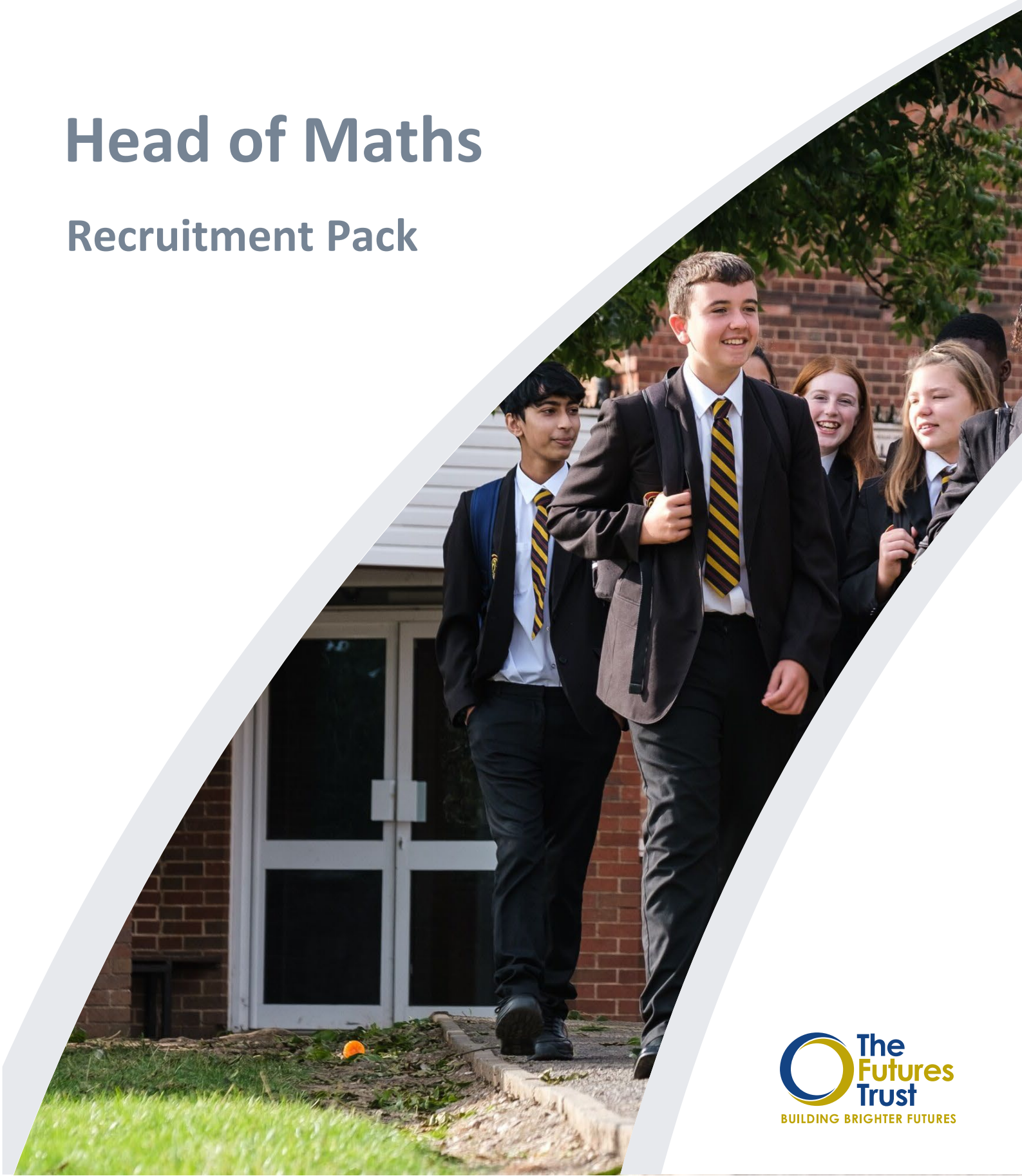


**STOKE PARK**  
— SCHOOL —

# Head of Maths

## Recruitment Pack





## BUILDING BRIGHTER FUTURES

Our story is one of moral purpose. We are a learning community where everyone works collaboratively to plan, spread expertise and tackle challenges together — always focused on putting the needs of our students first. Together we build brighter futures.

### Our Mission

We aim to make a difference by raising the horizons and ambitions of everyone who learns, works, and lives within our diverse communities.

### Our Values

The Trust is committed to building brighter futures. This commitment is underpinned by three core values:

- Student's first
- It's about learning
- No barriers

### Join Us

This is an exciting time to become part of The Futures Trust. Every role here is more than a job — it's real, impactful work that makes a meaningful difference in the lives of our students and their communities. We offer trust wide career paths and invest in outstanding opportunities for our staff to learn, grow, and truly change lives.



**4**

Primary Schools



**6**

Secondary Schools



**9000+**

Students



**1300+**

Staff



## Thank you for considering a career with The Futures Trust.

We are delighted to provide you with this recruitment pack, designed to offer all the information you need to embark on a rewarding journey with us.



# Ann-Marie Smith

Head of School



Stoke Park School is a thriving school that is committed to Building Brighter Futures for all of its students.

Every decision we make is about the young people we serve, their learning experience and their personal development. We are looking to expand our team of talented professionals who excel in their field to help us on the next phase of our exciting journey.

**We look forward to hearing from you.**



## Job Details

JOB TITLE	HEAD OF MATHS
OPPORTUNITY	<p>We are seeking to appoint an excellent Head of Maths to provide impactful leadership to drive up standards and deliver outstanding student progress as well as ensure high quality provision in the Maths Department.</p> <p>You will possess a passion for raising achievement and an aptitude for overcoming barriers to learning. Dynamic and creative, you will be able to develop and inspire those around you.</p>
REPORTING TO	Headteacher
LOCATION	Based at Stoke Park School with a requirement to travel to work at or for schools in the Trust.
SALARY	TMS / UPS + TLR1d
BENEFITS ENHANCING WORKING LIVES	<ul style="list-style-type: none"> <li>- Competitive rates of pay</li> <li>- Professional development opportunities</li> <li>- Career pathways across the Trust</li> <li>- Teacher / Local Authority Pension Scheme</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> <p><a href="http://www.thefuturestrust.org.uk/why-work-for-the-futures-trust">www.thefuturestrust.org.uk/why-work-for-the-futures-trust</a></p>



## Job Description

### **Job Purpose:**

To provide impactful leadership to drive up standards and deliver outstanding student progress as well as ensure high quality provision in the Maths Department.

### **Key responsibilities**

- Teach Maths to students from a range of years 7-13
- Be a role model planning lessons collaboratively, creating teaching resources and developing consistent approaches that meet the needs of all learners across the Department
- Lead the Maths Curriculum Team, working with others to disseminate good practice in the Department
- Mentor and support leaders and future leaders within the Maths Department.
- Assess student work to monitor and evaluate progress, set targets and adapt lesson plans accordingly
- Liaise with appropriate staff in Trust schools

### **Strategic Leadership**

- Work with the Head of School being accountable for the delivery of key teaching and learning and CPD objectives
- Provide strategic leadership for Maths
- Lead the staff to maximise student progress
- Provide an example of 'excellence' as a leading classroom practitioner and inspiring and motivating other staff
- Leading on language for Learning within the curriculum
- Work in collaboration with other subject leads across The Trust to develop a high quality curriculum

### **Teaching and Learning**

- Strive for continuous improvement in the quality of teaching and learning and progress of students in Maths
- Ensure effective use of formative and summative assessment to ensure that students, teachers and parents know if students are achieving the expected standard or if they need intervention



- Monitor and evaluate the standards of teaching and learning within the Maths Department ensuring the highest standards of professional performance are maintained
- Encourage and sustain a culture and ethos of challenge and support; challenge underperformance and support staff as appropriate
- Ensure staff you line manage are using data effectively to plan lessons which meet the needs of all students and that they are monitoring student progress effectively, communicating next steps successfully
- Ensure the accuracy of assessment through internal and external standardisation and moderation
- Be an excellent practitioner and model through your own teaching high expectations, differentiated lessons with support and challenge in line with School Policy

### **Curriculum**

- Ensure that there is a coherent and progressive curriculum in place that is well resourced.
- Ensure that there is effective delivery of a coherent and progressive curriculum that enables all learners to reach their academic potential

### **Leading and managing staff**

- Be able to work independently as well as part of a team.
- Follow the agreed, standardised line management agenda reporting back to SLT regularly.
- Play a significant part in the performance development plan
- Ensure strategic plans are implemented effectively ensuring deadlines are set and met.
- Enthuse, inspire and motivate staff to create a can do culture which promotes our values and ensures high standards.

### **Professional Development**

- Maintain personal professional development to ensure that the knowledge and skills required to fulfill the role of Head 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

AREAS	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
EDUCATION AND QUALIFICATIONS	<ul style="list-style-type: none"> <li>Graduate and qualified teacher status</li> <li>Evidence of continued professional development at leadership level</li> <li>Specialism in Maths</li> <li>Commitment to ongoing professional development and improvement</li> </ul>		Application Interview Reference
SKILLS AND ABILITIES	<ul style="list-style-type: none"> <li>Able to follow the school's safeguarding procedures and recognise when to report any concerns</li> <li>An excellent classroom practitioner with excellent knowledge of effective strategies to raise achievement and excellence in teaching and learning</li> <li>Able to show clear evidence of impact of their teaching on student progress consistently over time</li> <li>An excellent role model - leading by example and providing support and challenge for others</li> <li>The ability to think and act strategically at whole school level with a clear vision for raising standards</li> <li>Ability to drive a no excuses and can-do culture</li> <li>Analytical and strategic outlook used to drive up standards and impact on all pupil outcomes</li> <li>The ability to challenge, influence and motivate others</li> </ul>		Application Assessment Interview Reference



AREAS	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
<b>SKILLS AND ABILITIES CONTINUED</b>	<ul style="list-style-type: none"> <li>• Excellent interpersonal skills and professional presence.</li> <li>• The ability to manage student behaviour, attitudes promoting positive aspirations whilst maintaining mutually respectful relationships.</li> </ul>		Application Assessment Interview Reference
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Successful and proven track record of innovation and leading change with a demonstrable impact on school improvement</li> <li>• A record of sustained progress in learning, with improved outcomes for students</li> <li>• Experience of or evidence of capacity to adapt to and embrace change successfully.</li> <li>• Successful line management of key areas of responsibility and holding others to account</li> <li>• Experience of deploying quality assurance programmes and holding staff to account</li> <li>• Experience of effectively working with others including parents, governors and external agencies</li> <li>• Evidence of coaching staff successfully</li> </ul>	<ul style="list-style-type: none"> <li>• Head of Department / an Assistant Head with evidence of improvement</li> </ul>	Application Interview Reference
<b>KNOWLEDGE AND UNDERSTANDING</b>	<ul style="list-style-type: none"> <li>• Up-to-date knowledge and understanding of key educational issues and National agenda.</li> <li>• A clear understanding of the teaching standards and a consistent approach to ensuring they are being met by all colleagues</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of change management and impact on environment</li> </ul>	Application Assessment Interview Reference
<b>OTHER REQUIREMENTS</b>	<ul style="list-style-type: none"> <li>• Strong commitment to the vision, values and ethos of the school</li> <li>• A professional role model who is committed to their own professional development and to developing others</li> <li>• A positive, professional role model for staff and students, with high expectations of themselves and others</li> <li>• Commitment and dedication to school improvement – with energy, drive and a sense of purpose</li> <li>• Willing to go above and beyond.</li> </ul>		Application Interview Reference

AREAS	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
OTHER REQUIREMENTS CONTINUED	<ul style="list-style-type: none"> <li>• Willing to go above and beyond.</li> <li>• An effective self manager and independent worker who can prioritise, meet deadlines and adapt as required with the capacity to work well under pressure.</li> <li>• Decisive, fair, consistent and focused on solutions</li> <li>• Reliable, honest and trustworthy, demonstrating the highest professional standards</li> <li>• Integrity in relation to their own and the school's practice</li> <li>• Enthusiastic and hard-working</li> <li>• Empathetic and emotionally intelligent</li> <li>• Able to demonstrate resilience and perseverance</li> <li>• Reflective and self-evaluative – individually and within the context of a team</li> <li>• Flexible and adaptable to suit the school's needs</li> <li>• Creative and innovative, a good listener and communicator with a warm sense of humour</li> <li>• Able to maintain focus and perspective at all times</li> <li>• A passion for helping young people develop and learn</li> <li>• Able to work calmly under pressure</li> <li>• Able to work flexibly and to attend meetings as required</li> <li>• Committed to and able to promote the aims of the school and the values of the Trust: Learners First, It's about Learning, No Barriers.</li> </ul>		Application Interview Reference



## How to apply

Closing date:

**Wednesday 22 October 2025**

Interviews:

**23 & 24 October 2025**

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

**tel: 02477 102134**

To apply for this post, please complete the online application form found at:

**[www.thefuturestrust.org.uk/work-with-us/current-vacancies](http://www.thefuturestrust.org.uk/work-with-us/current-vacancies)**

On application please read the following policies found at:

**[www.thefuturestrust.org.uk/work-with-us/recruitment-pack](http://www.thefuturestrust.org.uk/work-with-us/recruitment-pack)**

- Stoke Pak School 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.