



# Head of Mathematics

**Walsall Studio  
School & Sixth**

**Required ASAP**

**Permanent, Part-time 0.8**

**Main Scale / UPS**

# APPLICANT PACK



# WELCOME TO WALSALL STUDIO SCHOOL & SIXTH



Dear Applicant,

Walsall Studio School and Sixth is a deliberately small, forward-thinking school serving young people aged 14 to 19 who are passionate about creative pathways in performance, music, and media. We offer a unique learning environment that looks and feels like a modern creative workplace rather than a traditional school, with flexible studio spaces and industry-standard facilities that reflect the real world our students are preparing to enter.

At the heart of our mission is a commitment to inclusion, aspiration, and professional standards. We believe in treating our students as young professionals, helping them to thrive both personally and creatively through high expectations, trauma-informed practice, and a deep understanding of the individual. Our culture is one where every student is known, seen, and supported.

As a founding member of *The Mercian Trust*, we are proud to be part of a family of schools that share our belief in partnership, collaboration, and community. We work closely with industry partners, creative professionals, and local organisations to ensure our students gain not just qualifications, but authentic experiences that prepare them for the world beyond education.

If you share our values and want to help shape the next generation of creative professionals, we would love to hear from you.

Yours sincerely,

Krissi Carter, Headteacher



# OUR TRUST BLUEPRINT FOR LEADERSHIP AND CULTURE

**OUR PURPOSE** Increasing opportunities, improving outcomes.

**OUR MANTRA** Life to the full in pursuit of what is good right and true

## OUR PRINCIPLES

[P1] Social Mobility and Social Justice

[P2] Belonging and Inclusion

[P3] Innovation and Improvement

[P4] Safeguarding and Wellbeing

## OUR VALUES (WHO WE ARE)

[V1] We Care

We are:  
Kind  
Compassionate  
  
We are uncompromising  
in our pursuit of:  
Excellence  
Rigour

[V2] We are Courageous

We are:  
Ambitious for all our  
students and staff  
  
We are:  
Agile, flexible and bold  
in our decision-making  
(including taking the  
'difficult decisions')

[V3] We are Candid

We are people of:  
Honesty  
Sincerity  
  
We welcome:  
Clarity  
Feedback  
Critique

[V4] We are Accountable

We model:  
Leadership  
Integrity  
  
We demonstrate:  
Objectivity  
Openness

## OUR PROFESSIONAL BEHAVIOURS

In our work:

We work with accuracy and precision; we are inquisitive and professional  
We demonstrate positivity, resilience and determination.

In our relationships:

We uphold and embrace fairness, equitability and teamwork.  
We collaborate respectfully, and demonstrate commitment to each other.

In our development:

We engage with quality educational research.  
We develop ourselves and others through tailored professional learning.

In our approach:

We are outward looking with a pioneering spirit.  
We navigate change with a commitment to serve our local communities.

# THE MERCIAN TRUST

The Mercian Trust is one of the largest regional Trusts in the West Midlands with 12 schools and more than 10,000 students. We are making strategic investments of time, focus, and resources into our people and organisational culture – and we are prioritising the development of leaders at all levels.

## About The Mercian Trust

The Mercian Trust was incorporated in January 2018 and currently governs twelve secondary schools, comprising selective grammar schools, large comprehensive schools, two alternative provision schools, a primary school, a special education school and a 14-19 specialist studio school.

In 2021, the Regional Schools Commissioner approved the merger between The Mercian Trust and Q3 Academies Trust. The formal merger transfer was completed on 1st May 2022 when the academies of the two Trusts became part of the same family of schools governed by The Mercian Trust.

- Aldridge School (11-18)
- New Leaf School (Alternative Provision)
- Oakwood School (Special Education)
- Q3 Academy Great Barr (11-18)
- Q3 Academy Langley (11-16)
- Q3 Academy Tipton (11-18)
- Queen Mary's High School (11-18, selective)
- Queen Mary's Grammar School (11-18, selective)
- Rushall Primary School
- Shire Oak Academy (11-18)
- The Ladder School (Alternative Provision)
- **Walsall Studio School & Sixth (14-19)**

The Members of The Mercian Trust include The Vine Trust and the Queen Mary's Foundation. Both are charitable organisations focused on improving the futures of local young people.

## Plans for the future

1. **Leading students on a transformational journey** empowering social mobility and delivering social justice.
  - a. Develop and deliver an ambitious, relevant and responsive curriculum inside and outside the classroom (academic, vocational, cultural)
  - b. Enhance aspirational, inspirational, evidence based teaching and experiential learning
  - c. Support students' physical safety, mental wellbeing and character development including student leadership in the community
2. **Establishing systems and structures** to enable successful schools
  - a. Develop effective MAT central teams and systems (finance/HR/Estates and more) to support schools with clear SLAs that demonstrate commitment and drive improvement
  - b. Recruit, develop and maintain effective leadership and governance at all levels while succession planning for the future
  - c. Strengthen leaders' commitment to the students and staff in more than one school through collaboration and system leadership
3. **Driving the digital transformation**
  - a. Upskill teachers to become experts in digital education (personalising high-quality content and interaction with students)
  - b. Reduce staff workload and discover new efficiencies through collaboration, automated operations, innovation, and influence beyond one school
  - c. Optimise evidence-based decision making through data analytics

- 4. Becoming an employer of choice**
  - a. Further develop a well-trained, professionally skilled and motivated workforce (through opportunities and CPD beyond one school)
  - b. Deliver consistent, harmonised pay and conditions of service as one employer committed to fairness across uniquely diverse schools
  - c. Introduce staff rewards and recognition and increase retention and internal progression (promotion within the trust) for staff in all schools
- 5. Growing the Trust in size and influence**
  - a. Demonstrate Trust capacity through improvements in existing schools (performance tables) and through securing good and better Ofsted judgements that are recognised by parents, external stakeholders, future partners and the DfE
  - b. Increase student numbers from c5k to c10k through increasing PAN, recruitment/retention in post 16 and through additional schools joining the Trust
  - c. Realise expansion projects and building programmes

***Areas of focus for the Trust board at the moment include:***

**1. Successful Growth**

Having consolidated following our successful Trust merger, we are now preparing for our next period of growth in size and influence including new schools joining our Trust, increases in PAN, and increases in sixth form numbers. Ensuring this growth enables us to develop and refine our structures, systems and staff to be even more successful for our schools and the communities we serve. We are well-positioned to make a significant contribution to a Trust-led education sector.

- 2. Equality, Diversity and Inclusion (EDI)** - The Trust is passionate about its commitment to social mobility, social justice and inclusion in three significant areas.
  - a. **Students** - Closing the gaps in opportunity, attainment and progress for disadvantaged students, students with SEND, vulnerable students and others with protected characteristics that may mean they are more likely to face discrimination and prejudice.
  - b. **Staff** – Developing and nurturing opportunities for staff (including leadership development) particularly for those who are more likely to face discrimination and prejudice.
  - c. **Governance** - Increasing numbers of non-executive leaders and governors from underrepresented groups.

**3. Digital Transformation**

Delivering the digital transformation of how we teach, learn, lead and operate. The Trust is establishing a single consolidated digital ecosystem / infrastructure that facilitates 'economies of scale' and 'network effect' of being part of one charitable trust.

**Trust ethos & values**

Our name is rooted in history and expresses a geographical identity and ambition. The ancient kingdom of Mercia encompassed much of what we now recognise as the West Midlands – and crucially for us it included what we now call the Black Country. It was in Mercia that St Chad established an association of small monasteries which fostered unity through bonds of kinship.

Now, almost fifteen hundred years later, we look to demonstrate the same spirit in our approach. We are a family of schools committed to each other – diverse in nature, proud custodians of our history and success, but together, one charitable trust with a common purpose.

Our Trust exists to equip our students to:

- Realise their potential
- Thrive in the world of work
- Make a positive contribution to the local, national and international community.

Our mission is **increasing opportunities** and **improving outcomes**. Our mantra is Life to the full in pursuit of what is **good, right and true**.

## Head of Maths (0.8)



**Job Title:** Head of Mathematics

**Pay Scale:** MPS / UPS + TLR2B (£6,069)

**Responsible to:** Assistant Headteacher

**Responsible for:** Leadership of the Maths Department and the quality of teaching, learning and assessment in Maths

**Role Type:** Teaching Staff

**Working with:** Curriculum Leaders, Teaching Staff, Support Staff, Teaching Assistants

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### Job Purpose

The Head of Maths will provide dynamic leadership and strategic direction for Mathematics across Key Stages 4 and 5, ensuring high standards of teaching, learning, and achievement for all students. The postholder will inspire both students and colleagues through a commitment to creative, applied, and industry-relevant mathematics education, aligned with Walsall Studio School's ethos of "A Curriculum That Gets You Hired." They will foster a culture of curiosity, challenge, and success, ensuring that every student, regardless of background, need, or ability, can access high-quality mathematical learning that builds essential skills for life and work.

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### Key Responsibilities

#### Leadership and Management

- Provide effective leadership of the Maths Department, setting clear expectations and strategic direction.
- Lead departmental self-evaluation, curriculum review, and improvement planning in line with school priorities.
- Model high standards of professionalism and pedagogy, inspiring staff to deliver consistently excellent teaching.
- Line manage and support departmental staff, overseeing appraisal, professional development, and performance.
- Monitor and evaluate the quality of teaching, learning, and assessment through regular learning walks, book reviews, and data analysis.

## **Teaching and Learning**

- Deliver consistently outstanding Maths lessons that promote engagement, challenge, and achievement.
- Use assessment for learning effectively to identify and close gaps in understanding, ensuring progress for all.
- Embed innovative and industry-linked approaches to teaching Mathematics, connecting concepts to real-world applications.
- Foster an inclusive classroom environment that encourages resilience, independence, and collaboration.
- Promote high levels of mathematical literacy and problem-solving skills across the school curriculum.

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## **Curriculum Development**

- Design and implement a curriculum that is ambitious, engaging, and reflective of both national expectations and industry needs.
- Integrate cross-curricular and project-based opportunities that link Maths to creative pathways such as Media, Music, and Performance.
- Ensure effective sequencing of learning and alignment with key assessments and examinations.
- Lead enrichment activities, employer partnerships, and digital innovation within Maths to enhance student experience and employability.

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## **Assessment and Achievement**

- Oversee accurate and timely assessment, recording, and reporting of student progress and attainment.
- Use data analysis to inform teaching strategies, interventions, and departmental planning.
- Track the progress of key groups (e.g. SEND, PP, high prior attainers) and lead targeted support to close gaps.
- Celebrate and communicate student achievements within and beyond the school community.
- Drive consistently excellent student outcomes through effective teaching, rigorous assessment, and a culture of high expectations.

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## **Professional Conduct and Contribution**

- Model and promote Walsall Studio School's MAGIC values (Motivation, Aspiration, Grit, Independence, Collaboration).
- Actively contribute to whole-school initiatives and staff development, supporting colleagues through mentoring and sharing best practice.
- Participate in CPD, performance management, and collaborative networks within The Mercian Trust.

- Engage in the wider life of the school, including open evenings, showcases, and employer-engagement events.

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### **Inclusion and Student Support**

- Use trauma-informed and adaptive teaching approaches to meet the diverse needs of learners.
- Build strong, professional relationships with students, fostering confidence, belonging, and aspiration.
- Communicate effectively with parents, carers, and external agencies to support academic and personal development.
- Ensure all departmental practices align with school policies on inclusion, safeguarding, and behaviour.

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### **Safe Working Practices for Adults Working with Children**

It is the responsibility of each employee to carry out their duties in line with Mercian Trust's ethos and culture of safe working practices for adults working with children and be sensitive and caring to the needs of the disadvantaged, promoting a positive approach to a harmonious working environment. Each employee should act as an exemplar on these issues and must, where appropriate, identify and monitor training for themselves and any employees they are responsible for.

The School is committed to safeguarding and promoting the welfare of children. All post holders are subject to a Satisfactory Disclosure & Barring Service Check (DBS) and satisfactory employment references, as well as identification and qualification, prohibition and barred list checks which will be required before commencing duties.

Walsall Studio School  
**Head of Mathematics**  
Person Specification



Category	Criteria	Assessed By
<b>Qualifications</b>	Qualified Teacher Status Degree or equivalent qualification relevant to Mathematics Evidence of further professional development and leadership training	AF
<b>Experience</b>	Successful teaching experience across Key Stages 4 and/or 5 Proven track record of achieving excellent student outcomes in Mathematics Experience of leading a subject or curriculum area and contributing to whole-school improvement Experience of monitoring, coaching, or supporting colleagues to improve teaching and learning Experience of effective use of assessment data to inform planning and intervention	I, R
<b>Knowledge</b>	Thorough understanding of effective teaching and learning in Mathematics Knowledge of curriculum design, sequencing, and assessment Knowledge of national developments and initiatives in Mathematics education Understanding of strategies for raising achievement and closing attainment gaps Understanding of trauma-informed, inclusive, and adaptive teaching practices Knowledge of integrating technology and real-world contexts into Maths learning	I
<b>Skills</b>	Excellent interpersonal and communication skills (written and verbal) Ability to inspire, motivate, and lead others with clarity and purpose Ability to analyze data effectively to inform planning and intervention Strong organizational skills; able to plan, delegate, and prioritize effectively Ability to manage and communicate effectively within a team	I, R
<b>Abilities &amp; Attributes</b>	Focus on the needs and potential of every student Ability to lead, support, and challenge others, coordinating their work effectively Creative and imaginative problem-solving	O

Category	Criteria	Assessed By
	Ability to inspire confidence and a culture of high expectations	I
	Ability to develop and maintain positive relationships with staff, students, parents, and external partners	I, R
	Commitment to professional growth and continuous improvement	I
	Reflective practitioner, open to feedback and adaptive in practice	I

**Key:**

- **AF** – Application Form
- **I** – Interview
- **O** – Observation
- **R** – Reference

## OUR OFFER TO YOU

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- A superb staff team committed to doing their absolute best for all in our school community.
- Support from our Trust central teams and other schools in our Trust to ensure you have the tools to deliver success (our schools are all located close to one another, and we work better when we are working together).
- A wealth of support for your ongoing continuing professional development, including a Trust-wide programme for support staff drawing on expertise from across the Mercian Trust.
- A comprehensive employee assistance and staff benefits package including Vivup (cash-back health plan and 24:7 video call and telephone access to GP and counselling). Free access to UK Healthcare benefits. Enjoy exclusive discounts and benefits through an online platform, including a cycle to work scheme.
- There will never be a dull moment; we never stand still, every day offers new challenges and opportunities within an ambitious, forward-thinking team.

## SAFEGUARDING AND SAFER RECRUITMENT

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- The Mercian Trust is committed to equal opportunities, safeguarding, and promoting the welfare of children and young adults. We expect all staff to share this commitment. As this post involves working in regulated activity unsupervised with children all post-holders are subject to satisfactory pre-employment checks including an online search check, Enhanced Disclosure and Barring Service check.
- You are required to uphold all relevant policies in respect of child protection and safeguarding, which are based on KCSIE (2024) and Working Together to Safeguard Children (2018).
- You are required to demonstrate and model the Nolan Principles (The Seven Principles of Public Life): Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty, and Leadership. <https://www.gov.uk/government/publications/the-7-principles-of-public-life>
- You should demonstrate your commitment to our equality policy and all our related work to promote diversity, inclusion and belonging.

# KEY INFORMATION – HOW TO APPLY

<b>Post</b>	Head of Mathematics
<b>Responsible to</b>	Assistant Headteacher
<b>Contract and Salary</b>	0.8 FTE, permanent
	Main Scale / UPS plus TLR2B (£6,069)
<b>Closing Date</b>	Monday 2 <sup>nd</sup> February 2026
<b>Interview Date</b>	Tuesday 10 <sup>th</sup> February 2026
<b>Start Date</b>	ASAP
<b>Informal Confidential Conversations and Visit of School</b>	To speak to someone about the post, please contact Angela Lingard, Executive PA and Office Manager at <a href="mailto:a.lingard@studio.merciantrust.org.uk">a.lingard@studio.merciantrust.org.uk</a>
<b>How to apply</b>	Please complete the Online Application Form via our Mercian website.

