



New River College

Maths Teacher (Maternity cover)

New River College Secondary, Lough Road, N7 8RH

Closing date: 23:59 Sunday 16th March 2025

Job reference NRC/1703

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Why work at New River College?

As a trauma-informed school, our staff are our most important resource. We are committed to ensuring their wellbeing is a priority, as a healthy staff team is an effective one and this, in turn, has such a powerful effect on our pupils' wellbeing.

At New River College, we're always on the lookout for enthusiastic and dedicated staff who are interested in supporting our students to be the best they can be and in developing their own careers and teaching skills. We offer weekly training on all our sites, as well as actively encouraging the continuing professional development (CPD) of all staff to enhance their skills through attending training and visiting other schools and alternative provisions.

We offer our staff the following commitments and benefits:

Competitive pay – All teachers and support staff in Islington receive Inner London Weighting in recognition of high living costs. In addition, all NRC teachers and support staff receive a SEND allowance in recognition of the skills needed to support our students.

Staff supervision – All staff have a fortnightly one-to-one supervision meeting with their line manager. These meetings include wellbeing check-ins, and an opportunity to discuss work concerns with managers and get their support with day-to-day issues. The outcomes of these meetings are noted on the one-to-one template, signed, and copies are kept by staff and their line manager.

Open-door policy – Our line managers have an open-door policy for staff to discuss any wellbeing concerns that can't wait until the one-to-one supervision meeting. If unavailable at the time, line managers will try to be available at the end of the day, or staff can meet with another line manager who can provide support and feedback to their line manager.

Reflective practice – Staff can also request one-to-one support from NRC's CAMHS clinicians to discuss any concerns.

Employee Assistance Programme (EAP) – EAPs offer employees free, confidential and independent support to help them balance their work, family and personal lives. Our EAP is unrivalled in its cost-effectiveness, breadth of services and use of technology to offer the most comprehensive range of support for our staff.

Tax-free childcare scheme – To qualify for this government scheme, parents have to be in work for at least 16 hours a week and earning not more than £100,000 per year. For more information, visit www.gov.uk/get-tax-free-childcare.

Subsidised fitness club membership – In January, June and October, NRC staff can apply for special membership of the seven council-owned leisure centres in Islington managed by GLL (also called Better). The offer is for GLL's Better Health and Fitness membership which includes access to gyms, swimming pools and group exercise classes.

Tax-free bicycle loan scheme – A partnership between NRC and Cycle scheme, this scheme offers a loan for staff (paid for via the school's HR team) with up to 42% off a bike of their choice. To qualify, staff must have completed six months' service, be on a permanent contract (or if on fixed-term contract, have one year remaining) and be earning not less than the minimum wage.

Interest-free season ticket loans – These allow staff to buy an annual travelcard; the loan is recovered over 10 monthly payments.

Welfare loan – Staff experiencing financial hardship can request a loan of up to £500, which must be repaid over a maximum of six months. Admin and interest charges apply.

Eye tests and glasses – If staff use a computer for two or more hours each day, they are entitled to a free eye test every three years and, depending on their prescription, free basic lenses and frames. Costs associated with the test will be covered by the school.

Long service award – Employees in post after October 2001 will receive a £250 long service award after 20 years' service with Islington or 25 years' service in local government.

Wellbeing day – All staff employed by New River College have the right to request for a paid day off during term time, that does not count towards sickness or annual leave. Days exempt from this are Inset days, first and last day of term, summer GCSE examination days.

About us

New River College Secondary is a school for 11- to 16-year-olds with social, emotional and mental health challenges. Pupils are taught in small form groups of generally no more than six pupils, with a high ratio of support from specialist teachers, learning assistants and pastoral mentors. Our pupils access a broad and balanced personalised curriculum that includes a strong emphasis on literacy skills, personal development, academic subjects and vocational courses. Pupils are fully assessed on entry during an induction week, and our flexible timetables are differentiated to meet individual learners' needs.

New River College aims to provide the pupils referred to us via Islington's Securing Education Board with the tools and resources they need to make a positive transition from us, reintegrating into mainstream schools, or moving on to a specialist education establishment that will meet their needs, or into post-16 education, employment or training.

We are a trauma-informed school and the engaging and nurturing environment we provide encourages all pupils to achieve individual success and develop positive attitudes to learning, behaviour and relationships.

“



A culture of high expectations for pupils to learn exists in all areas of the school's work. Pupils rapidly improve their self-confidence and acquire attitudes that are far more positive than when they first arrive. As a result, all groups of pupils make excellent progress from their starting points. (Ofsted July 2016)

”

Vision and Values

“ The leadership team has maintained the outstanding quality of education in the school since the last inspection.

(Ofsted July 2016)

We achieve this by:

- Educating and supporting all pupils to learn
- Providing a safe, nurturing and supportive environment
- Making sure all pupils have the skills to return to mainstream education or to access their next steps in learning
- Working in partnership with others, especially Islington schools



New River, New Start
'In the now and beyond'

Thinking of a role to further your education career?

Are you ready for a new challenge?

New River College can provide both.

Maths Teacher (Maternity cover)

Salary grade: MPS/UPS + SEN 1 (**£38,766 - £60,092 + £2,679**)

Maternity Cover

Required to start September 2025

Are you an experienced Maths teacher?

Thinking of a role to further your teaching career?

Are you ready for a new challenge?

If you're a Maths teacher with a real passion for your subject, this is a fantastic opportunity for someone who is looking for a new challenge and has a flexible approach, to join a committed team at New River College Secondary.

We are now looking for a dynamic and enthusiastic teacher who relishes a challenge, who wants to try new ideas and who genuinely wants to contribute to the lives of young people with drive and passion. The post holder will need to be a confident and effective teacher who can deliver exciting and challenging lessons.

Many of our pupils are below national age-related literacy and numeracy levels when they arrive. Ability to engage children with SEMH is more important than the phase you are used to teaching. We particularly welcome applications from those from a black or ethnic minority background.

New River College comprises of three pupil referral units in Islington (primary, secondary and medical), for pupils with social, emotional and mental health challenges (SEMH). We teach children and young people aged five to sixteen years old who have been permanently excluded or participate in our preventative programmes to address their behaviour, and children and young people with complex SEMH or medical needs. Secondary-aged students at New River College are split across two sites so a willingness to teach on multiple sites is essential.

We offer a core curriculum to all pupils which includes English, Maths, Science, Humanities and a selection of foundation subjects. We also work with a number of alternative providers around enhanced learning opportunities.

Closing date: 23:59 Sunday 15th March 2025

Shortlisted candidates will be notified by: Tuesday 18th March

Interviews will be held on: Thursday 27th March

For background information visit our website www.newrivercollege.co.uk or for an informal discussion about the post or to arrange a visit please contact Geeta Devi Rai on 020 7504 0534 (option 3) or via email on geeta.rai@nrc.islington.sch.uk

New River College is committed to safeguarding and promoting the welfare of children and young people, and expect all staff and volunteers to share this commitment. An enhanced DBS (Disclosure and Barring Service) with barred list check will be required. Also, if this post is likely to come under the requirements of the Childcare (Disqualification) 2009 Regulations and the successful applicant will be required to declare.

In line with KCSIE 2022 and safer recruitment practices, the school will conduct an online search on publicly available information on candidates' suitability to work with children, for all shortlisted candidates. Shortlisted candidates will be provided with further guidance and will be asked to clarify their online presence.

POSITION: Maths Teacher

GRADE: MPS/UPS + 1 SEN point

RESPONSIBLE TO: Designated member of SLT/ Head of Maths Department

PURPOSE OF THE POST

The purpose of the post is to achieve the highest possible standards and outcomes for the pupils in New River College Alternative Provision (AP). The post holder will ensure a cohesive and personalised programme of learning activities for New River College students. This will include developing numeracy across the curriculum and implementing opportunities for a broad range of accreditation in Maths. The postholder will also be expected to teach related disciplines and/or other. As a second subject, to teach, develop and co-ordinate other subjects across the full age and ability range, with reference to the national curriculum and programmes of study

The postholder will support the senior management team in creating a lasting improvement in the quality of education provision and the management of teaching and learning through the provision of high quality professional services, which meet the changing expectations of New River College.

REQUIREMENTS OF THE POST

The postholder is required to carry out the duties of a teacher as set out in the Schoolteacher's Pay and Conditions and such specific duties that form part of this job description.

Teachers are responsible to the designated member of SLT for supporting the general good order and discipline of New River College, and the implementation of all policies. All staff are expected to have a clear understanding of the aims, objectives and ethos of New River College and an awareness of its role in the community. It is essential that the academic and pastoral frameworks of New River College be seen as inter-related.

MAIN DUTIES

1. To teach and be responsible for the development and co-ordination of a specific subject across the full age and ability range, with reference to the national curriculum and programmes of study
2. To take responsibility for tracking pupil progress in a specified subject area and for collecting and monitoring data to support teaching and learning
3. To deliver and facilitate dynamic, creative and active lessons in designated subject area
4. All staff have a teaching commitment that will involve the following:
 - planning and recording of lessons
 - termly submission of schemes of work to line manager

- maintenance of pupil and class records
 - completion of pupils' subject reports and profiles
 - assessment, monitoring and evaluation in line with the NRC policy
 - setting of pupil targets
 - tracking pupil progress in subject area
 - setting and marking of regular homework
 - undertaking regular sampling of pupil's work
 - management of relevant resources including care of equipment, stock and delegated budget where appropriate
5. To teach related disciplines, develop and co-ordinate other subjects across the full age and ability range, with reference to the national curriculum and programmes of study.
 6. To teach subjects across multiple sites where required
 7. To teach and support educational activities in other areas of the curriculum as appropriate under the direction of the designated member of SLT
 8. To identify learning objectives related to subject specialism across the curriculum and develop policies as appropriate
 9. To identify resources required to sustain and embed high quality subject delivery
 10. To regularly monitor, review and evaluate the delivery of subject area at New River College
 11. To work in partnership with a range of agencies and providers as appropriate to deliver a broad and balanced curriculum offer
 12. To have pastoral and lead professional responsibility for a group of pupils, planning for positive outcomes
 13. To take an active role in encouraging good attendance of pupils
 14. To identify the individual learning needs of students, including those with SEN
 15. To monitor and review the progress of individual pupils and groups of pupils, to contribute to the writing of Pupil Passports and or School based SEN plans, and the Annual Reviews of pupils with an Education, Health and Care Plans. To maintain records and prepare and present reports.
 16. To prepare school reports in line with statutory requirements for reporting to parents/carers and to adhere to the annual schedule for completing pupil profiles including attendance at parents' /carers' meetings.
 17. To contribute to the development and implementation of Pupil Progress Files.
 18. To work with colleagues to develop and implement pupils' Pupil Passports and or School based SEN plans including the arrangements for reintegration

to school or for transition to other suitable provision, education, employment or training as appropriate.

19. To keep abreast of developments in all relevant aspects of the curriculum and identify examination pathways where appropriate
20. To participate in the development of NRC policies, the development plan and Ofsted action plans.
21. To communicate when needed with the management committee / governing body, parents, CLT, local authority officers and outside agencies
22. To attend team and service meetings and participate in activities that support SLT in the maintenance of discipline and ethos
23. To assist and support other members of staff to ensure the smooth running of the AP, including involvement in off-site activities

PERSONAL RESPONSIBILITIES

- To carry out the duties and responsibilities of the post, in accordance with New River College's Health and Safety Policy and relevant Health and Safety guidance and legislation
- To promote the safeguarding of children
- To use information technology systems as required to carry out the duties of the post in the most efficient and effective manner
- To participate in performance management, and undertake training and professional development as appropriate
- To undertake other duties appropriate to the post that may reasonably be required by the senior management team on any of the AP sites

PERFORMANCE STANDARDS

- To ensure that all services within the areas of responsibility are provided in accordance with New River College's commitment to high quality service provision
- To ensure that New River College policies and customer care standards are met and adhered to
- At all times to carry out the responsibilities of the post with due regard to New River College's Equal Opportunities policy

NOTE: This job description sets out the main duties of the post at the time when it was prepared. Such duties may vary from time to time without changing the general character of the post or the level of responsibility entailed.

Job descriptions will be reviewed annually by the management committee / governing body and may be changed after appropriate consultation.

POSITION: Maths Teacher (Maternity cover)**GRADE: MPS/UPS + 1 SEN point**

ESSENTIAL CRITERIA**EDUCATION AND EXPERIENCE**

- E.1 Qualified teacher status
- E.2 At least 3 years successful teaching of the subject area designated in JD, including evidence of involvement in the raising of achievement of challenging pupils
- E.3 Experience of developing and delivering programmes related to subject area designated in JD
- E.4 A Special Educational Needs qualification or relevant experience in the area of challenging behaviour
- E.5 Evidence of continuing professional development

SKILLS, KNOWLEDGE AND ABILITIES

- E.6 An understanding of methods and good practice in reviewing and evaluating teaching & learning
- E.7 Evidence of clear view about future developments of area of responsibility in a school or AP, and an ability to manage change
- E.8 Evidence of knowledge and understanding of effective record keeping, and its use to promote the educational and personal development of all children within a school or AP
- E.9 An understanding of national developments in the area of social inclusion
- E.10 Knowledge of the National Curriculum, including Programmes of Study and national strategies related to the teaching of the subject area designated in JD
- E.11 Knowledge of a range of accreditation available to students in the subject area designated in JD
- E.12 An understanding of behaviour management strategies
- E.13 Ability to build effective working relationships with a range of partners and stakeholders
- E.14 Ability to motivate colleagues and pupils through a positive and professional attitude

- E.15 Strong interpersonal skills and an ability to communicate clearly both orally and in writing
- E.16 Ability to use key aspects of ICT to present data
- E.17 Excellent behaviour management skills based on a firm but empathetic approach with pupils
- E.18 Demonstrable commitment to inclusive education
- E.19 Capacity to work under pressure and to meet deadlines
- E.20 Capacity to work flexibly and to adapt to the changing needs of the New River College and the AP
- E.21 Ability to prioritise competing demands
- E.22 Ability to work as part of a team
- E.23 A commitment to providing a responsive and supportive service and a willingness to constantly seek ways of improving the service
- E.24 A commitment to deliver services with the framework of New River College's equal opportunities policy
- E.25 Ability to form and maintain appropriate relationships and personal boundaries with children and young people

How to apply

Application Deadline

Completed application forms must be received by **23:59 Sunday 16th March 2025**.

To apply

Please apply online at www.islington.gov.uk/jobs. If you need any assistance, please contact Schools HR at schoolsrecruitment@islington.gov.uk quoting reference **NRC/1703**.

Completing your application

Please read the job description and person specification carefully. You should demonstrate on your application how you meet the requirements of the post according to your qualifications and experiences. Please ensure to address each criteria of the person specification as this will be used to assess your suitability for the post.

Guidance notes on how to apply for a job within schools and the policy on the recruitment employment of ex-offenders are available as attachment within the job listing. Please refer to those before submitting your application.

Shortlisting and selection procedure

The shortlisting and selection will be made by a panel of senior leaders. Shortlisted candidates will be notified immediately after shortlisting has taken place and will be provided with further information on the selection process. Please would all applicants ensure that their preferred means of urgent contact (phone, mobile phone or e-mail) are clearly identifiable from the application form, so that your confidentiality is maintained.

References

Candidates are advised that references will be taken up during the shortlisting process. Candidates are asked to ensure that their referees are warned of the need to respond within the timescale set. In all cases at least two professional references are required.

The post will be offered subject to satisfactory completion of pre-employment checks.

Safeguarding children

Prior to appointment, formal checks will be made in accordance with the current statutory requirements relating to child protection.

Additional

CVs will not be accepted.

New River College

The logo features a stylized blue wave graphic below the text.

New River College Secondary

Lough Road

London N7 8RH

Tel: 0207 504 0534 opt. 2

<http://newrivercollege.co.uk/contact/>