



THE ASPIRATIONS PROGRAMME-TEACHERS OF MATHS

CANDIDATE PACK



Central Region
Schools Trust

Founded by the RSA



The Central
Aspirations Programme

Introduction

We are incredibly excited to launch our Aspirations Programme and are keen to recruit teachers into the programme who are aligned with our mission to support social justice through exceptional schools, our values and Our Distinctive Culture.

You must have a passion for working in areas of high deprivation and be keen to improve the life chances of all the pupils/students in our Trust.

The Aspirations Programme is wide-ranging and successful candidates will benefit from the following:

- In addition to the reduced timetable given to all ECTs, there would be an additional half day release per week for subject based CPD.
- Opportunities for entry onto higher points than M1 on the main pay range.
- Access to annual accelerated pay progression.

Further information about the Trust can be found on our website at [Central Region Schools Trust – Founded by the RSA](#)

We would be delighted to meet with Interested candidates to discuss how they can access our Aspirations Programme. Candidates can contact us on 0121 270 3117 or via info@crst.co.uk to arrange a meeting with our Aspirations Programme Director.

Guy Shears

Guy Shears
Executive Principal (CEO)



ADVERT

Advert

The Central Region Schools Trust is seeking to appoint teachers of maths from 1st September 2024.

These roles will initially be based in one of our schools designated as high risk. Future deployment in one of our schools will be determined with you and your mentor, with a view to expanding your experience and ensuring that, over time, you work in a range of settings. There will also be a training programme which will coach you in the current research behind approaches to curriculum, pedagogy and behaviour.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

Further information and an application form are available on the Trust's website ([Vacancies – Central Region Schools Trust](#)). The completed form should be emailed to recruitment@crst.org.uk by 10.00am on Tuesday 5th December. Interviews will take place during the week beginning Monday 11th December. However, early applications are encouraged as we reserve the right to interview earlier for this post should suitable candidates apply.

Job description

All teachers are subject to the Conditions of Employment set out in their contract of employment and the School Teachers' Pay and Conditions Document. These detail the professional and particular duties required of teachers, together with requirements for Management time, Working time and Guaranteed planning and preparation time. The Trust and its schools comply with these requirements in order to make reasonable demands of teachers.

General Responsibilities

- Be aware of and play an appropriate part in implementation of all school policies.
- Be responsible for the safeguarding and welfare of the students in the school.
- Undertake the role of a form tutor.
- Participate in appropriate meetings with colleagues and parents/carers.
- Carry out a share of supervisory duties in accordance with published rosters.
- Set and keep high standards of punctuality and courtesy.
- Attend assemblies and other formal occasions as required.
- Participate in the appraisal process according to agreed procedures.

Specific responsibilities and tasks

- Plan and teach lessons to the classes they are assigned to teach within the context of the school's plans, curriculum and schemes of work.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned students.
- Participate in arrangements for preparing students for external examinations.
- 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.
- Work with others on curriculum and/or student development to secure co-ordinated outcomes.
- Subject to the current guidance, supervise and so far as practicable teach any students where the person timetabled to take the class is not available to do so.
- Provide cover in accordance with the current guidance only rarely, and only in circumstances that are not foreseeable.
- Promote the safety and well-being of students.
- Maintain good order and discipline among students.
- Ensure that all students have a safe environment in which they can learn, reporting any concern about the environment to a member of the site team or if appropriate to one of the Designated Safeguarding Leaders.
- Be aware of systems which support safeguarding and following the procedures as highlighted in the Safeguarding Policy
- Direct and supervise support staff assigned to them and, where appropriate, other teachers.
- Contribute to the recruitment, selection, appointment and professional development of other teachers and support staff.
- Deploy resources delegated to them.
- Participate in arrangements for the appraisal and review of their own performance and, where appropriate, that of other teachers and support staff.
- Participate in arrangements for their own further training and professional development and, where appropriate, that of other teachers and support staff including induction.
- Communicate with pupils/students and parents/carers.
- Collaborate and work with colleagues and other relevant professionals within and beyond the school


Teachers on the upper pay range are required to meet the criteria set out in the School Teachers' Pay and Conditions Document, namely that:


- The teacher is highly competent in all elements of the relevant standards; and
- The teacher's achievements and contribution to the school are substantial and sustained.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Staff will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. This job description will be reviewed annually and the Principal reserves the right to alter the content of this job description, after consultation with the post-holder, to reflect changes to the job or services provided, without altering the general character or level of responsibility.

Person Specification

We are seeking to appoint a graduate who is able to demonstrate the following qualities and experience. Please note that if you are shortlisted any relevant issues arising from your references will be taken up at interview.

Criteria	Essential	Desirable	Method of Assessment
 <p>Experience</p>	<ul style="list-style-type: none"> • Suitability to work with young children • Able to form and maintain appropriate relationships and personal boundaries with children and young people • Positive attitude to use of authority and maintaining discipline • Experience of teaching in a secondary school 	<ul style="list-style-type: none"> • Experience of teaching across the full age and ability range of a secondary school • Experience of using a range of strategies to support the teaching and learning of SEND and disadvantaged pupils/students • Experience as a form tutor • Proven record as a teacher whose students reach high standards of learning and achievement 	<p>Application form, references and interview. In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:</p> <ul style="list-style-type: none"> • Motivation to work with children and young people • Ability to form and maintain appropriate relationships and personal boundaries with children and young people • Emotional resilience in working with challenging behaviours; and • Attitudes to use of authority and maintaining discipline


 <p>Skills and Abilities</p>	<ul style="list-style-type: none"> • Commitment to improving student learning and raising achievement • Enthusiasm to inspire in students a desire to learn and participate • Knowledge and understanding of recent legislation, development and initiatives in secondary education • Knowledge of the curriculum at KS2, 3 and 4 • An understanding of the use and potential of ICT to develop learning • An excellent classroom practitioner • An effective communicator and motivator of students • Ability to enable and empower others. • A team player with the ability to establish good working relationships with staff, students and parents/carers. • The ability to communicate clearly and concisely both verbally and in writing at all levels. • The ability to support students and respond to parents/carers through fluent and accurately spoken English. 	<ul style="list-style-type: none"> • Knowledge of the curriculum at KS5 • An understanding of the whole range of learning needs • An understanding of the use of comparative data and target setting 	<p>Application form, references and interview.</p>
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Personal Qualities

- A capacity for hard work
- A fair, flexible, open and decisive approach to leadership in the classroom
- Enthusiasm for, and readiness to accept, change
- A commitment to justice, quality of opportunity and to comprehensive education
- Good ICT skills
- Ability to work on own initiative
- Ability to take responsibility for planning own workload and commitments
- Ability to work under pressure and keep to deadlines
- Ability to be sensitive to the needs of others
- Ability to be supportive
- Professionalism
- A sense of humour, warmth, energy, stamina and resilience
- Good record of attendance and punctuality
- Willingness to reflect upon his/her experiences in a critical and constructive manner

Application form, references and interview.

 <p>Education and qualifications</p>	<ul style="list-style-type: none"> • Honours Degree • DfE recognised Qualified Teacher Status • Evidence of continuing professional development • Evidence of keeping up to date with educational thinking and knowledge 		<p>Application form, references and interview.</p>
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Need more advice?

Please see our website
(Central Region Schools Trust
- Founded by the RSA)



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