



Bishop Vesey's Grammar School

Person Specification – Head of Mathematics

Category	Criteria	Essential	Desirable	Method of Assessment
Qualifications & Professional Status	Qualified Teacher Status (QTS)	✓		Application Form
	Good honours degree in Mathematics or a closely related subject	✓		Application Form
	Evidence of relevant and ongoing CPD	✓		Application Form / Interview
	Postgraduate qualification in Mathematics or Education		✓	Application Form
	NPQML / NPQSL or equivalent leadership qualification		✓	Application Form / Interview
Teaching & Learning	Outstanding classroom practitioner with a proven record of high attainment and progress at GCSE and A Level	✓		Application Form / Interview / Lesson Observation
	Secure subject knowledge across KS3, KS4 and KS5	✓		Application Form / Interview / Test
	Ability to inspire and stretch highly able pupils while supporting those requiring additional guidance	✓		Lesson Observation / Interview
	Strong understanding of effective mathematics pedagogy, including problem-solving, reasoning and fluency	✓		Interview / Lesson Observation
	Effective use of assessment to inform teaching and improve outcomes	✓		Application Form / Interview
	Experience of teaching A Level Further Mathematics		✓	Application Form / Interview
	Experience of academic enrichment for high-attaining students (e.g. UKMT, Olympiads)		✓	Application Form / Interview

Category	Criteria	Essential	Desirable	Method of Assessment
Leadership & Management	Experience of leading or contributing significantly to a mathematics department or key stage	✓		Application Form / Interview
	Ability to motivate, support and develop staff through coaching and mentoring	✓		Interview
	Experience of monitoring and evaluating teaching and learning	✓		Application Form / Interview
	Strong organisational and resource management skills	✓		Application Form / Interview
	Effective use of data to raise standards and close attainment gaps	✓		Application Form / Interview
	Line management of staff or trainee teachers		✓	Application Form / Interview
	Contribution to whole-school improvement initiatives		✓	Application Form / Interview
	Experience of inspection preparation or external review		✓	Interview
Curriculum & Assessment	In-depth knowledge of the National Curriculum, GCSE and A Level specifications	✓		Interview / Test
	Ability to design and implement a coherent, ambitious and well-sequenced curriculum	✓		Interview
	Experience of developing robust assessment strategies	✓		Interview
	Experience of curriculum planning across key stage transitions		✓	Interview
	Experience of leading curriculum change or reform		✓	Interview
Personal Qualities & Professional Values	High expectations aligned with a selective grammar school ethos	✓		Interview
	Commitment to safeguarding and child protection	✓		Application Form / Interview
	Excellent communication and interpersonal skills	✓		Interview
	Ability to work collaboratively with colleagues, parents and external partners	✓		Interview
	Reflective, resilient and committed to continuous improvement	✓		Interview
	Passion for mathematics beyond the classroom and wider school contribution		✓	Interview
Equality & Safeguarding	Commitment to equality, diversity and inclusion	✓		Application Form / Interview
	Understanding of safeguarding responsibilities	✓		Application Form / Interview