

Welcome

Thank you for your interest in the post of Lead Practitioner in 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.

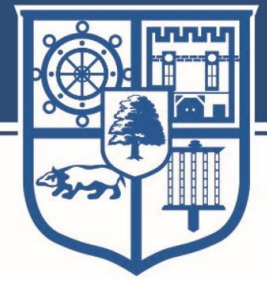
That hasn't, however, come without its challenges – and we are currently making important changes to ensure that we meet the high standards that we set ourselves.

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.



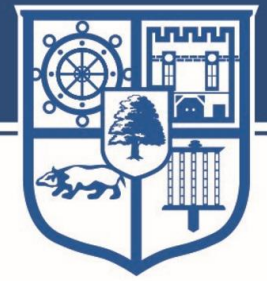
The school benefits from a superior environment for learning. In addition to our state-of-the-art sports centre, which is one of the largest attached to any school in the country, we have benefited from £18 million worth of development which means that students now benefit from having some of the best 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





Job Details

Lead Practitioner

We are seeking to appoint an enthusiastic and inspiring Lead Practitioner in 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: Lead Practitioner Scale 4-6

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

Closing date for applications: Friday, 10th February 2023

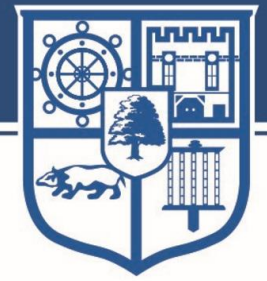
Interviews: By arrangement

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)

School visits: Visits to the school can be arranged prior to making an application. Please contact Mrs Maria Georgiou, PA to the Headteacher (mag@johnwarner.herts.sch.uk) to arrange a visit.

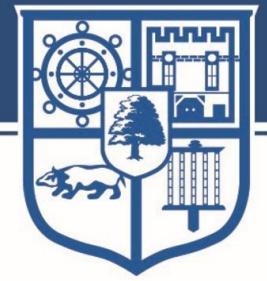


The school is committed to safeguarding and promoting the welfare of young people and expect staff to share this commitment. Applicants must be willing to undergo an Enhanced DBS disclosure and approved references will be required for the post.



Person Specification

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



Job Description

Strategic Direction and Development

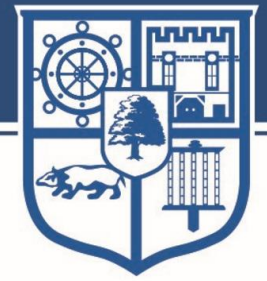
- To take a leading role in improving standards of teaching, learning and assessment across the school;
- To contribute to developing a clear strategic vision and direction for the continued development of teaching, learning and assessment;
- To communicate the quality of teaching, learning and assessment through marketing and publicity;
- To support the creation and implementation of the school development plan;
- To support all staff in achieving the priorities and targets the school sets;
- To support the evaluation of the effectiveness of the school's policies and developments and analyse their impact;
- To ensure that parents are well informed about teaching, learning and assessment;
- To liaise with appropriate outside agencies;
- To report to the SLT and governors about the development of teaching, learning and assessment;
- To create an ethos of truly great teaching, learning and assessment across the school.

Teaching and Learning

- To model and lead the improvement of teaching skills across the school;
- To demonstrate high standards of teaching and classroom management;
- To demonstrate excellent subject knowledge;
- To demonstrate high-quality planning, assessment and evaluation;
- To have high expectations of pupils.

Leading and Managing Staff

- To actively promote and deliver high-quality professional development for all staff;
- To contribute to school improvement groups;
- To use coaching and mentoring to support good quality teaching, learning and assessment;
- To welcome frequent observations from colleagues to demonstrate best practice;
- To carry out developmental observations of colleagues and provide constructive feedback;
- To support the appraisal process as required and use the process to develop personal and professional effectiveness;
- To provide support to newly qualified teachers, supply teachers, teachers and support assistants as appropriate;
- To develop and utilise links with external practitioners.



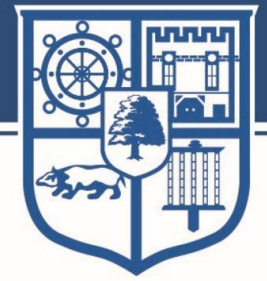
Effective Deployment of Resources

- To support the Headteacher in the deployment of staff and support those staff in their duties;
- To work with the Headteacher in establishing priorities for expenditure, and in monitoring the effectiveness of spending and usage of resources.

Additional Responsibilities

- To take on specific tasks related to the day to day administration and organisation of the school;
- To take on any additional responsibilities which might from time to time be determined.

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

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