

JOB DESCRIPTION AND PERSON SPECIFICATION

Job Title	Director of Maths	Location	Weavers Academy
Salary	L7-11	Hours	Full-time
Department	Teacher	Reports To	Assistant Principal: Outcomes

JOB PURPOSE:

To lead the ongoing development of an ambitious, research-informed maths curriculum that reflects current educational thinking and meets the needs of all learners. This includes shaping curriculum priorities, ensuring high-quality teaching and learning, and promoting consistently positive student experiences in maths.

To provide effective leadership and management of the maths team, including curriculum planning, resource oversight, coaching and professional development, so that staff are supported to deliver excellent learning for students of all abilities and aptitudes.

To champion outstanding pupil progress and personal development, acting as both teacher and form tutor, by monitoring student achievement, identifying barriers to learning and supporting students to fulfil their academic and personal potential.

To design and deliver a broad, balanced and appropriately differentiated maths curriculum, ensuring that it engages, challenges and extends students while aligning with whole-school curriculum aims.

To actively contribute to the wider life of the school, upholding and promoting opportunities for students' academic success, personal growth and overall, well-being.

KEY RESPONSIBILITIES AND DUTIES:

Outcomes

- Provide strategic leadership to secure strong maths outcomes across KS3–5, ensuring that teaching and learning are consistently high-quality and supportive of all learners.
- Work proactively to reduce attainment gaps, with a particular focus on improving outcomes and experiences for disadvantaged students.
- Lead on exam entries, moderation, and results analysis, ensuring processes are accurate, transparent, and used to inform ongoing improvement.
- Collaborate closely with English leads and Senior Leaders to drive sustained improvement in combined English and Maths 4+ and 5+ outcomes through thoughtful planning and shared approaches.
- Partner with SEND leaders to design and implement strategies that strengthen progress and outcomes for learners with SEND.

Leadership of Subject Vision

- To set a long-term strategic vision for maths across the school.
- To create and sustain a culture of enthusiasm, aspiration and excellence within the subject.
- To ensure maths maintains a strong and positive presence across the wider school culture.

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Strategic Planning

- To lead and manage the development of appropriate syllabuses, resources, schemes of learning, marking policies and teaching strategies in the learning area.
- To lead and manage strategic and action planning to drive learning, progress and personal development through the maths curriculum.

Curriculum Provision

- To lead and manage the TLR holders to ensure that the curriculum provides a range of teaching which helps to deliver school improvement targets including those that relate to outcomes in maths.
- To check and quality-assure the sequencing of the curriculum and class-level adaptations

Quality of Teaching, Marking and Assessment

- To lead and manage teaching and learning to ensure that best teaching practice is systematically shared and embedded across the maths learning area.
- To support the maths teachers in their career progression and in improving their practice.
- To ensure that own teaching is consistently good and better to ensure that students make good progress.
- To ensure teaching across the department is consistently rooted in current evidence-informed practice.
- To undertake a designated programme of teaching in maths.
- To ensure a high-quality learning experience for students which meets internal and external quality standards and to ensure this across the maths curriculum.
- To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework across the maths curriculum.
- To undertake assessment of students as requested by external examination bodies, departmental and school procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.
- To lead and coordinate the department's contribution to whole-school priorities, including literacy, oracy, SEND, and the wider CPD programme.

Raising Standards

- Set high expectations for students' behaviour and ensure that it is effectively managed across the maths curriculum.
- Set appropriate and demanding expectations for students' learning and motivation and to establish this across the maths curriculum.
- To alert the appropriate pastoral staff to problems experienced by colleagues or by students and make recommendations as to how these may be resolved as appropriate.
- To communicate, as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff.
- To ensure that the appropriate behaviour management systems are being applied so that effective learning can take place across the maths curriculum.
- To train and provide developmental support to staff in the maths learning area to ensure high standards and expectations at all times.

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Staffing

- To line manage teachers and TLR postholders, ensuring regular line management meetings and effective performance support
- Take part in the school's staff development programme by leading training and ongoing developmental support of teachers in the maths learning area.
- Continue personal development in the relevant areas including subject knowledge and teaching methods.
- Lead and manage the performance management review process.
- Ensure all staff in maths have a clear understanding of student data and accountability measures.
- Manage underperformance, capability issues and return-to-work processes

Monitoring, Evaluation and Review

- Utilise a robust departmental QA cycle, including learning walks, book looks, curriculum reviews and data reviews.
- Undertake regular, systematic monitoring of the quality of teaching, marking and assessment together with attitudes and behaviour to learning, and present clear summary findings to a range of staff.
- Utilise findings from monitoring activities to produce clear evaluative reports to a range of staff, utilising recommendations to agree, plan and implement strategic and action plans to drive learning and progress.
- Engage with staff in the maths learning area to involve them in all aspects of self-evaluation, involving them in decision making and future planning.
- To lead on the planning, implementation and evaluation of interventions to ensure they have measurable impact.
- Support whole school assessment, recording and reporting processes under the direction of the Assistant Principal.
- Demonstrating optimistic personal behaviour, positive relationships and attitudes towards all stakeholders with the ability to be constructive under pressure.
- Sustaining wide, current knowledge and understanding of education locally and nationally and pursuing continuous professional development.
- Communicating the academy's vision and empowering all students and staff to excel.

Management Information

- Ensure that the academy's systems and processes are adhered to by all staff in maths.
- Actively support the Academy Improvement Board and the Academy Council to deliver its functions effectively.
- Implement good organisation and record keeping across the area.
- To take responsibility for planning, monitoring and managing the department budget.
- To act as the department's representative in leadership meetings, contributing to whole-school planning and decision-making.

Communication

- To communicate regularly and effectively with a range of staff.
- Communicate effectively with the parents of students as appropriate.

Education and Training

- Appropriate educational and professional qualifications and experience.

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- To deliver effective subject pedagogical content to the team.
- To engage actively with subject associations and professional networks to support departmental development.

School Ethos and Community

- To be fully involved in the research communities across the Trust.
- Foster a culture where students respect others and their physical surroundings through implementing a range of strategies developed with external consultants, monitoring their impact on outcomes.

Other Specific Duties

- To attend meetings as required.
- To promote the school's corporate policies.
- To comply with the school's health and safety policy and undertake risk assessments as appropriate.
- Undertake any other reasonable duties deemed appropriate to the role.

JOB REQUIREMENTS:		
	Essential	Desirable
QUALIFICATIONS	<ul style="list-style-type: none"> • Degree relevant to the subject • QTS with a track record of achieving good outcomes for students • Evidence of recent success in leading on and securing significant improvements in outcomes in maths 	<ul style="list-style-type: none"> • Masters level degree
EXPERIENCE	<ul style="list-style-type: none"> • Successful experience of teaching maths at KS3 and KS4 • Successful experience leading a team 	<ul style="list-style-type: none"> • Successful experience of teaching maths at KS5 • Experience teaching AQA Maths
KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> • Possess the knowledge and relevant skills required to deliver strong outcomes in maths through quality teaching, marking and assessment • Expertise in planning the progression of subject skills within sequences of lessons • Proven track record of high expectations and effective strategies to secure good attitudes to learning and behaviour 	

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	<ul style="list-style-type: none"> • Skills and experience in tracking student learning and presenting complex information clearly • Analytical skills and experience in self-evaluation processes in maths • Experience in utilising school processes to drive continuous improvement • Ability to persuade and influence others 	
SKILLS AND PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> • Ability to communicate effectively and relate well to all stakeholders • Evidence of working constructively under pressure • Demonstrate good decision-making skills with ability to implement solutions • Commitment to CPD and openness to constructive criticism 	
CREATIVE EDUCATION TRUST VALUES	<p>All colleagues are expected to demonstrate the Creative Education Trust values in their work by:</p> <ul style="list-style-type: none"> • Empowering Ambition: Supporting personal growth, innovation and high performance. • Championing Equity: Promoting fairness, inclusion and high expectations for every student. • Unlocking Opportunity: Helping create access to knowledge, experiences and networks that broaden horizons. <p>These values should be evident in how the post-holder works, collaborates and contributes to the wider Trust community.</p>	
EQUAL OPPORTUNITIES	A demonstrable commitment to supporting and promoting safeguarding, student welfare, equality and diversity	
SAFEGUARDING	An understanding of safeguarding and a willingness to learn	
OTHER REQUIREMENTS	High expectations for every student and a desire to make a difference to the learning and experiences of pupils inside and outside the classroom.	

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines.