
- Free parking
- Wellbeing Committee
- Extensive staff facilities
- Wider Trust opportunities
- Access to free wi-fi
- Cycle to work scheme
- Staff social events
- CPD opportunities
- Annual flu jabs
- Occupational Health and access to an on-site counsellor
- £300 New Employee Referral Scheme (i.e. finder's fee) for any qualifying positions that you refer the successful candidate for
- Children of staff are admitted under criterion 2 of the secondary transfer admission arrangements
- Access to Discount scheme for online retailers and cashback scheme