

Candidate Briefing Pack

Lead Practitioner in Mathematics



Dear Applicant

We are seeking an exceptional Lead Practitioner in Mathematics with a proven track record of excellence in teaching and a passion for staff development. The successful candidate will play a pivotal role in driving forward the quality of teaching and learning within the mathematics department, inspiring colleagues to reach their full potential and delivering outstanding outcomes for our pupils.

We are part of United Learning and you can be confident that you will receive the opportunity, guidance and support to be the best you can be. You will join a school which is forward thinking, and be a part of a strong team as we are striving for excellence. You will work alongside the senior team to ensure an exceptional climate for learning to support pupil outcomes.

George Eliot Academy is a rewarding and professionally stimulating place to work. We are a mixed secondary school where pupils feel a real sense of belonging and there is a culture of mutual respect. We

are passionate about our vision to develop successful pupils who are independent, well-rounded, behave well and with integrity and live happy and fulfilled lives.

Our vision is “We aim for excellence and improved pupils’ achievement, through an inclusive academic culture based on high aspirations and expectations. Our excellent daily practices embed our culture of kindness, gratitude and hard work; our STAR values and family ethos shape the character of our pupils.”

If you share our vision and would like to work in our close knit and family-orientated school, we would be delighted to hear from you.

Our ideal candidate will be:

- An outstanding Practitioner with a proven track record
- Has a strong academic background in Maths and holds Qualified Teacher Status (QTS)
- Able to build effective working relationships with pupils, parents and staff
- Shows genuine enthusiasm and a strong dedication to creating an engaging and supportive classroom atmosphere
- Able to provide stimulating and engaging experiences for our children, challenging them to achieve beyond their expectations and supporting them to become lifelong learners
- Employs data-informed approaches to tailor instruction and maximise pupil progress
- Willing and committed to developing and sharing outstanding teaching practice
- Works effectively as part of a team and actively supports the broader life of the school community
- Has the ability to lead a team

Our offer:

- You will be working in an Academy that maintains high standards and a positive environment for both pupils and staff, as reflected in our latest Ofsted inspection (2026).
- You will be working within an experienced, ambitious, forward thinking and highly effective team
- You will have the opportunity to work collaboratively with other United Learning schools
- We will support your ongoing continuing professional development
- You will be fully supported by your colleagues within the school to ensure you have the tools to deliver success and reduce your workload

Benefits of working for United Learning:

- Access to a 24/7 confidential employee counselling and advice line
- Access to the Wisdom wellbeing app which can help you track your wellness, improve your mental health and includes workouts, podcasts and recipes
- Westfield Health cash plan – claim the cost back on health services such as physio, dental treatments, optical services and consultants (eligible after 6 months’ service)
- Westfield Rewards is a discounted shopping platform which offers access to an extensive range of discounts and cashback opportunities across a wide variety of well-known retailers and service providers (eligible after 6 months’ service)
- 1 day’s paid personal day in each academic year (available to both teaching and support staff)
- Cycle to work scheme
- Car lease scheme

- Free will writing service
- Teacher Pension Scheme / LGPS (approx. pension 23% contribution)

How to apply- See Application pack

George Eliot Academy joined United Learning in December 2023. United Learning is an exciting organisation to work for; there is a real focus on developing people and empowering innovation where staff are appreciated and celebrated. A key benefit of being part of United Learning is to have the support of colleagues across a wider group and ample opportunities to network; we recognise the powerful impact that collaboration and partnership have on colleagues. The groups aim is to ensure that the technology, finance, HR and data support is provided more effectively and efficiently that would otherwise be possible, so that leaders can focus on educational leadership.

United Learning is an inclusive employer and is committed to creating and sustaining a more ethnically diverse workforce. Therefore, we would very much welcome applications from professionals of all backgrounds who share our commitment but especially those of minority ethnic origin. We do hope you will get in touch with any questions ahead of submitting your application.

We very much look forward to hearing from you.

Homeira Zakary
Principal
George Eliot Academy

About United Learning

United Learning is a group of schools which aims to provide excellent education to children and young people across the country. We uniquely comprise schools in both the state and the independent sectors and currently educate over 60,000 pupils and employ over 9,000 members of staff.

The growing range of outstanding group-wide activities that we can provide will mean that more young people will have truly exceptional and inspiring experiences. We believe that our Group contains the most developed relationships and practical interactions between independent and state schools in the country; creating benefits for all the schools involved whilst respecting both traditions and learning from each other.

United Learning comprises both United Church Schools Trust, which operates our fee-paying independent schools, and United Learning Trust, which operates our state-funded academies. To find out more about United Learning, please visit the website: www.unitedlearning.org.uk

Job Description – Lead Practitioner in Mathematics

George Eliot Academy is committed to equal opportunities and to the protection and safety of all pupils and adults. We expect all staff and volunteers to share these commitments.

Directly reporting to: Head of Maths
Responsible for: Pupil Progress and Outcomes
Starting salary: £55,000 per annum

This list is not meant to provide a narrow definition of specific responsibilities but to serve as guidance and should be seen as enabling rather than restrictive.

Key Responsibilities:

Teaching and Learning:

- Demonstrate exemplary teaching practice in mathematics, inspiring and challenging pupils to achieve their highest potential.
- Lead by example in the planning, delivery, and assessment of mathematics lessons, incorporating innovative pedagogical approaches and adapting lessons to meet the needs of all.
- Develop and share best practices in mathematics teaching, fostering a culture of continuous improvement and reflective practice.

Staff Development:

- Provide coaching, mentoring, and professional development opportunities to support the growth and development of mathematics teachers at all career stages.
- Lead and facilitate regular departmental meetings, workshops, and training sessions focused on enhancing teaching skills, subject knowledge, and assessment practices.

- Conduct lesson observations, learning walks, and collaborative planning sessions to provide constructive feedback and support to colleagues.

Curriculum Leadership:

- Work closely with the Head of Mathematics Department to review and refine the mathematics curriculum, ensuring alignment with national standards and United Learning, assessment requirements, and the school's educational vision.
- Contribute to the development of schemes of work, resources, and assessment materials that promote deep understanding, mathematical fluency, and problem-solving skills among pupils.
- Monitor and evaluate the effectiveness of curriculum implementation, identifying areas for improvement and leading initiatives to enhance teaching and learning outcomes.

Data Analysis and Intervention:

- Analyse pupil performance data, including assessment results and progress tracking, to identify trends, patterns, and areas for intervention.
- Collaborate with colleagues to develop and implement targeted intervention strategies to support pupils who are struggling or at risk of falling behind in mathematics.
- Monitor the impact of intervention programmes, adjusting strategies as necessary to ensure that all pupils are making progress towards their academic goals.

Stakeholder Engagement:

- Foster positive relationships with pupils, parents, and external stakeholders, promoting a shared commitment to academic excellence and the importance of mathematics education.
- Communicate regularly with parents/carers regarding pupil progress, attainment, and areas for improvement, providing support and guidance as needed.
- Represent the mathematics department at school events, open days, and community outreach activities, showcasing the achievements and opportunities available in mathematics education.

Planning, Teaching and Class Management

Teach allocated pupils by planning their teaching to achieve progression of learning through:

- Identifying clear teaching objectives and specifying how they will be taught and assessed.
- Setting tasks which challenge pupils and ensure high levels of interest.
- Setting appropriate and demanding expectations.
- Setting clear targets, building on prior attainment.
- Be aware of and make provision for pupils who are AEN/SEN, very able, LAC or who have other particular individual needs.
- Providing clear structures for lessons maintaining pace, motivation and challenge.
- Making effective use of assessment and ensure coverage of programmes of study.
- Ensuring effective teaching and best use of available time.
- Maintaining discipline in accordance with the Academy's procedures and encouraging good practice with regard to punctuality, behaviour, standards of work and homework.
- Manage learners' behaviour constructively by establishing and maintaining a clear and positive framework for discipline, in line with the Academy's Behaviour Policy.

- Using a variety of teaching methods to:
 - Match approach to content, structure information, present a set of key ideas and use appropriate vocabulary.
 - Use effective questioning, listen carefully to pupils, give attention to errors and misconceptions.
 - Select appropriate learning resources and develop study skills through library, I.C.T. and other sources.
- Ensuring pupils acquire and consolidate knowledge, skills and understanding appropriate to the subject taught.
- Evaluating own teaching critically to improve effectiveness.
- Ensuring the effective and efficient deployment of classroom support.
- Liaise with the Programme Leader to ensure the implementation of department policy and best practice.

Monitoring, Assessment, Recording, Reporting

Plan teaching based upon thorough monitoring and rigorous assessment through:

- Assessing how well learning objectives have been achieved and using them to improve specific aspects of teaching.
- Marking and monitoring pupils' work and setting targets for progress.
- Assessing and recording pupils' progress systematically and keeping records to check work is understood and completed, monitoring strengths and weaknesses, to inform planning and assess the level at which the pupils' are achieving.
- Undertaking assessment of pupils as requested by examination bodies, departmental and Academy procedures.
- Preparing and presenting informative reports to parents.
- Undertaking assessment of pupils and participating in the Academy's system reporting to parents.

Pastoral Duties

- If required, be a form tutor to an assigned group of pupils or a link form tutor.
- Promote the general progress and well-being of individual pupils and of the Form Tutor Group as a whole.
- Liaise with the Pastoral team to ensure the implementation of the Academy's pastoral system.
- Register pupils, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of Academy life.
- Contribute to the preparation of Action Plans and progress files and other reports.
- Alert appropriate staff to problems experienced by pupils.

Qualifications and Experience:

- Bachelor's degree in Mathematics or a related field.
- Qualified Teacher Status (QTS) or equivalent teaching certification.
- Significant experience teaching mathematics at secondary level, with a track record of consistently high pupil achievement and progress.

- Proven leadership experience, with the ability to inspire, motivate, and develop colleagues to achieve excellence in teaching and learning.
- Strong analytical skills, with the ability to interpret data, identify trends, and make data-driven decisions to inform teaching and intervention strategies.
- Excellent communication, interpersonal, and organisational skills, with the ability to engage and collaborate effectively with a diverse range of stakeholders.

Other Professional Requirements

- Have a working knowledge of teachers' professional duties and legal liabilities.
- Operate at all times within the stated policies and practices of the Academy.
- Know subject(s) or specialism(s) to enable effective teaching.
- Take account of wider curriculum developments.
- Establish effective working relationships and set a good example through their presentation and personal and professional conduct.
- Endeavour to give every child the opportunity to reach their potential and meet high expectations.
- Contribute positively and effectively to the Every Child Matters agenda.
- Co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the Academy, department and pupils.
- Contribute to the corporate life of the Academy through effective participation in meetings and management systems necessary to coordinate the management of the Academy.
- Take part in marketing and liaison activities such as Open Evenings and Parents Evenings.
- Take responsibility for own professional development and duties in relation to Academy policies and practices.
- Liaise effectively with parents.
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.
- Lead or help to lead an after school activity once per week; either curriculum based or an extra curricular club.

General

All Academy staff are expected to:

- Fully subscribe to the Academy Values of Self-Discipline, Tenacity, Ambition and Responsibility in regard to themselves, the Academy and our young people.
- Work towards and support the Academy's vision and the objectives.
- Support and contribute to the Academy's responsibility for safeguarding pupils.
- Work within the Academy's Health and Safety policy to ensure a safe working environment for staff, pupils and visitors.
- Work within the Academy's Community Cohesion and Equal Opportunities policies to promote equality of opportunity for all pupils and staff, both current and prospective.
- Maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with pupils, parents and colleagues.
- Engage actively in the performance review process.
- Adhere to Academy policies, procedures and core values as set out in the documentation available to all staff.

This job description will be reviewed periodically as part of the Performance Management process and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the Academy in relation to the post holder's professional responsibilities and duties, including the provision of high quality teaching and learning across the Academy and the pastoral care of the pupils in their charge.

Elements of this job description and changes to it may be negotiated at the request of either the Principal or the incumbent of the post.

Every member of staff at George Eliot Academy has a responsibility to promote and safeguard the welfare of children and young people with whom they come into contact.

We are an inclusive Academy and strive to be a learning, caring and thriving institution.

We take the safeguarding of pupils and staff seriously at George Eliot Academy. All staff are expected to support this ethos.

How to Apply

Please complete an online covering letter (you will be prompted to do so after completing your profile), explaining the motivation for your application for this specific role and why you would be a good match for the role and stakeholders. This supporting statement should be no longer than 8,000 characters. In line with our compliance with safer recruitment, we will take references for all those candidates who proceed to interview, as well as asking candidates to complete a standard application form. Please provide us with 2 referees when prompted to do so.

The deadline for receipt of applications is **8am on Monday, 20th April 2026**. We reserve the right to bring forward the closing date if we consider that we have received an appropriate number of candidates for the post.

Further information

To arrange an informal discussion regarding the role please email-
enquires@georgeeliotAcademy.org.uk

Terms and Conditions of employment

Please note the final detailed terms and conditions are subject to agreement between United Learning and the successful candidate:

- **Location:** George Eliot Academy
- **Start date:** September 2026
- **Starting salary:** £55,000 per annum

Benefits of working for United Learning:

Our pledge, to all our Academy teachers, is that by working for us you will benefit from **more pay, more time, and more support**.



More pay...	more time...	and more support
<ul style="list-style-type: none">• We pay an average of 5% above national scales – the best rates of pay in the sector• Cash towards medical treatment• Generous staff discount scheme	<ul style="list-style-type: none">• Three extra INSET days for planning• At least one personal day a year	<ul style="list-style-type: none">• Great training for your career• Exceptional curriculum resources• Expert subject advice• Support for your wellbeing