



PROUD TO MAKE SUCCESS HAPPEN



LEAD PRACTITIONER- MATHS Applicant Pack

Dear Applicant,

Thank you for your interest in working at Uxbridge High School. I would like to take this opportunity to tell you a little about our unique school and to highlight the significance of this important appointment. You are applying to join an exemplary and highly energetic staff team that has moved the school into a very strong position both locally and nationally. I am looking for exceptional people with energy and drive to join us in this work.

We have much to celebrate at Uxbridge High School including a committed and focused student body and staff, outstanding facilities, strong relationships with the community and school partners, supportive governors and a thriving sixth form. We value the successes of every child, whatever their starting point, as a truly comprehensive and multicultural school that reflects life in modern Britain. You will enjoy the reward of working with a wide range of students, from a variety of backgrounds.

I would recommend that you spend time reading our most recent Ofsted report, which can be viewed here: [Ofsted report](#). The inspection report confirmed that there has been no change to this school's overall judgement of good as a result of this ungraded (section 8) inspection. However, the evidence gathered suggests that the inspection grade might be outstanding if a graded (section 5) inspection were carried out now. The report confirms our significant strengths in all areas of leadership, teaching, personal development and outcomes. We are particularly proud of our broad and ambitious curriculum, which prepares our students well for GCSE and A-Level study.

The current leadership team has embedded a number of changes to the approach we take towards learning, teaching and progress. These include rigorous self-evaluation, close monitoring of the impact of teaching on learning and highly individualised student and group tracking. Our lead practitioner team (LPT) lead on numerous initiatives to support this, for example, developing and supporting leadership of teaching at all levels. An extensive and rich CPD programme is highly valued by staff at all levels.

Our determination to eradicate any disadvantage, particularly through poor literacy and numeracy on entry to the school, allows our students to compete in a national context. This is one of the school's biggest challenges and one to which we apply a systematic, whole school focus, linked to a curriculum that is innovative, exciting and ultimately leads to student success. To this end we are constantly reviewing our curriculum pathways to ensure a rich and well referenced learning experience for all our students, whilst balancing the need to do the best for our students.

Our sixth form provision is exceptional with a broad and exciting post-16 curricula. We are highly successful in preparing students for a wide range of university, apprenticeship and workplace destinations.

As Principal, I operate with an authentic and distributive leadership style. To support this, I am looking for leaders and staff who subscribe to an open and trusting culture, who can bring a collaborative and 'can do' solution-focused attitude. We seek teachers and leaders who are able and keen to achieve excellence across the school.

The successful candidate will demonstrate their unrelenting energy and drive that will continue to allow Uxbridge High School to be a school that can guarantee to maximise student progress, achievement and opportunity through an outstanding education.

If you feel you can meet the needs of all of our students without limitation, and are excited to join us, then I look forward to hearing from you further

Louisa Seymour, Principal



The Role

About Uxbridge High School

Uxbridge High School is a vibrant, forward-thinking school that celebrates the academic, social, and emotional growth of each student. We take pride in our diverse, committed student body, supportive staff, and strong relationships with the wider community. As a truly comprehensive and multicultural school, we embody the spirit of modern Britain, valuing every child's unique journey and success.

We are proud to embrace our values of **Positivity, Respect, Open-mindedness, Uniqueness, and Determination (PROUD)** in everything we do. At Uxbridge High School, we believe that **success** comes through a **close partnership** between **dedicated staff, confident students, supportive parents**, and a **committed Board of Trustees**. These values guide us in building a community where everyone is encouraged to succeed and thrive.

The Role

As the **Lead Practitioner in Maths**, you will support the **Curriculum Leader** in leading and enhancing the quality of teaching and learning across the Maths department. You will drive forward **teaching excellence**, supporting teachers in delivering a **dynamic and engaging curriculum** that enables all students to make **exceptional progress**.

Key Responsibilities:

- **Lead by example** with outstanding classroom practice, setting the standard for excellence in teaching and learning.
- Collaborate with the **Curriculum Leader** to improve the overall quality of teaching, ensuring that all students have access to an **ambitious and challenging curriculum**.
- Support the professional development of teachers, delivering **training** and **mentorship** to promote continuous improvement and innovation.
- Be an advocate for **student success**, placing students at the heart of everything we do and ensuring that all students overcome barriers and achieve their full potential.



What we're looking for:

- A teacher with a proven track record of **outstanding teaching** and **leadership** within a Maths department.
- A **collaborative leader** who inspires, motivates, and mentors others to deliver the highest standards of education.
- A passionate educator with the vision and drive to **innovate** and lead positive change.
- A commitment to **personal development** and the ability to work **collaboratively** with colleagues to achieve shared goals.

Closing Date: Mon 30th Sept 2024, midday

Start Date: 1 January 2025

Contract: Permanent, Full Time

Salary: UHS Leadership Pay Range 1 to 9

How to Apply:

- Complete an application form on our website
- Include in your application a supporting statement (two A4 pages) outlining why you believe that you have the right skill set to undertake this role successfully. Please be sure to relate to the person specification and include examples of impact and evidence.

Should you have any questions about this role, please contact Magda Cimminiello, HR Manager on 01895 234 060 or recruitment@uhs.org.uk.

Uxbridge High School is committed to safeguarding and promoting the welfare of children and young people. All appointments will be subject to receipt of satisfactory enhanced DBS check and pre-employment checks.

“To be part of an amazing school like this, you have to be PROUD. These values are part of everything we do and we are positive, respectful, open minded, unique and determined at all times. I feel so lucky to be at this school.”

Mariam Razaie – Year 7



Job Description

Responsible to: Curriculum Leader, Leadership Team Line Manager, Vice Principal, Principal

Overview of role expectations

In this role you will take overall responsibility for the quality of provisions, teaching, learning and progress across the English curriculum area.

Responsibilities and Tasks

As Leading Practitioner, in addition to carrying out the professional duties specified in the Teachers' Pay and Conditions Document, he/she will be responsible to the Principal, Curriculum Leader / Leadership Line Manager and Vice Principal.

Curriculum Development:

- To lead and involve all English curriculum area staff in the development planning for their areas.
- To support the Curriculum Leader to manage all aspects of the curriculum within the curriculum areas to maximise student progress.

Raising Student Achievement:

- To support the Curriculum Leader in the assessment, recording and reporting within the curriculum areas.
- To promote a purposeful, disciplined and thriving learning environment within the English curriculum area which aims to raise student expectations and self-esteem.

Staff Development and Teaching:

- To support the development of staff in the English curriculum areas in consistently good and outstanding teaching
- To support the whole school development of teaching and learning.

Other Management Roles:

- To represent their area through the school's consultative structure and to consult with the Principal / Curriculum Leader / Leadership Team line manager on matters concerning their curriculum areas.
- To manage effectively and efficiently all resources within the curriculum area.
- To represent their curriculum area as necessary within the school and at meetings with governors, parents, inspectors, feeder schools, other secondary schools, etc.
- To co-ordinate, promote and be involved in extra-curricular activities.

In addition, the role includes a teaching load. Adherence to all safeguarding policies and procedures in place at Uxbridge High School.

Person Specification

Qualifications / Education / Training

- Qualified Teacher Status / PGCE or equivalent.
- First degree.
- Evidence of continuing and recent professional development (including leadership CPD).
- Further degree*

Experience

- Track record of good and outstanding teaching in Maths.
- Ability to teach main specialist subject across the age and ability range, including A Level.
- Experience of leading a team/s or area.
- Clear evidence of successful personal teaching at examination level with outcomes (attainment and progress) consistently exceeding school targets / NA.

Skills, knowledge and abilities

- Evidence of good organisational skills.
- Good interpersonal skills.
- Good written, research and communication skills.
- Ability to manage resources effectively.
- Ability to motivate and effectively manage students in large numbers and individually.
- Ability to communicate effectively, motivating and influencing staff, students, parents and all stakeholders.

Equal opportunities

- Commitment to equal opportunities and inclusion.
- Ability to promote and support the school's Equality and Diversity Policy.

Disposition

- Flexibility, resourcefulness and commitment to Uxbridge High School, understanding collective responsibility.
- Ability to work hard with competing deadlines, prioritising appropriately and maintain good humour.
- To be interested in children as individuals, in how they learn and be committed to the comprehensive ideal.

- To believe in the importance of teamwork and a collaborative approach and be able to build supportive working relationships with colleagues.
- A willingness to commit time to extra-curricular activities.
- To demonstrate an innovative, diligent, "can do" attitude.
- A willingness to be involved in curriculum development.

* *Desirable*



Benefits & Rewards

Uxbridge High School employees benefit from:

- **Early finish on Fridays** (our students are dismissed at 1.00 pm)
- **We support flexible working: 16% of our staff work flexibly (including 9% of teaching workforce and 37% of associate staff).**
- We support **the work life balance** and have family friendly policies: we give our staff **three paid days of special leave for medical appointments and three paid days for childcare/emergency leave.**
- **We offer private health care** which includes: 24/7 GP and mental health helplines, medical diagnosis and treatment, physiotherapy, cancer support, social care advice and wellbeing hub, rewards and benefits.
- **July start for Early Careers Teachers**, paid induction for new starters, paid duties, interest free travel loans, interest free loan for ECTs (up to £1500), financial support for higher and further education.
- **Staff events:** Christmas lunch and end of year event, sport days.
- **Staff wellbeing:** staff wellbeing group, yoga sessions on site, running club, five annual INSET days to deliver exceptional CPD with TOIL days for twilight INSET which gives staff **longer Christmas and Easter holidays**, wellbeing is our appraisal target, **Occasional Day off in Autumn.**



PROUD TO MAKE SUCCESS HAPPEN

Our Vision

Uxbridge High School is a happy and ambitious school which enriches individuals academically, socially and emotionally.

The UHS Way

We develop the whole student in a safe, inclusive, and supportive environment. We nurture students' ambitions ensuring all are **PROUD** of their success.

The UHS Way is the foundation to everything we do, ensuring we:

- Provide exceptional learning experiences.
- Cultivate excellence in each student.
- Have a safe, respectful and happy community.
- Prepare students for future opportunities as global citizens.



Uxbridge High School students are **PROUD** to be:

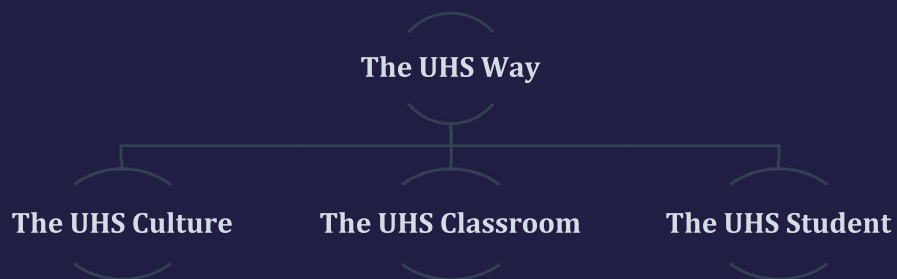
POSITIVE to learn new knowledge and thrive on developing their skills.

RESPECTFUL and kind to all members of our school community and its environment.

OPEN MINDED and happy about all new opportunities.

UNIQUE in their demonstration of skills and talents.

DETERMINED to achieve their best in all areas of the curriculum.



FURTHER INFORMATION

We have energetic and dedicated teachers, middle leaders, and senior leaders at Uxbridge High School. The board of trustees is well established and is resolved to drive and support our future development.

We value the dedication of our staff and are mindful to create a work environment that ensures well-being and supports productivity in the classroom. Uxbridge High School was one of the first schools to fully partner with Teach First. We continue to support new recruits into the profession and value the energy that they bring. We are innovative, creative and flexible in our recruitment and development of all staff.

Our Facilities

We are fortunate to have an open campus with extensive playing fields. Our original school building, dating from the early 1900s, is still in use and is complemented by a range of more modern buildings. You will work in an exceptionally well-maintained school with high-spec specialist classrooms, laboratories and facilities.

Our most prestigious accommodation includes an excellent £6m sixth form centre, a state-of-the-art full size indoor sports facility and a new £2.1m art, drama and music centre.

Our Partnerships

To ensure the best opportunities for our students we have strong relationships with several local universities and partner schools in Hillingdon, nationally and internationally. We also work closely with organisations such as Teaching Leaders, Teach First, Be Her Lead and the Royal Shakespeare Company.

Our Website and Social Media

You can find out more about our work by looking at our public profile. Our website uhs.org.uk and a selection of our social media accounts, linked below, give a fantastic insight into the extensive opportunities that form such a valuable part of our curriculum and are used widely by parents and other stakeholders:

- twitter.com/uxbridgehighsch
- twitter.com/UHSPrincipal
- twitter.com/uhs_VAPA
- twitter.com/UHSPE
- instagram.com/uxbridgehigh

We also have a LinkedIn page, giving updates and current vacancies: linkedin.com/company/uxbridgehighschool/

Our Location

Uxbridge is in the London Borough of Hillingdon in West London. We are in an urban area with a rapidly expanding population, but have easy access to the green spaces surrounding London.

The school is close to Uxbridge town centre, which is served by bus and tube links to central London, and has easy links from Hayes and West Drayton which is served by the Elizabeth Line. The M4 and M25 motorways link us to the national road network and Heathrow Airport provides global connections.



Humanities
English
ICT
Orchestra Building
Jubilee
The Dome

LANCASTER BUILDING