



# CANDIDATE BRIEF

## Teacher of Mathematics







## WELCOME TO SIBFORD

Sibford School is a co-educational, independent day and boarding school for children aged 3-18.

Sibford is a place where we aim to nurture ambitious learners who shape their worlds with their creative, compassionate and questioning minds, where your teaching journey can flourish alongside the growth of our exceptional students.

In our commitment to individuality, we recognise that educators, much like our students, are diverse in their approaches and strengths. At Sibford, you're encouraged to be adventurous, curious, creative, confident, and above all—be yourself.

Rooted in Quaker values, our approach to teaching is grounded in truth, integrity, equality, community, peace, simplicity, and sustainability. These values are not just words on paper but living principles that underpin the distinctive characteristics of Sibfordians.

In the nurturing, safe, and supportive environment we cultivate, you'll find a space where your teaching potential has no limits. Here, there's no ceiling on your ability to inspire and shape young minds, both academically and personally. Tolerance and consideration towards each other are not just encouraged; they are integral to our community ethos.

Our curriculum is as diverse as the talents it aims to nurture. Whether you are joining us to teach

traditional academics, creative arts, technology, or horticulture, you'll have the opportunity to guide students on their unique journeys. In small, dedicated classes, you'll be the mentor, inspiring and stretching each individual, guiding them to discover their own talents and embrace their authenticity.

Beyond the classroom, we invite you to contribute to a myriad of co-curricular activities. These experiences not only foster skill development in the students but also create strong connections based on shared interests, forming a deep sense of belonging within our community.

Sibford is more than just a school; it's a place where educators are partners in the growth and development of future leaders and citizens. If you're seeking a teaching environment that values creativity, agility, resilience, positivity and empathy, we warmly invite you to consider joining us at Sibford.

A candidate pack can only convey so much. Come and meet us in person—experience the genuine warmth and vibrancy that defines our educational community.

Looking forward to the prospect of welcoming you to the Sibford family.

**Rebecca Evans, Head**





## EMPLOYEE BENEFITS FOR TEACHERS

<b>Salary</b>	Sibford Teaching Scale Aims to mirror national teaching pay scales
<b>Pension Employer's contribution</b>	17.5%
<b>Pension Employee's contribution</b>	5% minimum
<b>Group Life Assurance</b>	4 x annual salary
<b>Group Income Protection</b>	50% of basic salary Payable for up to 3 years
<b>Staff Fee Remission Discount on school fees</b>	66.6% pro-rata'd for part time
<b>Paid Holidays</b>	18 weeks - Including bank holidays
<b>Academic year</b>	34 weeks term time
<b>Sick Pay entitlement</b>	1 month full & 1 month half pay per year of service – up to maximum of 6 months
<b>Free School lunch</b>	Provided on working days
<b>Free car parking</b>	Parking is on the school site
<b>Free use of School Swimming pool for staff</b>	Allocated times





## THE ROLE - TEACHER OF MATHEMATICS

- **Part Time to Full Time**
- **Competitive Employment Package (depending on experience)**
- **Affordable accommodation may be available on site, if required.**

We are seeking to appoint an inspiring and passionate Teacher of Mathematics to join our successful and busy department. The ideal candidate will bring enthusiasm, excellent subject knowledge, a passion for motivating and inspiring pupils across all age ranges, and a keen desire to be part of the whole school community.

The Mathematics department consists of five teaching members of staff. We have dedicated Mathematics classrooms and a well-equipped Mathematics office. The department is committed to supporting the development of the team and enjoy collaborating and sharing good practice. The class sizes and school ethos enable a focus on growing respectful relationships.

### **The successful candidate will have:**

- Qualified Teacher Status and a Maths degree or degree in a related subject.
- Proven experience of planning and delivering engaging Maths lessons to pupils.
- Expert subject knowledge of Maths (knowledge of the Mathematics and Further Maths A Level curriculum would be desirable, but not essential).
- Ability to inspire, motivate and engage pupils. Valuing and respecting the needs of all.
- An enthusiasm for department development and CPD, willingness to contribute innovative ideas and collaborate effectively.
- A commitment to participating fully and actively with the wider school life

### **Closing date for applications:**

Tuesday 21st May 2024 at 12pm

### **Interview date:**

Thursday 23rd May 2024

We reserve the right to close prior to this date should sufficient applications be received.





## THE ROLE - TEACHER OF MATHEMATICS

**Overall Purpose:** To nurture ambitious learners of mathematics, who shape their worlds with their compassionate, creative and questioning minds.

**Reports to:** Head of Mathematics

**Key contacts:** Director of Studies, Heads of Key Stage, Second in Charge of Maths, other teaching and administrative colleagues, pupils and parents

### Key Responsibilities:

- Teach the schemes of work as agreed upon by the department, in a disciplined environment that allows access to the curriculum by all pupils.
- Teach Mathematics to KS3 and KS4.
- Promote the subject through motivational, evidence-based teaching.
- Effectively record and monitor students' work and progress.
- Involvement in any extra-curricular activities taking place in the department.
- Feedback to the department on any INSET or training attended.
- Participate fully and actively in the boarding life of the school with associated duties and responsibilities. Part time staff are expected to take a proportion of these responsibilities.
- Full time members of staff will usually be asked to be a Form Tutor.
- Attend departmental, faculty and full staff meetings on a regular basis and to liaise with the Head of Department in those instances where non-attendance is unavoidable.
- Ensure that teaching rooms are well-maintained and displays are current and in good condition.

### Key performance measures:

- Pupils are motivated and enthusiastic, as confirmed by strong pupil numbers within the subject area at GCSE and A Level.
- Pupils achieve their full potential against predicted grades, confirmed by positive examination results.
- The teacher contributes to keeping the department up to date with new subject developments.
- Parents and pupils feel confident about progress.

### Skills and Competencies in the role:

- Engaging and inspiring teaching style.
- Clear and accurate communication skills.
- Excellent interpersonal skills.
- Good organisational skills.
- Ability to remain calm under pressure.
- Qualified Teacher status.
- Discretion when dealing with confidential information.
- Ability to recognise opportunities within the role.
- Knowledge of how to cater for gifted and talented pupils as well as those who need additional support.
- Strong literacy and ICT skills.
- A commitment to continuing professional development.
- A sympathy for and understanding of the Quaker values that underpin the ethos of the school.



## PERSON SPECIFICATION

Requirements	Essential	Desirable
<b>Educational attainment</b>	<p>Qualified Teacher Status</p> <p>Maths degree or degree in a related subject</p>	MA in Education
<b>Knowledge required</b>	Excellent teaching practice	Expert knowledge in Further Maths subjects
	Proven experience in planning and delivering an engaging Mathematics curriculum to pupils	Knowledge of GCSE and A Level Edexcel Syllabus
	Knowledge of GCSE Edexcel syllabus	Expert knowledge of Mathematics A Level
<b>Experience required</b>	Proven experience of teaching Mathematics from Key Stages 3 to 4 across the attainment range including supporting those with SEND and More Able pupils	
	Ability to motivate and enthuse pupils as confirmed by strong relationships and good behaviour management.	
	Proven experience in ensuring pupils achieve their full potential against predicted grades, using tracking and monitoring data, confirmed by positive examination results	
	Ability to manage a complex workload	





## PERSON SPECIFICATION

Requirements	Essential	Desirable
<b>Skills and aptitudes required</b>	The ability to create a purposeful and effective atmosphere within lessons that will encourage and promote learning	
	Excellent interpersonal skills	
	Strong literacy and ICT skills including use of school databases	
	Ability to inspire, motivate and engage pupils. Valuing and respecting the needs of all pupils	
<b>Interests</b>	Commitment to continuing professional development	
<b>Personal qualities required</b>	Enthusiastic, creative and passionate about Mathematics	Enthusiasm and passion for other academic subjects and the school as a whole
	Confidentiality, sense of humour, organisation, creativity, reliability	
<b>Circumstances</b>	Participate fully and actively in the boarding life of the school with associated duties and responsibilities	
	To attend and actively contribute to meetings in line with the role, for example Department Meetings and Whole School CPD.	





## THE APPLICATION PROCESS

**Thank you for showing an interest in our school and the vacancy which we are currently advertising.**

You can complete the application online via the school website here: [Work With Us | Sibford School](#).

If you have any questions or queries, please contact the HR department: [hr@sibfordschool.co.uk](mailto:hr@sibfordschool.co.uk) or call 01295 781291.

Applications will be reviewed as they are received. The School reserves the right to appoint at any stage of the recruitment process; early applications are therefore encouraged.

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

All offers of employment are subject to an enhanced DBS check.

We are unable to accept CVs due to Safer Recruitment Practices.

If you are successfully shortlisted, you will be invited for interview at the school.

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