



Blackburn Central
High School



Head of Mathematics

Candidate Pack



Part of the

Oak 
Learning Partnership

Head of Mathematics

Welcome from the Headteacher

Dear Candidate,

I am delighted that you have shown an interest in applying for this key post at our Ofsted rated GOOD school. We believe that our students should receive an excellent education with opportunities to succeed beyond their potential, encouraging them to become confident, independent young adults, balanced by compassion and respect for others.

I am immensely proud of our OFSTED inspection in December 2022, which graded Blackburn Central High School as "Good." This outstanding achievement is a testament to the dedication, hard work, and commitment of our exceptional staff, students, and parents/carers who collectively contribute to our school's success. The Ofsted report commends our school by informing us that: 'Pupils are proud to attend this school. They have warm and trusting relationships with staff. Pupils told inspectors that they appreciate the family atmosphere of the school, where everyone is equally valued. Leaders and governors have high expectations of what pupils can achieve. Pupils respond positively to the challenges set for them. They enjoy learning and achieve well.'

BCHS has the ambition, the expertise and the determination to ensure that our outcomes will continue to improve alongside developing the character education of our students. To do this, it is vital that we attract the right calibre of professional to work alongside our dedicated team of staff.

We are seeking to appoint a well-qualified, hardworking and enthusiastic Head of Mathematics who is capable of making a strong contribution to the faculty and Maths curriculum. The school require a motivated professional who is eager to begin a higher-level leadership role and help build, develop and implement an inspiring and inclusive curriculum whilst working with other staff to provide the best possible education for pupils. You will be part of an excellent team and provided with extensive support that will enable you to develop to your full potential both in this role and beyond.



Head of Mathematics

Welcome from the Headteacher

Every member of staff receives bespoke CPD. We empower staff to take ownership of their career progression and we invest significantly in training, outreach work, nationally recognised leadership qualifications and research projects linked to the needs of our students and the school. Your wellbeing and professional development, in order to enhance your career, is a priority for us.

We continually monitor and pursue opportunities to manage workload effectively and promote a working environment that is supportive, enjoyable and positive for all. We are looking for a colleague who shares the clear vision that the child is at the heart of everything we do. One who can enjoy positive, professional relationships with young people and who demonstrates high levels of resilience and emotional intelligence. Every child is entitled to an outstanding education where they have excellent opportunities to achieve beyond their potential. We strive to develop the aspirations and values of every student and member of staff.

As a part of the Oak Learning Partnership, we are proud of what we have achieved so far and excited by the continuous improvements and changes here at Blackburn Central High School. This appointment will form a key element in the next phase on our journey. If you would like to join our excellent team, then we would like to hear more about you.


Visits to the school, prior to application, are both welcomed and encouraged. Please contact the school on **01254 505700** or by e-mailing **info@bchs.co.uk** to arrange an appointment.

We ask that you do not send CV's, please complete and send your application form and a personal statement to hr@oaklp.co.uk

I hope that when you have read the information enclosed, you will be encouraged to apply for this very important post. We look forward to receiving your application. Please visit our school website for further information. **www.bchs.co.uk**

Mrs Shanaz Hussain
Headteacher at Blackburn Central High School





"Pupils are proud to attend this school. They have warm and trusting relationships with staff. Pupils appreciate the family atmosphere of the school, where everyone is equally valued."

Ofsted Report, December 2022.

Inclusion is at the
heart of our trust

Introduction to Our Trust

Dear Candidate,

Thank you for your interest in this post at Blackburn Central High School, part of Oak Learning Partnership.

Our trust is cross phase and consists of primary, special, and secondary schools. We have a vision to transform lives through a highly inclusive approach. 'Inclusion is at the heart of our trust'. Which means we are compassionately rigorous and support all of pupils to reach their full potential, we have unconditional positive regard, leave no one behind and everyone is welcome.

Our schools work closely with one another; they collaborate with purpose, support each other and share collective systems across both educational and business provisions. But it's also important to us that each school has their own identity and individuality. We make sure we focus on impact and ensure clarity and consistency from our leaders, always making sure common sense is at the heart of our decision making.

Our people matter; we understand that we can only achieve our vision by recruiting the right people and providing them with the support, training and time they need in order to allow them to flourish and be the best they can be. Whatever role an individual undertakes within our organisation, they are contributing to our collective aim of transforming lives. We invest heavily in our people ensuring they feel valued, and their well-being is always considered. We understand that if staff feel valued and if the impact they are having is recognised, they can perform at their best.

We are laying strong foundations for growing the Trust and have a clear vision, this role is a key part of our growth strategy and could be an excellent opportunity for the right candidate ready for their next step. We are a values driven organisation, are highly ambitious, passionate about doing things with integrity and have a healthy sense of humour.

If you want to make a difference to young people and join a trust at an exciting part of its journey, we would love to hear from you.

For further information about the trust please visit our website:
www.oaklp.co.uk

James F-Smith

James Franklin-Smith
CEO of Oak Learning Partnership

Oak 
Learning Partnership

oaklp.co.uk



"Diversity is not just tolerated at this school, it is celebrated. Pupils and staff have won national recognition for the work that they have done to promote inclusion."

Ofsted Report, December 2022.



Head of Mathematics

Salary: Main Pay Scale 1 – Upper Pay Scale 3, plus TLR 1b (£12,043), actual salary £43,693 - £61,127 per annum.

Hours: 1265 hours per annum as per Teachers Pay and Conditions.

Job Description

Normal place of work: Blackburn Central High School, although you may be asked to contribute towards trust wide projects.

Normal working hours: 1265 hours per annum as per the Teachers Pay and Conditions.

Responsible to: Senior Leadership Team

PURPOSE OF THE POST

- To contribute to the development of a strong, effective school with an emphasis on high aspirations and attainment. You will be the driver of continued and sustained improvement in the pursuit of outstanding achievement for all our students. You should have a commitment to the education and needs of all students. Be able to develop supportive relationships with parents, partner schools and the broader community.

ROLE AND RESPONSIBILITIES

- Take a lead role in raising standards through the strategic leadership of Maths.
- To lead and motivate specialist Maths staff and other staff ensuring a focus on learning, achievement and development.
- To ensure the on-going development of the Maths Department securing sustained improvement with a focus on attainment, achievement and personalisation.
- Leading, learning and teaching.
- Lead by example in terms of the planning and delivery of high quality, teaching and learning. Develop, support and apply a range of effective teaching and learning strategies to raise the achievement of students, maintaining an up-to-date knowledge of good practice in teaching and learning techniques.
- Observe and be observed by colleagues and utilise feedback effectively, to continually develop learning, classroom and student behaviour management skills.
- To promote innovative pedagogical models, to inspire all members of the Maths department to commit to the principle of life-long learning.
- Contribute to coaching, mentoring, and sharing good practice, within the department, throughout the school and with partner schools.
- Take a lead and support key staff in developing whole school priorities such as literacy, numeracy, SMSC and the promotion of British Values.
- To inspire the students' passion and enthusiasm for mathematics.

Aspire and achieve

- To keep up to speed with developments in mathematics education, disseminating this within the department.

- To develop a culture of reading and research within the department.
- To review and further develop the Maths curriculum building on our partnerships with primary.

Developing Self and Working with Others

- Lead, manage, and monitor the effectiveness and quality of performance management arrangements in the department.
- Take accountability for the performance of Maths department and its impact on overall school performance.
- To build capacity and nurture leadership capabilities at all levels within the Maths team.
- To plan continuous professional development in line with whole school priorities and policies.
- To ensure high quality teaching and learning across the department with a strong emphasis on collaboration.

Managing the Organisation

- Take an active role in the recruitment and retention of department and wider school staff.
- Quality-Assure the department and ensure accountability of department staff.
- Ensure that guidance on safeguarding and child protection are followed and implemented.

Securing Accountability

- Lead and manage data gathering and target setting within the department, in line with whole school and individual student targets.
- Analyse student tracking data, identify underperformance.
- With key staff, plan appropriate effective intervention strategies, and monitor their impact.
- Evaluate the performance of the Maths department and develop and implement an improvement plan.
- Support, uphold and implement all school policies and procedures.

Strengthening the Community

- Contribute to stakeholder engagement and communication with parents, carers, and families.
- Establish effective partnership working with external agencies.
- To secure learning opportunities within the Maths curriculum to promote community cohesion.
- Contribute to the development of student leadership and student voice within the school.
- To be a professional advocate for the school in all contexts.
- To develop links with other organisations to raise the profile of Maths.
- To work with key staff to implement strategies to close the gap for groups of vulnerable students, including pupil premium.

Head of Mathematics

Person Specification

CRITERIA		Experience, Qualifications and Training: On their application form, candidates will demonstrate that they have the following training, qualifications and school experience:	
ESSENTIAL		DESIRABLE	
<ul style="list-style-type: none"> • A degree qualification • Qualified teacher status • Evidence of continuous professional development • Track record of improving outcomes and raising standards • Leadership responsibility within a team • Evidence of managing a team • Track record of delivering outstanding teaching • Innovation and creativity to enthuse and engage learners • Partnership and team working • Track record of raising the profile of Maths • Developing and leading the implementation of strategies leading to whole school improvements • Evidence of developing literacy across the school 		<ul style="list-style-type: none"> • Involvement in developing data tracking systems • Middle leader qualification • Experience of Mastery in Mathematics 	
CRITERIA		Ability, Skills and Knowledge: In their statement of suitability and during the selection process, candidates will demonstrate that they have the following ability, skills and knowledge:	
ESSENTIAL			
		<ul style="list-style-type: none"> • Ability to coach and motivate professionals • Ability to set clear targets, track and monitor progress and develop strategies to realise goals • Ability to communicate effectively with colleagues, governors and parents 	
CRITERIA		Personal style and behaviour: In their statement of suitability and during the selection process, candidates will explain how they have they demonstrate their personal style and behaviour:	
ESSENTIAL			
		<ul style="list-style-type: none"> • Commitment and passion to improve all the outcomes for all students • Highly organised, literate and articulate • Highest level of professional and personal integrity • A strong commitment to inclusion and overcoming barriers to learning • Desire to take and cross curricular numeracy to a new level • Personal resilience, persistence and perseverance • A sense of humour • Commitment to continuous professional development of self and others 	



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Aspire and achieve

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