

# MAESTEG SCHOOL

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MAESTEG  
Bridgend  
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**Headteacher / Pennaeth: H. Jones B.A. (Hons) N.P.Q.H.**

February, 2021

Dear Applicant

## **Required for September 2021 - Teacher of Mathematics (Permanent)**

Thank you for the interest you have shown in the above post at Maesteg School.

The Governors wish to appoint an ambitious, innovative and outstanding teacher who can work with us to see the realisation of our shared vision for the pupils, staff, parents/carers and the wider community. We are aspirational for our pupils and we encourage them to be motivated to strive so that they are able to leave school with success, value and a sense of purpose. We are determined to ensure that the learning experience will be vibrant, exciting, and fully inclusive and encourage our practitioners to develop high-impact and creative approaches to the teaching and learning of Mathematics, such as bar modelling and mathematical reasoning and application.

We also have the same aspirations for our staff and will ensure high quality continuing professional development, to grow excellent practitioners, as well as creating opportunities for career development. We have an excellent NQT induction programme to encourage and support newly qualified teachers to further develop their careers.

I look forward to receiving your application by **9am on Monday 1st March, 2021**. Should you require any further information, please do not hesitate to contact the school.

Yours sincerely

Helen Jones  
Headteacher

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*(Applicants short-listed for the above post will be contacted by the school as soon as possible after the closing date. Should you not be contacted, you have been unsuccessful in your application on this occasion. However, your interest in the post and Maesteg School is much appreciated. Thank you.)* **Please note:** Due to the current economic climate, the school is unable to offer any re-imbursement for travelling expenses.

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**Motivated to Strive / Ysgogi i Ymdrechu**





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## MAESTEG SCHOOL

### **Required September 2021**

### **Teacher of Mathematics - Permanent**

This is an excellent opportunity to join a successful school in a state of the art environment.

The Governors wish to appoint an ambitious, innovative and outstanding teacher who can work with us to see the realisation of our shared vision for the pupils, staff, parents/carers and the wider community. We are aspirational for our pupils and we encourage them to be motivated to strive so that they are able to leave school with success, value and a sense of purpose. We are determined to ensure that the learning experience will be vibrant, exciting, and fully inclusive and encourage our practitioners to develop high-impact and creative approaches to the teaching and learning of Mathematics, such as bar modelling and mathematical reasoning and application.

We offer an extensive NQT support programme plus continuing professional development for experienced staff.

Maesteg School is a thriving 11-18 community comprehensive school, situated within easy access to the M4 motorway, in a brand new 'state of the art' building. We are proud of our status as a Pioneer School both for Curriculum Development and Professional Learning and continue to be committed to producing innovate practitioners who develop 'irresistible learning' opportunities for our pupils.

Information via:

**Email:** [maestegschool.maesteg@bridgend.gov.uk](mailto:maestegschool.maesteg@bridgend.gov.uk)  
*Application pack (including application form) are in Word format and will be forwarded to applicant via email, **please return via email.***

***Closing date for applications: Monday 1<sup>st</sup> March, 2021 - 9am***

*Applicants are requested to note that the successful candidate will be required to agree to an enhanced criminal record clearance being undertaken*



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## WELCOME TO MAESTEG SCHOOL

The school is situated in the Llynfi Valley, in a very pleasant rural setting, yet conveniently situated for access to the M4, Bridgend, Swansea and Cardiff. The school's catchment area serves the town of Maesteg and surrounding villages in the Llynfi Valley. The school enjoys close links with its main partner primary schools and benefits from a supportive close-knit community. We are co-educational, with a pupil age range of 11-18 years. The present roll is 1120 pupils, including approximately 200 in the Sixth Form. The pupil population has a balance of boys and girls and a truly comprehensive intake. A total of 26.5 % of pupils are entitled to free school meals. This is above the national average of 17.4% for secondary school in Wales. Around 55% of the population live in the most deprived areas in Wales. Fundamental to the way we work here is in removing barriers to learning. The school currently has 67 teaching staff and a further 38 support staff that include administrators, technicians and learning support. The school is cohesive, safe and highly inclusive. We always look to recruit staff who have high expectations of all learners with a total commitment to the education and welfare of young people and who are able to provide an outstanding level of personal support. We believe outstanding teachers and outstanding support staff really do make the transformational difference in a child's life.

The school has a 25 period/hour teaching week and a combination of mixed ability and setting throughout the curriculum. In Key stage 4, the school offers a good range of general and vocational courses, including successful provision for reducing the number of pupils leaving school with no qualifications and meeting the needs of our more able and talented pupils. The school is a member of the Bridgend Learning Network for 14-19 Pathways.

Maesteg School is committed to the concept of skills development. We have developed a 'Pioneer' curriculum in Year 7 that is focused on developing skills alongside the four purposes through cross-curricular challenges. We are committed to the vision of ensuring that this work becomes integral to the work of all faculties and underpins our approach to learning at Maesteg. With a greater understanding of the learning process and what it means to be a powerful learner, we are seeing increased self-efficacy in our pupils which will result in them maximising their potential.

The school is committed to helping everyone who works here to do their best possible work in raising standards. Colleagues are consulted on all major policy decisions and are encouraged to raise openly any matters concerned with the school's effective operations. Pupils also make a positive and significant contribution, which influences all aspects of school life.

In terms of curriculum, the school is organised into Faculties, with Directors of Learning responsible for their leadership and management. The pupil guidance system is managed by Heads of House. Most teaching staff are also Form Tutors. The work of the school is monitored and evaluated by the Governors, the Headteacher, Senior Managers, Directors of Learning and Progress Leaders.



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The review process is used to inform development planning and to maintain the school's progress. Staff provide a range of enrichment programmes and pupils participate in a wide range of community activities.

The school has a clear focus on the development of Literacy, Numeracy and ICT and has committed a substantial part of its budget to all these areas. It is expected that staff will be ICT literate and innovative with ICT in their lessons.

We want all our pupils to have the opportunity to maximise their potential. Each pupil is of equal value and has equal access to the curriculum and all 'benefits, facilities or services' offered by the school. At Maesteg School we pride ourselves on knowing and supporting every pupil. We attach great importance to educating about equal opportunities. The school curriculum covers issues of equality and challenges prejudice and stereotyping in schools and in the wider community. We foster a culture where diversity is valued and equality of opportunity is a reality.

Maesteg celebrates its 'Welshness' and identity in many ways. We are proud of our language and heritage and this commitment is to be seen in much of our work. Pupils are exposed to the Welsh language and many events are held to celebrate our history and tradition. All subjects are taught through the medium of English, apart from the subject of Welsh. All subjects use basic greetings and instructions in Welsh to develop pupils' competency. All pupils study Welsh in KS3 and KS4 unless an exemption has been implemented. English is the day to day language of communication in the school. However, staff and pupils are encouraged to use Welsh as much as possible.

Partnership is a common thread running through the school, based on mutual respect and the sharing of good practice. We are very fortunate to serve a close knit community. The school prides itself in achieving a number of externally accredited quality marks including 'Investors in Families', 'ICT Mark', 'Careers Wales Mark', 'Active Marc Cymru' and International School. The school has a strong commitment to being community focused.

This is a great opportunity to be part of a school with a moral purpose of raising self-esteem. There is a real sense of excitement and confidence in what we can achieve together.

The school is a pioneer school both in terms of professional learning and curriculum development. Our aim is to develop Maesteg School as an innovative learning organisation.

As part of our professional development programme, there are opportunities for all staff to participate in leadership opportunities that lead to whole school improvement.

***Motivated to Strive***

H Jones  
Headteacher

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## Mathematics Faculty



We are an innovative and supportive department of 8 teachers including a Head of Faculty, Deputy Head of Faculty and a Teaching and Learning Champion.

The Department is well resourced with a suite of 8 rooms including a resource base for meetings and mentoring small groups of pupils. We have access to a number of wireless tablet devices with four of our teaching rooms equipped with an interactive whiteboard and every classroom is equipped with a desktop PC and projector. As a Faculty we have a wide range of resources to support the interactive nature of learning and to help our learners visualise and understand mathematics. We have developed our blended learning approach and utilise MyMaths

to support our learners in having the best experience possible.

At Key Stage Three we are achieving good results through mixed ability teaching in Year 7 where pupils follow a core scheme of work and setting thereafter with the schemes set up to help the pupils to track their journey towards GCSE. We have developed new schemes of work so that all pupils are seeing work relevant to GCSE mathematics and numeracy on a regular basis. We develop thinking skills through problem solving activities and focus on Growth Mind-set work to encourage a 'can do' attitude throughout Key Stage 3. We are constantly developing and refining our approach to mathematical reasoning skills and encourage innovative and creative approaches to the development of reasoning skills in our learners.



At Key Stage Four the students follow the WJEC specifications towards the new GCSE examinations. There are usually 3/4 sets in each half of the year group and we aim to enter the majority of the cohort for Higher and Intermediate exams giving the majority of the cohort the opportunity to reach their potential. We have been working closely with PiXL to develop our tracking of pupils over the last year and this has allowed us to target key topics for class teaching as well as producing a list of topics for each students to work on independently. We make good use of early entry, pre exam classes, power hour revision, walk through mocks and mentoring to support the learning of Year 11 students.

At Key Stage Five the students follow the WJEC specifications towards the new A Level examinations. Pupils study Pure and Applied Mathematics with classes focused on Pure Maths, Statistics and Mechanics. Classes are usually smaller to facilitate opportunities for teachers to work with a small number of pupils on more complex areas of mathematics.

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## Job Description - Main Scale Teacher

### Teaching

1. Plan and teach lessons and sequences of lessons to the classes that they are assigned to teach within the context of the school's plans, curriculum and schemes of work.
2. Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils.
3. Participate in arrangements for preparing pupils for external examinations. Whole school organisation, strategy and development.
4. Contribute to the development, implementation and evaluation of the school's policies, practices and procedures in such a way as to support the school's values and vision.
5. Work with others on curriculum and/or pupil development to secure co-ordinated outcomes.
6. Under the requirement of 'Rarely Cover Arrangements', supervise and so far as practicable teach any pupils where the person timetabled to take the class is not available to do so.

### Health, Safety and Discipline

7. Promote the safety and well-being of pupils.
8. Maintain good order and discipline among pupils.

### Management of Staff and Resources

9. Direct and supervise support staff assigned to them and, where appropriate, other teachers.
10. Contribute to the recruitment, selection, appointment and professional development of other teachers and support staff. Deploy resources delegated to them.
11. Contribute to the recruitment, selection, appointment and professional development of other teachers and support staff. Deploy resources delegated to them.

### Professional Development

12. Participate in arrangements of the appraisal and review of their own performance and, where appropriate, that of other teachers and support staff.
13. Participate in arrangements for their own further training and professional development and, where appropriate, that of other teachers and support staff including induction.

### Communication

14. Communicate with pupils, parents and carers. Working with colleagues and other relevant professionals.
15. Collaborate and work with colleagues and other relevant professionals within and beyond the school.

### Working Time/Days/Hours

16. A teacher employed full-time must be available for work for 195 days, of which:
    - (a) 190 days must be days on which the teacher may be required to teach pupils and perform other duties; and
    - (b) 5 days must be days on which the teacher may only be required to perform other duties; and those 195 days must be specified by the employer or, if the employer so directs, by the head teacher.
  17. A teacher employed full-time must be available to perform such duties at such times and such place as may be specified by the Headteacher for 1265 hours, those hours to be allocated reasonably throughout those days in the school year on which the teacher is required to be available for work. In addition to the hours a teacher is required to be available for work, as the case may be, a teacher must work such reasonable additional hours as may be necessary to enable the effective discharge of the teacher's professional duties, including in particular planning and preparing courses and lessons; and assessing, monitoring, recording and reporting on the learning needs, progress and achievements of assigned pupils.
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