









Head of Mathematics

Application Pack

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THE COTSWOLD SCHOOL

Creating Brilliant Futures

Welcome from Will Morgan, Headteacher



Thank you for your interest in this post.

Based in the stunning village of Bourton-on-the-Water, Gloucestershire, The Cotswold School has earned an 'Outstanding' reputation as a popular and successful 11-18 comprehensive academy.

Please watch our video, Welcome to The Cotswold School, to find out more from teachers and students about what makes our school an inclusive, ambitious and happy place to learn.

I am proud to lead an incredible team of staff, who go the extra mile to provide our students with an inspiring education, fully equipping them for their future lives. The values of friendship and knowledge, symbolised on our badge, underpin all our learning and development activities and ensure that the wellbeing of our students and staff is also cared for.

At the heart of our school ethos is a commitment to excellent teaching and aspiration, which drives progress and attainment. Our students thrive academically and also personally, with opportunities to take part in musical performances and a huge range of extra-curricular clubs; writing competitions and debates; community fundraising; student leadership; and careers events.

We have an inspiring and caring school community, which includes families, local businesses, our staff, PTA and, of course, our students. Why not have a look at our website News pages, to see how we have found ways to support ourselves and others and develop our learning and talents?

Successful candidates who are shortlisted for an interview will be contacted by email or phone.

I look forward to hearing from you.



Will Morgan
Headteacher

Job advert

Role: HEAD OF MATHS
Contract: Permanent, Full Time
Salary: Leadership Scale—L6-10
Start Date: 1st September 2027
Closing date for applications: Monday, 16th November at 9.00am (we reserve the right to interview candidates before the deadline and encourage early applications)

This is an exciting opportunity for a highly talented and experienced teacher, who wishes to make a real impact in this "truly exceptional school" where "behaviour is outstanding" (Ofsted).

From September 2027, we are seeking to appoint a dynamic, committed and enthusiastic Head of Maths department. The ideal candidate will be accountable for the leadership and management of the department and be an outstanding role model and classroom practitioner.

WE ARE LOOKING FOR:
·A highly motivated and ambitious teacher with the ability to lead, manage and develop the department
·An inspiring teacher able to show exceptional achievement across Key Stages 3, 4 & 5
·An outstanding team player with strong interpersonal skills and the ability to lead, motivate and inspire highly talented colleagues
·An enthusiastic teacher able to inspire, stretch and challenge student's mathematical skills at every level

WE CAN OFFER YOU:
·The opportunity to join a very successful Maths department of committed and highly qualified teachers securing results well above the national average
·Excellent professional development and support, whether you are at the start of your career or seeking further leadership opportunities.
·Enthusiastic, respectful and hardworking students who value learning and achieve strong outcomes.
·A wide-ranging programme of enrichment including STEM activities and competitions
·Membership of the Teachers' Pension Scheme.
·Employee benefits including an Employee Assistance Scheme & Cycle to Work Scheme.
·A commitment to staff wellbeing.
·Free onsite parking including electric charging points.

The Cotswold School based in Bourton-on-the-Water, Gloucestershire, is an outstanding, caring secondary comprehensive school. The School is a highly popular, happy and successful 11-18 Academy school set in beautiful, rural surroundings between Cheltenham and Oxford. At the School is an incredible group of staff who do go that extra mile to provide our pupils with an outstanding education. Our values of friendship and knowledge underpin all our activities across a broad spectrum of subjects and extra-curriculum offerings.

The Cotswold School has earned a superb reputation, locally and nationally, consistently appearing among the top state schools at both GCSE and A Level for many years.
In September 2016 and 2024, The Cotswold School was awarded 'The Sunday Times Comprehensive School of the Year' – an award based on 7-9 GCSE and A*-B grades at A-Level
The Cotswold School has, for the fifth consecutive time, received Outstanding Ofsted across all categories

The Cotswold School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff, Governors, visitors and volunteers, to share the same commitment.

Job description

Job Title: Head of Mathematics
Responsible to: Governors, Headteacher, Senior Leadership Team

Overall Responsibility

Actively supporting the vision and values of The Cotswold School, the post holder will work to provide professional leadership and management for Mathematics, ensuring the department delivers high quality teaching, effectively using the resources available and aiming to raise standards of learning and achievement for all students.

Job Outline

Strategic direction and development of the subject

- To have an enthusiasm for the subject which motivates and supports other subject staff and encourages a shared understanding of the contribution the subject can make to all aspects of students' lives.
- Develop and implement policies and practices for the subject which reflect the school's commitment to high achievement through effective teaching and learning.
- Ensure that staff are clear about the importance and role of the subject in contributing to students' spiritual moral, cultural, mental and physical development, and in preparing students for the opportunities, responsibilities and experiences of adult life.
- Use data effectively to identify students who are underachieving in the subject and, where necessary, create and implement effective plans of action to support those students.
- Analyse and interpret, relevant national, local and school data, plus research and inspection evidence, to inform policies, practices, expectations, targets and teaching methods.
- To involve all departmental colleagues in the creation and execution of the yearly Department Development Plan and Department Review. This will identify clear targets for its development and/or maintenance in line with the SDP which:
  - are based on a range of comparative information and evidence, including in relation to the attainment of students;
  - identify realistic and challenging targets for improvement in the subject;
  - are understood by all those involved in putting the plans into practice.

- To be clear about action to be taken, timescales and criteria for success.
- To monitor the progress made in achieving subject plans and targets, evaluate the effects on teaching and learning, and use this analysis to guide further improvement.
- To regularly review the progress towards the targets set in the Departmental Development Plan and provide regular progress updates to the SLT link, to ensure that they are fully aware of all successes, issues and concerns.

Teaching and learning

- To monitor and evaluate the department's specification and schemes of work.
- To engage all subject staff in the creation, consistent implementation and improvement of the schemes of work.
- To ensure curriculum coverage, continuity and progression in the subject for all students, including those of high ability and those with special educational or linguistic needs.
- To ensure that examinations or other suitable methods of assessment are devised and applied at appropriate times. To ensure that all tests, examinations and assessments are based on the department's specification and marked according to a scheme common to the whole year group.
- To initiate and, where appropriate, organise curricular, extra-curricular and educational enhancement activities related to the subject.
- To ensure effective development of students' literacy, numeracy and information technology skills through the subject.
- To establish and implement clear policies and practices for assessing, recording and reporting on student achievement, and for using this information to recognise achievement and to assist students in setting targets for further improvement.
- To ensure that information about students' achievements in previous classes and schools is used effectively to secure good progress in the subject.

- To set expectations and targets for staff and students and establish clear targets for student achievement and evaluate progress and achievement in the subject by all students, including those with special educational and linguistic needs.
- To evaluate the teaching of the subject in the school, use this analysis to identify effective practice and areas for improvement, and take action to improve further the quality of teaching.
- To use a variety of methods to monitor and evaluate the teaching and learning offered by the subject staff and take appropriate action to improve further the quality of teaching and learning.
- To provide quality assurance monitoring and intervention with all subject staff.
- To monitor progress and evaluate the effects of any improvement strategies on teaching and learning by working alongside subject staff, analysing work and outcomes.
- To provide regular feedback to the SLT link to help the school evaluate its practice.
- To assist the SLT link in the regular review of the standards of leadership, teaching and learning in the subject area.
- To ensure that subject staff are aware of the implications of equality of opportunity which the subject raises. Leading and managing staff
- Help staff to achieve constructive working relationships with students.
- Establish clear expectations and constructive working relationships among staff involved with the subject, including through team working and mutual support; devolving responsibilities and delegating tasks, as appropriate; evaluating practice; and developing an acceptance of accountability.
- To be responsible for inducting ECTs and new staff.
- To participate in Performance Development as required by the school policy and use the process to develop the personal and professional effectiveness of the staff.
- To act as a Performance Development mentor for identified teachers.
- To ensure the Performance Development arrangements are effectively discharged by the other team leaders in the department.
- Lead professional development of subject staff through example and support, and co-ordinate the provision of high quality professional development by methods such as coaching, drawing on other sources of expertise as necessary, for example, higher education, LEAs, subject associations.
- Work with the Head of Learning Development, SENDCo and any other staff with special educational needs expertise, to ensure that individual education plans are used to set subject- specific targets and match work well to students' needs.
- Ensure that the Headteacher, SLT members and governors are well informed about subject policies, plans and priorities, the success in meeting objectives and targets, and subject-related professional development plans.
- To monitor and evaluate the contribution and impact of Support Staff, particularly the department technicians.
- Take initial responsibility for the pastoral care and welfare of all departmental staff. Efficient and effective deployment of staff and resources
- Establish staff and resources needs for the subject and advise the Headteacher and senior managers of likely priorities for expenditure and allocate available subject resources with maximum efficiency to meet the objectives of the school and subject plans and to achieve value for money.
- Help in the selection of staff for the department; deploy or advise the Headteacher on the deployment of staff involved in the subject to ensure the best use of subject, technical and other expertise.
- Ensure the effective and efficient management and organisation of learning resources, in conjunction with ICT Manager foster and oversee the application of ICT in the subject.
- Maintain existing resources and explore opportunities to develop or incorporate new resources from a wide range of sources inside and outside the school.
- Use accommodation to create an effective, well ordered, attractive and stimulating environment for the teaching and learning of the subject.
- Ensure that there is a safe working and learning environment in which risks are properly assessed (health and safety).

Continuing Professional Development
To participate in the school Performance Management scheme, actively seeking to support your own development by undertaking internal and external training to keep abreast of developments in national and school initiatives

Form Tutor:

• To be a Form Tutor to an assigned group of students
• To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life
• To contribute to PSHE and citizenship and enterprise according to school policy
• To contribute to the school's pastoral system (through the role of tutor and/or mentor) by promoting equal opportunities, British values and tolerance as part of your support for students' well-being

Other Professional Requirements

• To have a working knowledge of Teachers' professional duties and legal liabilities
• To operate at all times within school policies and practices of the school
• To liaise effectively with staff, parents, visitors and Governors
• To play a full part in the life of the school community
• To undertake any other duty as specified by the STPCD not mentioned above. You will be expected to comply with any reasonable request to undertake work of a similar level that is not specified in this job description.

Whilst every effort has been made to explain the duties and responsibilities of the post each individual task undertaken may not be identified.
We are an equal opportunities employer and value and respect diversity across our whole school community. The Cotswold School is committed to safeguarding and promoting the welfare of children and young people. All posts are subject to an enhanced DBS check and receipt of two satisfactory references. We reserve the right to interview and appoint prior to the closing date.

Department Information

Our Mathematics Department consists of a committed team of 13 teachers some of whom have responsibilities in other areas.

At the beginning of Year 7 Mathematics is taught in ability sets based on KS2 performance and a baseline test. Years 8-11 are in ability sets. The department has an on-going policy of pupil review to ensure that students realise their potential in Mathematics. At Key Stage 3 we have a mixed and varied curriculum with an emphasis on student engagement and high-quality teaching. At Key Stage 4 we offer GCSE, Level 2 Certificate Further Maths and Entry Level Certificate the examination board is AQA. The members of the department have a strong commitment to using many different resources and sharing good practice. A one-year GCSE course is available in Year 12 to enable pupils to improve their GCSE grade. At KS 5 we offer A level Mathematics, A level Further Mathematics and Mathematical studies the examination board is AQA. The department uses Sparx Maths for homework. The department runs the UKMT maths challenges with over 400 students entered last year and offers a variety of extra-curricular clubs and activities

The Department is housed in a new suite of fully equipped rooms with a departmental office/resource area. A great deal of emphasis has been placed on developing a comprehensive range of resources.Each classroom has an interactive whiteboard, projector and laptop; we subscribe to an excellent variety of well-resourced sites to encourage independent learning.

The Department places great emphasis on public examination success. The ability to offer help in extra-curricular support for students would be an expectation.

KS3 results, GCSE and A Level grades are consistently high in comparison with the county and nationally. In 2026, GCSE results at 4-9 were 87% with 35% achieving 7-9, whilst at A Level 60% A*-A, 88% A*-B and Further Mathematics 89% A*-B. We currently have 140 students in Key Stage 5. The school was judged 'Outstanding' in the last Ofsted inspection in 2025.

The Cotswold School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff, Governors, visitors and volunteers, to share the same commitment. Any offer of employment will be subject to receipt of a satisfactory Enhanced DBS disclosure.

Person specification

Qualifications

Essential
Degree Level Qualification related to relevant subjects
Teaching qualification together with Qualified Teacher Status (QTS)

Knowledge

Essential
Awareness of the strategies available for improving the learning and achievement of all students

Desirable
Evidence of continuous professional development
A good understanding of curriculum developments in the specific subject area

Experience

Essential
Recent and relevant teaching experience in employment or training
Experience of assessment at Key Stage 3, 4 and 5

Skills

Essential
Ability to use a range of teaching and learning strategies
An understanding for how Assessment for Learning can improve student performance
Ability to work independently and collaboratively as a member of a team
Creative in problem solving together with willingness to take on and try new approaches and ideas
Ability to communicate high expectations to all students
Ability to write reports, keep accurate records and communicate effectively
Professional understanding of safeguarding within a school setting
Ability to use a positive approach to promote learning and excellent behaviour
Confidence and competence in ICT
Understanding of the curriculum and assessment of pupil progress
Sharing good practice across the department
Excellent communication and organisational skills (written and oral)

Desirable
Willingness to be involved in the wider life of the academy

Evidence
Application form
Letter of Application
References
Interview
Certificate/s (to be available at interview)

Notes to applicants

• Please complete the application form in full to ensure that full consideration can be given to all candidates and to comply with legal requirements relating to recruitment in schools
• Please do not include a CV or write 'see CV' in any sections on the form
• Please ensure that you include the title of the post that you are applying for
• Please provide an explanation for any gaps in chronological dates relating to education and employment history
• Please write a covering letter or complete the Supporting Statement section.
• Please provide full details of two referees
• The closing date and time must be strictly adhered to
• All information given will be treated as confidential
•If using the application form on the school website, https://www.cotswold.gloucs.sch.uk/recruitment/ please return this by email to Mrs C Chapple, cchapple@thecotswoldschool.co.uk
• If returning by post, please send to Mrs C Chapple, The Cotswold School, The Avenue, Bourton on the Water, Cheltenham, Gloucestershire GL54 2BD

The Cotswold School is committed to equality, diversity and inclusion and welcome applications from all sections of the community. If you require additional help with our recruitment process, please contact Mrs C Chapple, HR Officer (contact details above).







The Cotswold School
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