

# **Maths Subject Leader Decoy Primary School**

## **Inspiring Positive Futures**



**Required for: September 2022**

# Advert

KS2 class teacher and Maths Subject Leader MPS/UPS 1-3 + TLR2

Required from September 2022, the Governors are seeking make a permanent appointment for an outstanding KS2 teacher who can inspire and motivate children.

Decoy Community Primary School is a thriving primary school in Newton Abbot where all staff are committed to providing an engaging, broad and balanced curriculum for our children. Our staff team are highly skilled practitioners who plan for learning through a range of experiences to develop independence, exploration and resilience.

The successful candidates will:

- have the ability to work as part of, and contribute to, a very supportive staff team.
- have the ability to provide exciting learning opportunities for children.
- have consistently high expectation of children's learning and behaviour.
- be able to work collaboratively with colleagues, parents and the wider school community.
- be reflective and committed to developing their own practice.
- be committed to contributing to the wider opportunities for all children.

We welcome visits to our school prior to application so please contact Donna O'Halloran or Jess Edwards on 01626 353282 or [via admin@decoyschool.co.uk](mailto:admin@decoyschool.co.uk) to arrange a tour.

Decoy Community Primary School is committed to safeguarding and promoting the welfare of children. An enhanced disclosure via the Disclosure and Barring Service is required.

This role requires the ability to fulfil all spoken aspects of the role with confidence and fluency in English.

Please note that automatic pay portability is not available for this post.

An Application Pack and application form is available on our website:

[www.decoyschool.co.uk](http://www.decoyschool.co.uk) and can be downloaded from the "About Us" page.

Please send completed application forms to [vacancy@decoyschool.co.uk](mailto:vacancy@decoyschool.co.uk)

Closing date: Thursday 16<sup>th</sup> June 2022 (NOON)

Interview Date: Thursday 23<sup>rd</sup> June 2022

## KEY DATES

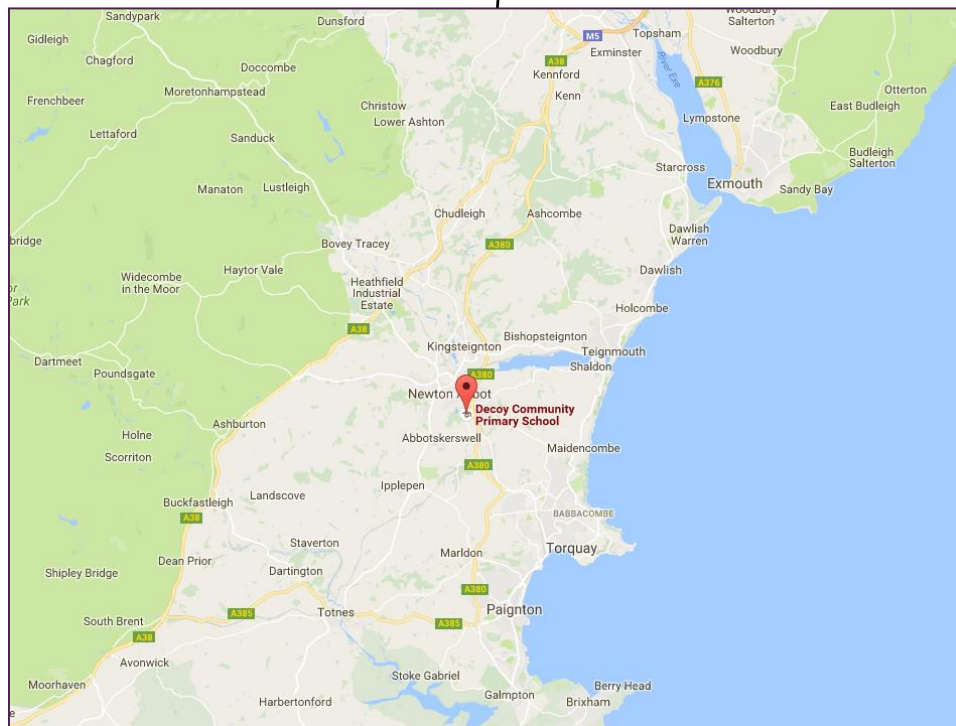
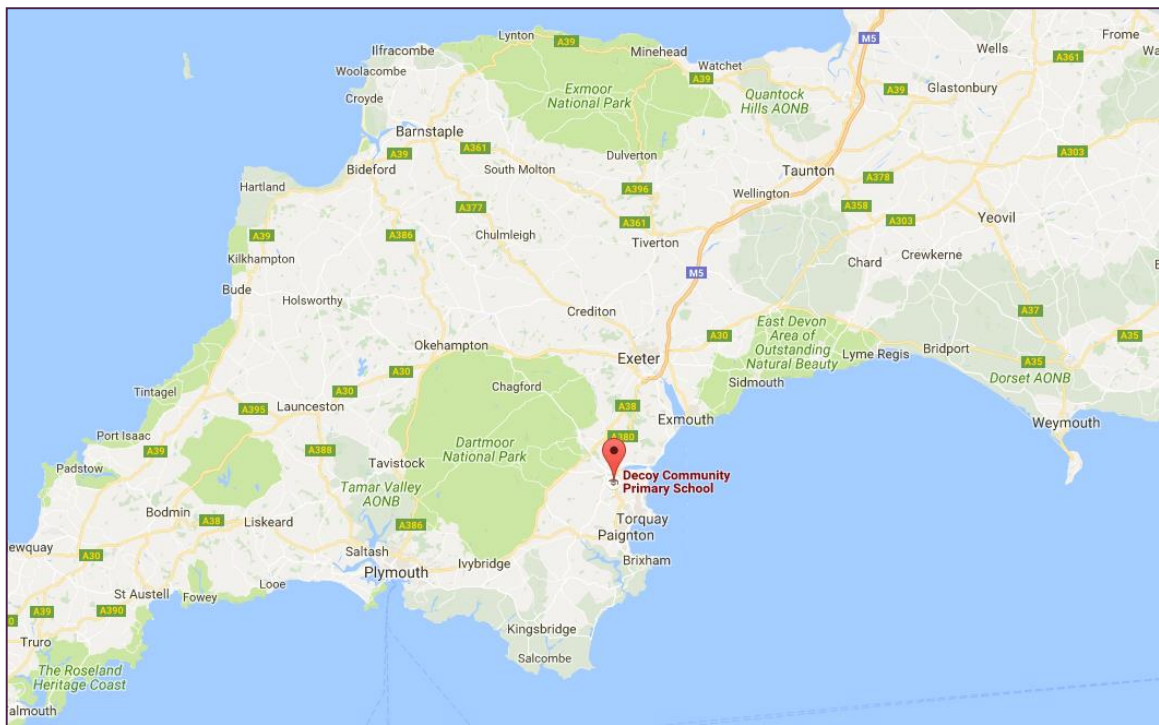
**Key Stage 2 Class Teacher required from September 2022**

**Application deadline: Thursday 16<sup>th</sup> June 2022 (NOON)**

**Shortlisting: Friday 17<sup>th</sup> July 2022**

**Interviews will take place on: Thursday 23<sup>rd</sup> June 2022**





## Contact Details:

Decoy Primary School and First Steps Nursery  
 Deer Park Road  
 Newton Abbot  
 Devon  
 TQ12 1DH  
 Tel: 01626 353282  
[admin@decoyschool.co.uk](mailto:admin@decoyschool.co.uk)

Website: <http://decoyschool.co.uk>

Twitter:



@DecoyPri





# Decoy Community Primary School and First Steps Nursery

Deer Park Road, Newton Abbot, Devon TQ12 1DH

Tel: (01626) 353282

**Headteacher:** Mrs. H Poustie (B. Ed Hons.)

[admin@decoyschool.co.uk](mailto:admin@decoyschool.co.uk)

Thursday 9<sup>th</sup> June 2022

Dear Applicant,

Thank you for your interest in the vacancies at Decoy Community Primary School.

I hope that our application pack gives you a flavour of our school and helps you to decide if you are the right candidate for the job and whether Decoy Primary School is the right place for you.

More information about the school is available on the school website [www.decoyschool.co.uk](http://www.decoyschool.co.uk)

Unfortunately, due to the large numbers of applications we receive for vacancies, we will be unable to respond individually to unsuccessful applicants who are not long listed for the post.

Yours sincerely

Heather Poustie

Headteacher



# Introduction to Decoy Primary School

## Catchment Area

The catchment area for our school can be found by visiting:

<https://new.devon.gov.uk/educationandfamilies/school-information/apply-for-a-school-place/school-designated-areas>

## Pupil Numbers

The number of children on roll in our school and nursery currently stands at 448. Our PAN is 60 for Reception - Year 6 and 39 in Nursery.

## Key School Data

Type of Establishment	Primary School with Nursery
Age Range	3 - 11
Location	Decoy, Newton Abbot The school is situated on the southern, rural edge of Newton Abbot
Number on Roll	384 448 including nursery
Last Ofsted Inspection	November 2016
% of children with Pupil Premium	19%

## Overview of Ofsted (2016)

### Main findings

This is a good school. The Headteacher and Deputy Headteacher set high expectations for staff and pupils which have led to improved progress and attainment for the school since the previous inspection. Leaders, staff and governors have created a culture where pupils' well-being and educational success go hand in hand.

Relationships between pupils and teachers are excellent. Pupils have total belief in their teachers to support them and help them to achieve their best.

Pupils are proud of their school. Their friendly, respectful and welcoming attitudes towards each other and adults reflect the care and respect shown to them by all staff.

Teaching, learning and assessment are good. Teachers use their strong subject knowledge to promote high achievement in a wide range of subjects.

### What does the school need to do to improve further?

Continue to improve teaching to raise pupils' achievement by ensuring that staff create more opportunities to challenge pupils' understanding in all subjects to achieve greater depth.

Improve the quality of leadership and management by strengthening the work of middle leaders and ensuring that the curriculum provides more opportunities for pupils to gain an informed understanding of diverse faiths and cultures to help prepare them for life in Britain today.

## Curriculum & Learning across the school

At Decoy School we all strive to produce a vibrant and creative curriculum, which is enhanced by active learning. Additionally, our children can participate in a wide variety of activities including residential trips, sporting events, music, dance and drama performances and creative workshops.



Decoy is a Community Primary School and we work closely with families to support all children to achieve the best outcomes for them. Our highly trained staff work to meet the needs of children of all abilities and provide a full range of additional support where identified. Monitoring progression and the implementation of early intervention measures are central to our approach.

Decoy School provides a high quality learning environment and our children are offered a rich and varied experience that will inspire and motivate them. We consider that the development of our children as individuals, with their own strengths, interests and aspirations, is paramount in order for them to play a fulfilling and caring role in society.

## **Staffing Structure (Primary School and Nursery)**

### **Senior Leadership Team**

Headteacher

Deputy Headteacher

SEND Co-Ordinator

EYFS Team Leader

KS1 Team Leader

KS2 Team Leader

Class Teachers and Subject Leaders

Teaching Assistants

SEN Teaching Assistant

Pastoral Support Teaching Assistant

School Business Manager

Administrators

Resources Administrator

Meal Time Assistants

I.T. Support

### **Breakfast and After School Club**

BASC Leader

Out of School Play workers



## Pastoral Care

We recognise our moral and statutory responsibility to safeguard and promote the welfare of all pupils. We work diligently to provide a safe and welcoming environment where children are respected and valued. We are alert to the signs of abuse and neglect and follow our procedures to ensure that children receive effective support and justice.

The arrangements for safeguarding are effective. There is a strong culture of vigilance, open relationships between all staff, good training and strong community links (Ofsted November 2016).

## Location & Facilities

Decoy Community Primary School has occupied a site of some 1.2 hectares of land on the southern edge of the market town of Newton Abbot since being founded in 1911. It is a larger maintained primary school – with two classes in every year group. Additionally, we have a maintained nursery offering flexible provision our children. The school also runs a Breakfast and After School Club which enables the school to support parents who need additional childcare.



The buildings and facilities have been amended and added to piecemeal over the years. Approximately 18% of the site is covered with buildings, which are of various constructions, sizes and vintages, ranging from the original 1911 brick building to a modern modular build community room opened in September 2014. Hard surfacing covers 30% of the site area, mostly as car parking, pathways and external play surface, leaving the remaining half of the site with tended grass cover and some trees around the southern and easterly boundaries. The school is bordered to the north and west by residential roads and to the south and east by allotment gardens and meadowland.

## Governing Board

We have a committed team of governors who work tirelessly alongside staff to secure the best outcomes for the school. Apart from the Governing Board we have two sub-committees that meet half termly. These are the Learning and Wellbeing Committee and the Business Management Committee.



## Community Links

Decoy is a Community Primary School and we work closely with families to support all children to achieve.

Our active and dedicated Parent Teacher Association support the school, organising fund raising and social events such as the Summer Fete, Easter Fayre, Christmas Bazaar, school disco's, quiz

nights and the monthly lottery to name a few. The money raised allows us to further enrich our children's time at the school and keep the school at the heart of the community.

We work closely with a small group of local schools. Teachers, leaders and governors are working on a shared action plan in order to jointly improve teaching and learning.

The school is a member of the local School Sports Partnership. Our pupils take part in training events, tournaments and festivals.

At Decoy, we are committed to helping to train teachers of the future, through our long-standing partnership with Devon Primary SCITT.

## Looking Forward

Our vision statement is to 'Inspire Positive Futures'. By this we mean that we want to encourage all children to believe that they can be successful. We do this in a school which strives to support all children, in a culture of mutual respect. We want our new staff member to see every child as an individual and to support them and help them to achieve their best.

## Policies

We believe in being open and transparent in our relationships with others. Decoy School website contains an up to date policy section where all of the statutory and many local policies can be viewed.

## Ethos

Decoy Community Primary School actively encourages its children to become caring, hardworking, creative and interesting citizens of the future. Pupils are supported to develop respect for each other and positive relationships.

## Aims

At Decoy Community Primary School, we aspire to:

- Provide a happy and stimulating learning environment which promotes curiosity, creativity, enjoyment and interest in all aspects of learning;
- Provide high quality education suitable for the needs of each child using a wide range of teaching methods and experiences;
- Ensure all members of the school staff are confident in their respective roles, working together as a team, co-ordinated by effective leadership;
- Provide a personal and social education which will encourage children to become independent, confident, self-disciplined and courteous;
- Create a school environment which is welcoming, visually inviting, and which is safe and secure for all members of the school community.



## Values

At Decoy Community Primary School our four values (Try your best, Think of Others, Make the Right Choices, Have-a-Go) enable the children to become effective members of the school community. Our values are embedded in our school environment in addition to our teaching and learning to ensure that they are at the forefront of what we do.

As well as supporting our children with how they relate to others, our values also enable our children to become better learners. Children are taught that the purpose of our values is to support them to achieve in school and also in life.

Our four values are merely headlines for a wide range of 'Learning to Learn' skills. These skills are taught discretely and referred to regularly and explicitly so that over time the children develop a deeper understanding of the skills they need to learn in relation to the four values. These skills are referred to as the key skills.

## **Job Description: Maths Subject Leader**

MPS + TLR2a

Line Manager: Headteacher

### **Main Responsibilities of the Post**

In addition to those professional responsibilities which are required of all classroom teachers in the school, the Maths Subject Leader's key responsibility will be to focus on raising the standards in Maths for all pupils.

This role will require the applicant to drive school improvement and be accountable for the outcomes through rigorous internal and external monitoring processes.

### **The Role**

This is a senior post within the school which carries significant responsibilities.

### **Key Responsibilities**

- To ensure the delivery of outstanding Maths lessons in all year groups

The Maths Subject leader will lead on the following areas:

### **PROFESSIONAL RESPONSIBILITIES**

#### **Disseminating Subject Knowledge**

- Demonstrating well-developed and up-to-date subject knowledge
- Attending relevant training sessions and network meetings to keep up to-date-with any curriculum or assessment changes and to disseminate new information to colleagues accordingly

#### **Subject Development**

- Development of a progressive curriculum plan across EYFS, KS1 & KS2 for maths
- Develop and review Maths schemes of work
- Ensure continuity, progression and standards within the subject.
- To monitor and evaluate teaching and learning and develop innovative practice.
- Use information from monitoring to identify priorities to write the Maths action plan and review progress towards achieving targets.

#### **Supporting Colleagues**

- Teaching demonstration lessons for colleagues to share best classroom practice
- Supporting colleagues with planning to enable them to deliver consistently good lessons
- Observing teachers and offering supportive feedback and coaching/mentoring
- Leading whole primary staff CPD sessions according to need
- Supporting colleagues to deliver targeted interventions
- Ensuring that assessments take place on time and outcomes inform planning
- Alongside members of the SLT, analyse assessment data to track attainment and progress and highlight any gaps which need to be addressed
- Monitoring pupils' books/journals for consistency in line with the Maths Policy and Marking and Feedback Policy
- Monitoring planning
- Moderating teacher assessment
- Reporting each half term to the SLT on data, progress, attainment and staff development

**Wider Community**

- Organising and/or leading workshops so that parents are able to support their child/ren at home
- Positively promote literacy across the school
- Overseeing whole school displays/working walls that promote Maths and ensure high expectations are met
- Evaluating the impact of Maths leadership through data analysis, pupil councils, audits, questionnaires, monitoring visits, etc.
- Meeting with governors and report on the intent, implementation and impact of Maths teaching and learning across the school
- Ensuring the Maths curriculum information on the website is accurate and up-to-date.

**School vision**

- Actively contribute to discussions at meetings
- Contributing to the writing and implementation of the School Improvement Plan and Self-Evaluation process

# Decoy Community Primary School and First Steps Nursery

Person Specification

Role: Maths Subject Leader

MPS + TLR2a

## QUALIFICATIONS

Essential	Desirable
<b>A person who has:</b> <ul style="list-style-type: none"><li>• Qualified Teacher Status</li><li>• Honours degree or equivalent qualification</li><li>• Evidence of Continuing Professional Development</li></ul>	<ul style="list-style-type: none"><li>• Willing to undertake a credited leadership CPD</li></ul>

## EXPERIENCE

**Applicants should be able to show evidence of:**

Essential	Desirable
<ul style="list-style-type: none"><li>• Teaching experience within the Primary age range (KS1 and KS2)</li><li>• Leading and managing a key school initiative</li><li>• Leading staff development (whole school/group/individual)</li><li>• Subject leadership</li></ul>	<ul style="list-style-type: none"><li>• Leading a core subject</li><li>• Contributing to and leading school improvement strategies</li><li>• Designing and developing resources to support learning across subject areas</li><li>• Monitoring teaching and learning alongside senior leaders.</li></ul>

## PERSONAL AND PROFESSIONAL SKILLS

**Applicants should be able to show evidence of:**

Essential	Desirable
<ul style="list-style-type: none"><li>• Supporting the aims and ethos of the school</li><li>• Carrying out teaching duties in accordance with school policies and the national curriculum</li><li>• Commitment to working in partnership with other schools, agencies and organisations</li></ul>	<ul style="list-style-type: none"><li>• Implementing school strategies for performance improvement</li><li>• Communicating clearly and taking into account, where appropriate, the views of others</li><li>• Thinking creatively and imaginatively to solve problems and identify opportunities</li></ul>



<ul style="list-style-type: none"> <li>• Communicating clearly and effectively with all those involved in the life of the school</li> <li>• Being approachable</li> <li>• Prioritising and managing their time effectively to be able to fulfil the expectations of their wider role.</li> </ul>	<ul style="list-style-type: none"> <li>• Attending and participating in after school events, activities and meetings</li> <li>• Using a creative approach to curriculum design</li> </ul>
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## **KNOWLEDGE AND UNDERSTANDING**

**Applicants should be able to show evidence of:**

<b>Essential</b>	<b>Desirable</b>
<ul style="list-style-type: none"> <li>• Demonstrating the principles and practice of excellent teaching and learning</li> <li>• Raising standards for all in the pursuit of excellence</li> <li>• Demonstrating personal enthusiasm for and commitment to the learning process</li> <li>• Knowledge of current national education initiatives</li> <li>• Strategies for inclusion and development of all children</li> <li>• Effective action planning</li> <li>• A commitment to developing the whole child through an enriched curriculum in school and extra-curricular activities</li> <li>• Accessing, analysing and interpreting data to plan for progress</li> </ul>	<ul style="list-style-type: none"> <li>• Supporting the SLT in staff performance management</li> <li>• Using initiative and being proactive in driving school improvement</li> <li>• Implementing school strategies for promoting excellence and challenging underperformance</li> <li>• Coaching and mentoring colleagues</li> <li>• Supporting other members of the leadership team</li> <li>• School Self-Evaluation</li> <li>• Target setting; pupil tracking; benchmarking and other methods of analysing both pupil attainment and achievements</li> <li>• School Development Planning</li> <li>• Monitoring and pupil conferencing to raise standards in teaching and learning</li> <li>• Working with the Governing Body</li> <li>• Working in partnership with parents and outside agencies</li> </ul>

## How to Apply

### **Your application form must be completed in full.**

You must give details of all employment, training and unemployment since leaving secondary education to the present day. Any additional information which you wish to bring to the notice of the School Governors should be included in your supporting statement.

As well as postal addresses for your referees please provide correct email addresses for us to contact them.

Please inform your referees when you apply that they may be contacted. References are normally requested immediately following short listing by email and sometimes with only a few days' notice.

You may submit your application and any declaration forms either by email, by post or in person.

### **Sending your application**

**By email**    [vacancy@decoyschool.co.uk](mailto:vacancy@decoyschool.co.uk)

**By post**    Decoy Primary School  
Deer Park Road  
Newton Abbot  
Devon  
TQ12 1DH