



# Head of Maths

## RECRUITMENT PACK





Thank you for your interest in a career with The Futures Trust. We hope that this recruitment pack provides you with all the information you need to start your journey with us.

The Futures Trust is a growing Trust with four primary schools and four secondary schools located in Coventry, Warwickshire and Leicestershire. We have 6,000 pupils in our schools and nearly 850 colleagues work for the Trust supporting our school community.

The Trust is committed to building brighter futures for everyone. This commitment is underpinned by 3 clear values:

### **1. Students first**

Teachers and leaders totally focused upon the educational benefit of our students.

### **2. It's about learning**

Students, teachers and leaders focused upon developing and improving their learning.

### **3. No barriers**

No excuses, only support to ensure student, teachers and leaders maximise their achievement.

It is an exciting time to join the Trust. We offer trust wide career paths and invest in outstanding opportunities for our staff to learn and grow.

If you join The Futures Trust team, you will be part of a professional learning community totally focussed upon learning and dedicated to ensuring learners achieve their potential and build their own bright future. We look forward to hearing from you.





Barr's Hill School is a thriving school that is committed to Building Brighter Futures for all of its students.

A crucial part of Building Brighter Futures is providing a high-quality educational experience delivered through an academic curriculum and an exceptional programme of enriching experiences. We are looking to expand our team of dedicated professionals who excel in their field.

*Chris Jupp, Executive Headteacher*

<b>JOB TITLE:</b>	<b>HEAD OF MATHS</b>
<b>OPPORTUNITY:</b>	We are seeking to appoint an outstanding and motivated teacher to lead our strong Maths team. You will lead the department in securing outstanding pupil outcomes in Maths, via the development of the quality of teaching and learning across the faculty through collaborative planning, curriculum development and assessment, planning and moderation. You will support our drive to create exceptional experiences and have an aptitude for working with students to overcome barriers to learning.
<b>REPORTING TO:</b>	Deputy Headteacher
<b>LOCATION:</b>	Based at Barr's Hill School with a requirement to travel to work at or for schools in the Trust
<b>SALARY/HOURS:</b>	TMS/UPS & TLR1b (Potential for leadership scale depending upon the successful candidate's experience and skills)
<b>BENEFITS:</b>	<ul style="list-style-type: none"> <li>• Competitive rates of pay</li> <li>• Extensive professional development opportunities across the Trust</li> <li>• Career pathways across the Trust</li> <li>• Teacher/Local Authority Pension Schemes</li> <li>• Online retail discount</li> <li>• Employee Assistance Programme</li> <li>• Family Friendly policies to support family &amp; carer commitments</li> <li>• Flexible Working Arrangements</li> </ul>

### **Job Purpose**

To provide the professional leadership management and co-ordination needed to ensure the department can provide all students with high levels of personal achievement through the delivery of highly effective teaching and learning.

### **Duties and responsibilities**

Strategic Direction:

- To develop and implement policies and practices which reflect the school's commitment to high achievement, and which are consistent with national and school strategies and policies.
- To establish short-, medium- and long-term plans for the development and resourcing of the subject
- To monitor the progress made in achieving subject plans and targets and evaluate the effectiveness of teaching and learning.
- To produce an annual SEF for the subject

Lead:

- To recruit and select teaching and support staff, develop subject teams and individuals to improve and enhance performance.
- To plan, delegate and evaluate work carried out by teams and individuals, with intervention work as appropriate.
- To create, maintain and enhance effective relationships.
- To implement the Performance Management process

Accountabilities:

Teaching and Learning:

- Provide guidance on a choice of appropriate teaching and learning strategies.
- Develop and implement systems by recording individual student progress.
- Ensure schemes of work are developed appropriately.
- Evaluate the quality of teaching and standards of achievement, whilst setting targets for improvement
- Plan and implement intervention strategies for individual students who are not making sufficient progress.

Resource Management:

- Secure and allocate resources to support effective learning and teaching within the subject area(s)
- Monitor and control use of resources.

Knowledge and Skills:

- School improvement and effectiveness strategies including the processes and systems for quality assurance within subject area(s)
- Principles and practices in relation to managing learning and teaching, people, policy and planning, resources and finance.
- Principles and practices of effective leadership and management of change
- The application of information and communications technology (ICT) to learning teaching and management of the subject area(s)
- Principles of curriculum planning

- Financial planning, stock inventory and resource planning
- The principles influencing current approaches to human resource management and coaching.

### **Line management**

- To lead and manage the Maths department.

### **Professional Development**

- Maintain personal professional development to ensure that the knowledge and skills required to fulfill the role of Subject Leader of Maths are up to date.
- Be a professional role model and understand and promote the aims of the School and the values of the Trust.

# PERSON SPECIFICATION

	Essential Criteria	Desirable Criteria	Measured By
Education and Qualifications	<ul style="list-style-type: none"> <li>• Must have QTS (Qualified Teacher Status)</li> <li>• First degree or Certificate of Education</li> <li>• Substantial evidence of working in 11– 19 schools</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of recent relevant professional development</li> </ul>	Application Form Certificates
Skills and Abilities	<ul style="list-style-type: none"> <li>• Able to follow the school's safeguarding procedures and recognise when to</li> <li>• report any concerns</li> <li>• To think strategically and to build and communicate a coherent vision</li> <li>• Able to inspire, challenge, motivate and empower others to carry the vision forward</li> </ul>		Application Form Interview
Experience	<ul style="list-style-type: none"> <li>• Leadership within subject area</li> <li>• Evidence of raising achievement in subject</li> <li>• Work on monitoring and self-evaluation</li> <li>• Evidence of involvement in whole school policies, practices or innovation</li> <li>• Track record of providing inspiration and strong leadership and CPD to teaching staff</li> </ul>		Application Form Interview Assessment
Knowledge and understanding	<ul style="list-style-type: none"> <li>• Accesses, analyses and interprets relevant data</li> <li>• Initiates and supports research and debate on effective learning</li> <li>• Develops strategies for performance improvement</li> </ul>		Interview Assessment
Other requirements	<ul style="list-style-type: none"> <li>• A professional role model who is committed to their own professional development and to developing others</li> <li>• Committed to and able to promote the aims of the school and the values of the Trust: Students First, It's about Learning, No Barriers.</li> <li>• Able to work calmly under pressure and withstand stress</li> <li>• Able to work flexibly, and to attend meetings and INSET days as required</li> <li>• Recognises and takes account of the diversity of the school community</li> <li>• Builds partnerships and community consensus on values, belief and shared responsibilities</li> </ul>		Application Form Interview

	<ul style="list-style-type: none"><li>• Listens to, reflects and acts on community feedback</li><li>• Builds and maintains effective relationships with parents, carers, partners and the community that enhance pupil education</li></ul>		
--	--	--	--

## HOW TO APPLY

CLOSING DATE:	Monday 19 February 2024
INTERVIEWS:	w/c Monday 26 February 2024

If you wish to find out more about this role and a career within The Futures Trust please contact the Recruitment Team on tel.: 02477 102134.

To apply for this post, please download an application form from [HERE](#) and return to [recruitmentadmin@thefuturestrust.org.uk](mailto:recruitmentadmin@thefuturestrust.org.uk)

On application please read the following policies found [HERE](#)

- Barr's Hill Safeguarding & Child Protection Policy
- Safer Recruitment Policy
- Suitability Policy
- GDPR Privacy Notice for Applicants

The Futures Trust are committed to safeguarding and promoting the welfare of children and young people and require all staff and volunteers to share this commitment.

The successful candidates for all positions will be subject to an enhanced DBS check and Social Media check.