

JOB DESCRIPTION & SPECIFICATION

Academy:	Brighton Aldridge Academy
Job Title:	Head of Mathematics
Reporting to:	Assistant Principal
Contract Basis	Full Time - Permanent
Salary:	MPS/UPS + TLR (based on experience and academy structure)

Overall Purpose of the Role:

The overall purpose of the Head of Mathematics Faculty role is to lead the strategic development and delivery of a high-quality, inclusive, and aspirational mathematics curriculum that drives strong outcomes for all students. The role involves inspiring high standards in teaching and learning across the subject, supporting staff development, and ensuring that students experience a challenging and engaging maths education that prepares them for future success.

The Head of Mathematics will work collaboratively with senior leaders, curriculum teams, and wider academy staff to raise achievement, foster a culture of continuous improvement, and contribute to whole-school priorities in line with the academy's vision and ethos.

The ideal candidate will:

- Be passionate about mathematics and driven to deliver outstanding outcomes for all students.
- Leading by example, modelling high expectations in curriculum delivery, assessment, and behaviour.
- Be confident in strategic leadership and experienced in developing curriculum and pedagogy.
- Inspire ambition, resilience, and independence in students, promoting a culture of academic excellence.
- Commit to innovation in teaching, learning, and assessment, including the use of digital tools and inclusive strategies.
- Embrace the academy's vision of unlocking potential and promoting entrepreneurial, forward-thinking values.

Key Duties:

Strategic Leadership and Curriculum Development

- Lead the development, implementation, and review of a high-quality, engaging Mathematics curriculum.
- Set high expectations for all students through ambitious target setting and effective tracking.
- Ensure schemes of work reflect curriculum changes, national frameworks, and academy priorities.
- Drive innovation in teaching strategies and integrate technology to enhance student engagement.
- Oversee assessment design and ensure consistency and accuracy in marking, moderation, and reporting.

Teaching, Learning and Assessment

- Model outstanding classroom practice and support the development of high-quality teaching across the team.

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- Use assessment data effectively to track progress, identify underachievement, and implement interventions.
- Monitor the quality of teaching and learning through lesson observations, work scrutiny, and learning walks.
- Ensure students are actively involved in their learning journey through self-evaluation and target setting.
- Promote differentiation and inclusive teaching strategies to meet the needs of all learners.

Faculty Leadership and Staff Development

- Line manage subject teachers, ECTs and support staff, providing coaching and feedback.
- Lead departmental meetings, support staff training, and promote professional development opportunities.
- Oversee the implementation of faculty development plans aligned with the school improvement plan.
- Manage the department budget and learning resources, ensuring efficient use and health & safety compliance.

Behaviour, Culture and Ethos

- Foster a positive, purposeful learning environment where students feel safe, valued, and challenged.
- Promote the academy's values of ambition, respect, and resilience through all faculty interactions.
- Contribute to the development of students' personal and social skills through tutor time and enrichment.
- Maintain high standards of behaviour, attendance, and engagement in line with academy policy.

Enrichment and Wider School Contribution

- Promote student engagement in mathematics beyond the classroom, including clubs, competitions, and partnerships.
- Support whole-school initiatives such as parental engagement, open evenings, and transition events.
- Lead or contribute to cross-curricular projects and enterprise activities linked to numeracy and problem solving.

Other Responsibilities

- Serve as a form tutor, providing academic and pastoral support to a designated group of students.
- Support the academy's safeguarding procedures, always acting in the best interests of students.
- Participate in the academy's duty rota and maintain a visible leadership presence around the school.
- Collaborate with external partners, including other academies, colleges, and the local community.
- Contribute to school events and trust-wide initiatives, maintaining strong relationships with stakeholders.
- Model professionalism and confidentiality, complying with all academy and trust policies.

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- Embrace innovation and educational research, contributing to curriculum development and improvement.
- Play a key role in staff appraisal, development planning, and self-evaluation processes.

Accountability:

Direct line manager – weekly – support and challenge on the development of your strategic ideas and the impact of developments OFSTED to contribute to all areas of demonstration of impact as prescribed by the head Teacher but particularly those relating to your core tasks

In relation to the community:

- Attending academy events and representing academy at wider community events
- Developing and maintaining positive relationships with the community
- Ensure that the academy recognizes and meets its responsibilities to the life of the local community
- Promoting a positive image of the academy

In relation to parents and those with parental responsibility:

work with the principal in:

- building an effective partnership between parents at the academy, recognizing them as the first educators of their children
- enhance the provision of information to parents about how the academy functions, and the progress of their children

In relation to Aldridge Education Multi Academy Trust

- to liaise and work in partnership with officers and support services to include monitoring and evaluation in the academy

In relation to other academies, colleges and educational bodies:

- by promoting continuity of learning and progression of achievement and curriculum development
- by maintaining effective relationships with other academies, and especially with other academies in matters of common concern

maintain effective relationships with other stakeholders

In relation to the community:

- attending academy events and representing academy at wider community events
- developing and maintaining positive relationships with the community
- ensure that the academy recognizes and meets its responsibilities to the life of the local community
- promote a positive image of the academy
- Always operating within the stated policies and practices of BACA and the wider Trust.

Abiding by and practicing the Aldridge Education Operating norms:

- We are Aldridge Education
- The standard is excellence
- We champion equality

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- We're in the work together
- We behave with integrity
- We lead by example
- We use time well

Equal Opportunities

- To know and adhere to the BACA equal opportunities policy and equalities legislation and implement in relation to job responsibilities in employment and service delivery.

Health and Safety

- To take reasonable care for his/her own health and safety and any other person(s) who may be affected by his/her acts or omissions at work, in accordance with the Health & Safety legislation.
- To co-operate with the BACA insofar as is necessary to enable it to comply with its duties under relevant health and safety legislation.

Safeguarding of Children Young people and Vulnerable Adults

To be aware of and work in accordance with the BACA safeguarding child protection policies and procedures in order to safeguard and promote the welfare of children and vulnerable adults and to raise any concerns relating to such procedures which may be noted during the course of duty.

The post holder will be required to have a valid Enhanced Disclosure and Barring Service (DBS) certificate and be re-checked every 3 years as per BACA procedures.

Person Specification:

Requirements	Essential	Desirable
Education		
Qualified to degree level in a relevant Mathematics subject	✓	
Qualified Teacher Status (QTS) or equivalent	✓	
Evidence of recent and relevant professional development	✓	
Experience		
Proven experience of teaching Mathematics across Key Stages 3 and 4 (and ideally KS5)	✓	
Track record of raising achievement and improving outcomes in a classroom setting	✓	
Experience of leading or coordinating a subject, key stage, or department team	✓	

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Evidence of effective curriculum planning and assessment design	✓	
Experience of managing behaviour and creating a positive classroom culture	✓	
Experience of leading a faculty or whole-school initiative		✓
Experience teaching or overseeing post-16 Mathematics qualifications		✓
Experience of leading staff training or professional development		✓
Familiarity with current DfE curriculum reforms and developments in Mathematics education		✓
Experience working with industry or external partners (e.g. employers, colleges, STEM networks)		✓
Health & Safety training relevant to Mathematics subjects (e.g. CLEAPSS, H&S in D&T environments)		✓
Experience of managing a budget and/or physical learning environment		✓
First aid training or willingness to undertake it		✓
SKILLS AND PERSONAL QUALITIES		
High expectations for student achievement and behaviour	✓	
A genuine belief in the potential of every student	✓	
Resilience, integrity and the ability to lead by example	✓	
Commitment to BACA's ethos of unlocking potential, enterprise, and entrepreneurship	✓	
Commitment to safeguarding and promoting the welfare of children and young people	✓	