Trinity Academy Grammar

Recruitment Pack

Associate Assistant Principal - Maths



KNOWN, VALUED, UNDERSTOOD

Ofsted Good Provider

World Class

Trinity

grammar.trinitymat.org

A welcome from our Principal



Dear Applicant,

Thank you for your interest in the **Associate Assistant Principal - Maths** position at Trinity Academy Grammar. At TAG, we strive to be transformational, shaped by care, ambition and grounded in our belief that every child can succeed. This mission statement reflects our aspirational vision and unwavering commitment to excellence, a bold statement but one we endeavor to achieve daily.

As Principal, my aim is to foster an environment of inclusivity, belonging and care where students, and staff, are known, valued and understood.

We are looking for dedicated educators who are ambitious for our students and themselves. We want you to bring creativity and innovation to a curriculum designed to challenge and inspire. If you value honesty and integrity in building relationships with our students, families and wider community, then you are the person for us!

In return, we offer a warm, inclusive community that celebrates achievement and provides robust opportunities for your professional growth. You will benefit from high-quality professional learning, collaborative practice, and a culture that values innovation and evidence-informed approaches.

We are very proud of our school improvement journey and very much look forward to welcoming others on board our continued journey to becoming an exceptional place to be. We don't just want you to work here; we want you to thrive and help us to take our academy in new and exciting directions.

If you are a passionate, reflective practitioner who shares our values and ambitions, we would be delighted to receive your application.



Liz Fairhurst
Principal



About Trinity Academy Grammar

Trinity Academy Grammar is a vibrant, inclusive and high achieving academy. We are driven by an ambitious vision to transform lives through education. Based in the heart of Sowerby Bridge, Halifax, we're perfectly placed - with Huddersfield, Leeds, Bradford and Greater Manchester all within easy reach.

Trinity Academy Grammar is one of the most improved schools in the country, receiving an Ofsted grading of Good with Outstanding in Leadership and Personal Development in February 2023. Our sole purpose is for all students to feel known, valued and understood and to leave the academy equipped for the next stages of their lives.

We are proud to be apart of the Trinity MAT family and our MAT values of **Empathy, Honesty, Respect** and **Responsibility** underpin everything that we do. As part of Trinity MAT, our staff are able to regularly collaborate with colleagues and be a part of a supportive and hardworking team.



What we offer our staff

High-quality CPD to support your growth and progression opportunities



Dedicated pastoral support to help you uphold standards & expectations

Access to our Employee Assistance Programme



A visible and supportive Teaching & Learning and Senior Leadership Team

Collaborative planning time and reduced assessment load twice a year



Dedicated classroom space

There are many benefits to working at Trinity Academy Grammar, where the wellbeing of staff and students sits at the heart of our culture. You'll join a thriving, welcoming school community with fantastic CPD opportunites and an environment that supports you to grow, contribute, and feel known, valued and understood.



Free tea & coffee

Electric car charging

Staff champions

Free access to gym facilities

CPD Library

Access to Zurich Employee Assistance Programme

Regular coffee van with fresh drinks & pastries

Termly treats

Principal's new staff check-ins

Centralised detentions

Multi-faith prayer room

A marking policy to help with workload



Hear from our staff



"I began my career within the Trust at Trinity Academy Halifax as a class teacher and, over time, was supported to take on new challenges and develop into my current role as Vice Principal Inclusion at Trinity Academy Grammar. What has remained consistent throughout my journey is a strong culture of collaboration, thoughtful approaches to workload, and a genuine investment in staff development. High-quality teaching is prioritised, underpinned by strong pastoral systems, dedicated spaces, and consistent support from both the Teaching and Learning team and Senior Leaders. Opportunities to develop are encouraged and supported, whether you are new to the Trust or looking to take the next step in your career."

I began my teaching career at TAG two years ago, transitioning from a medical background after working in the NHS for eight years. Since joining TAG, my experience has been both exciting and rewarding, with a wealth of opportunities and strong support enabling me to develop as a classroom practitioner.
As an Early Career Teacher, I have benefited greatly from the guidance of my mentor and department. Regular weekly meetings, drop-ins, and a collaborative teaching approach have been instrumental in refining my practice in the classroom.
Working at TAG has allowed me to grow naturally into a confident and effective teacher, while also providing numerous opportunities for professional development and career progression.





"I joined Trinity Academy Grammar as a senior leader and immediately felt welcomed into a professional, reflective working culture. The approach to CPD here is a strength; it's purposeful, well thought through, and genuinely supports day-to-day practice rather than feeling like an added extra. The culture is collaborative and supportive, with high expectations balanced by trust, which makes it a rewarding place to work and grow professionally. Working at TAG is an opportunity to be part of a high-performing team, academy and trust."

Current vacancy: Associate Assistant Principal – Maths



What You'll Bring to the Team
Joining the Senior Leadership Team at Trinity Academy Grammar means becoming part of an experienced, highly skilled and passionate team, united by a shared commitment to transforming the lives of every young person at TAG. Driven by our mission – education should be transformational, shaped by care, driven by ambition and grounded in the belief that every child can succeed – and guided by our mantra, Known, Valued and Understood, we work together with purpose, ambition and an unwavering belief in the potential of every child. We are a team that genuinely cares, challenges, supports and inspires one another. What a fantastic team to be part of, and what an exciting opportunity to make a difference!

The Maths Department at Trinity Academy Grammar is a driven and collaborative team with a shared commitment to excellence in teaching and learning. The department contributes significantly to the academy's strong academic performance, promoting high standards, aspirational thinking and positive outcomes for all students as part of the academy's wider transformational journey.

Maths is delivered by knowledgeable and enthusiastic specialists who believe that success in maths is achievable for every learner. The curriculum is carefully structured and progressive, developing strong numerical fluency alongside reasoning and problem-solving skills. Students are supported to think mathematically, build confidence and apply their learning with precision, equipping them with essential skills for further education, employment and everyday life.

Why You'll Love It Here at Trinity Academy Grammar

- **Professional growth** - Regular CPD, high-quality coaching, and meaningful opportunities to develop your practice.
- **A supportive culture** - A collaborative, welcoming staff team and approachable leadership who value your voice and wellbeing.
- **Enrichment and experience** - Opportunities to get involved in trips, clubs, and community projects that enrich school life.
- **A competitive offer** - Salary aligned with the national pay scale
- **Flexible working** - We aim to offer flexible working arrangements and will thoughtfully consider individual circumstances.

The Application Process

1. Find out more about our current vacancies **here**
2. Submit your completed application form to **recruitment@grammar.trinitymat.org**
3. Shortlisted candidates will be invited to an interview.

Closing Date: 9am, Monday 7 December 2026
Interview Date: TBC
Start Date: April 2027

Job Description
Associate Assistant Principal - Maths

Salary: Leadership Scale L6-L14

Core Purpose:
a)To support the senior leader group in strategically leading the direction and development of the academy in accordance with vision and strategic improvement plans. The AAP role will hold specific responsibilities identified by the Principal and in accordance with the Academy Improvement Plan. These responsibilities may change over time as the priorities of the academy adapt.

b)To contribute to raising standards of student attainment and achievement across the academy by:
-providing strategic leadership within area of expertise/specialism or interest
-developing systems and improving standards across the academy
-developing and enhancing the teaching practice of others
-working within a specific senior leadership area and delivering on discrete projects of work, aimed at overall improvements across the academy.

c)To support and contribute to effectively evaluating the impact of (b) and strategically plan for improvement by contributing to the management and deployment of all financial and physical resources in the academy.

Reporting to: Nominated Senior leader at AP level or above.

Responsible for: Designated staff, including line management responsibility for identified middle leaders.

Liaising with: Senior Leadership Team (SLT), Governors, middle leaders and other relevant staff with cross-academy responsibilities, external organisations, as appropriate and other academy partners and parents.

Core Duties:
Leadership
- To contribute to the strategic leadership of the academy, through an agreed programme of work, or short – medium term project work.
- To support senior leadership group in wider strategic aims
- To communicate and implement policies and practices, which ensure key strategic aims are met.
- Developing as a senior leader link to a curriculum or pastoral area, providing challenge, support and direction to appropriate middle leaders.
- To be accountable for developing and delivering on areas of delegated work, ensuring that objectives are met on time, in budget and meeting improvement aims.
- Line Management and responsibility for managing performance of identified staff.
- To contribute to strategies related to area of specialism and to contribute to specialism partnership working and enhance all external partnerships relating to specialist area.

Learning:

- To keep up to date with national developments in pedagogy.
- To conduct 'learning walks' and other learning evaluation strategies in accordance with academy policy.
- To ensure that challenging targets are set, understood and used effectively to raise standards of attainment.

Staff Development:

- To undertake Performance Management Review(s) and to act as reviewer for other academy staff.
- To participate in the interview process for teaching posts when required and to ensure effective induction of new staff in line with academy procedures.
- To participate in the academy's ITT programme.

Assessment:

- To evaluate the performance data provided and take appropriate action on issues arising - setting realistic deadlines where necessary and reviewing progress on the action taken.
- To provide all relevant bodies with robust information relating to the academy's performance and development.
- To contribute to intervention and mentoring strategies.

Communication:

- To ensure that all members of the academy are familiar with its aims and objectives.
- To ensure effective communication/consultation as appropriate with the parents of students and other relevant stakeholders.
- To liaise with partner schools, Higher Education Institutions, industrial links, governors and other relevant external bodies.
- To represent the academy's views and interests in a professional manner.

Marketing and Liaison:

- To contribute to academy liaison and marketing activities, e.g. the collection of material for press releases.
- To contribute to the development of effective links with partner schools and the community; attendance where necessary at liaison events in partner schools and the effective promotion of subjects at Open Days/Evenings and other events.
- To actively promote the development of effective links with external agencies.

Pastoral System:

- To ensure the Behaviour for Learning strategy is implemented in the academy so that effective learning can take place.

Operational:

- To promote teamwork and to motivate staff to ensure effective working relations.

Other Specific Duties:
All SLG (including Associates) will have generic responsibilities, such as a 'hands-on' role in the day-to-day management of the Academy e.g. maintaining a presence around the academy throughout the day. All SLT will also:

-contribute to the strategic leadership and management of the academy in order to develop an ethos and culture of high expectations
-model the ethos and vision for the Academy
-line and performance manage identified staff and teams
-coach and develop the staff and students for which they are accountable.

Many specific responsibilities will require collaborative working with other SLT and middle managers, which the SLT member will develop proactively.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task may not be identified. Employees will be expected to comply with any reasonable request from the principal to undertake work of a similar level that is not specified in this job description

This job description is current at the date shown. It will be reviewed at least annually and, in consultation with you, it may be changed by the Principal to reflect or anticipate changes in the job commensurate with the grade and job title.

Person Specification - Associate Assistant Principal - Maths Specialist

Qualifications & Experience	• education to degree level or equivalent • QTS and GTC registered • an excellent track record of recent, relevant professional development • responsibility for an area of whole school performance • experience of effective teaching and performance within the curriculum area • evidence of regular and appropriate professional development in school leadership and management • experience in a leadership role	• innovative use of resources • working with young people and inner city communities
Leadership & Management	• experience of working as a strong leader and as a member of a team in and educational setting • proven success as a middle leader • innovative approaches to working with students, parents, staff and other stakeholders • initiate, lead and manage change programmes • prioritise, plan and organise • direct and co-ordinate the work of others • set high standards and provide a role model for students and staff • deal sensitively with people and resolve conflicts • a commitment to an open and collaborative style of management	• motivate all those involved in the delivery team • liaise effectively with other organisations and agencies
Knowledge & Understanding	• the principles behind the Core Purpose in the JD and their potential for raising standards • the principles and characteristics of effective academies • the principles and practices of strategic and operational planning and delivery • effective review and evaluation procedures	• different methods of consulting with stakeholders • professional and community links • the application of ICT to effective management and learning • strategies for ensuring equal opportunities for staff, students and other stakeholders
Communication Skills	• communicate the vision of the academy to a range of stakeholders • negotiate and consult fairly and effectively • develop and manage good communication systems • communicate effectively orally and in writing to a range of audiences	• develop, maintain and use an effective network of contacts
Decision Making Skills	• Make decisions based on analysis, interpretation and understanding of relevant data and information • Demonstrate good judgement	• Think creatively and imaginatively to anticipate, identify and solve problems
Personal Qualities	• a commitment to inclusive education • evident enjoyment in working with young people and their families • empathy in relation to the needs of the academy and the local community • ability to inspire confidence in staff, students, parents and others • adaptability to changing circumstances/new ideas • reliability, integrity and stamina • personal impact and presence • prioritise and manage own time effectively • work under pressure and to deadlines • seek advice and support when necessary	• achieve challenging professional goals • personal ambition and potential for further promotion • intellectual ability and curiosity • determination to succeed and the highest possible expectations of self and others • vision, imagination and creativity • resilience and perspective





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Want to find out more?



