

Harris Academy Wimbledon



Lead Practitioner of Maths

LP1-LP5 (Inner London) depending on experience:
£61,858 — £67,266 + Pension Scheme (TPS) + Harris Wellbeing Cash Plan + Additional Benefits

Start date: March 2026

For a confidential discussion about this post with the Principal, more information or to arrange a visit, please contact the school on

020 3962 4300 or info@harriswimbledon.org.uk

The Harris Federation and all our academies are committed to ensuring the highest levels of safeguarding and promoting the welfare of children and young people, and we expect all our staff and volunteers to share this commitment. All offers of employment are subject to an enhanced Disclosure and Barring Service (DBS) check, references, an online search, and where applicable, a prohibition from teaching check will be completed. Before applying, please review our Policy Statement on the Recruitment of Ex-Offenders.

Dear Applicant,

We are an 'Outstanding' (Ofsted 2023) secondary academy, established in 2018 to provide an excellent education for children in Wimbledon.

Two years after opening, we moved into our brand-new building which is modern, bright and equipped with state-of-the-art facilities in every area of the curriculum. We are oversubscribed and fortunate to have an amazing level of support from the community with waiting lists for entry into every year group of our academy.

Our academy is an exceptional place to learn, providing an ambitious but happy and inclusive environment. We have high expectations of our students of all starting points and abilities. We know that our students will leave us academically successful, but we also want them to be well-rounded individuals with a highly developed social conscience, ready to lead in their communities and beyond. Our motto is '*make a difference*' and our students and staff give nothing except their very best in pursuit of making a difference to their lives and the lives of others around them.

Three words are crucial to how we guide students to be able to '*make a difference*': independence, integrity and resilience.

Independence means we support students to develop their skills and attributes, so they have everything they need to succeed. We set challenging targets and raise aspirations so every single one of our students reaches their potential.

Integrity means staff and students must be fair and truthful and have the courage to take the right action in every situation, even when no-one is looking.

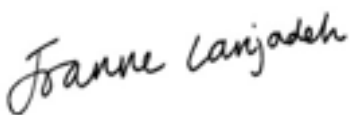
Resilience means we give students the tools to recover from difficulties. We show students how taking risks and making mistakes is all part of the learning journey. We also show students how hard work brings success, and support them to persevere with all challenges.

We are looking for a hardworking, ambitious and dynamic Lead Practitioner of Maths to join Harris Academy Wimbledon at this exciting time. The Lead Practitioner of Maths will be a well-qualified specialist, holding QTS (or equivalent) and a relevant undergraduate degree, you will have the ability to teach from KS3 to KS5.

There is a great deal of collaborative working and sharing of good ideas about what works within secondary academies at Harris. The successful candidate will be joining a friendly and outward looking group where professional development and progression opportunities are second to none.

I look forward to receiving your application.

Yours sincerely,

A handwritten signature in black ink that reads "Joanne Larizadeh".

Joanne Larizadeh
Principal





An exceptional place
to learn and teach



- 'Outstanding' (Ofsted 2023) secondary academy
- Brand-new building with state-of-the-art facilities
- Oversubscribed with waiting lists for entry into every year group
- We value our exceptionally dedicated and talented staff whose hard work enables our students to leave us academically successful, and as well-rounded individuals
- Our motto is '**make a difference**' and our students and staff give nothing except their very best in pursuit of making a difference to their lives and the lives of others around them

A dynamic, inclusive and supportive team

Harris Academy Wimbledon is the perfect place to kickstart your teaching career or build on your expertise and progress into leadership. We offer a unique and dynamic teacher-centred approach to professional development comprised of five pathways:



1 Instructional Coaching

Weekly
Peer-to-peer
coaching for
all teachers



2 Professional Development

Bi-weekly
From 'expert
coaches' and
external providers



3 Beginner Teacher Training

Weekly
Instructional
coaching &
Federation CPD



4 Subject-specific CPD

Weekly
Responsive
to department
priorities



5 Formal Accreditation

Ongoing
NPDs, Diverse
Leaders Programme,
part-funded masters

At HAWI we really take care of our staff



Performance & loyalty bonus



£1.5K HAWI allowance



Competitive pension



Cycle to work scheme



Interest-free ICT loan



Gym & leisure discounts



Comprehensive induction



Free counselling & advice



Flexible working



Priority admissions for children of HAWI staff



Interest-free season ticket loan



Sports and social activities

Job Purpose

- To support teachers across the Academy in their teaching and learning
- To deliver CPD including whole staff training and small-group sessions for teachers at a range of levels/abilities
- To lead an area of Teaching and Learning across the academy (area agreed through discussion at interview) including the development of clear intent, plan for successful implementation, and monitoring of impact through MER
- To remain up to date with literature on the theory of learning and models of instructional coaching
- To chair or co-chair a staff 'working group' and implement strategies across the academy
- To lead a 'subject society' for sixth form students
- To work with the Academy's philosophers (more able learners) by leading and/or supporting a philosophers academy programme for a specified year group
- To teach consistently outstanding lessons, and to be able to articulate the techniques that make outstanding teaching so that they can be replicated across the academy
- To conduct lesson observations, learning walks and workbook scrutiny (as part of MER) and provide meaningful feedback
- To line manage teaching staff within the academy
- To lead on areas within the subject area (area agreed through discussion at interview)

Job Description

Teaching and Learning

- Encourage high teaching standards and to act as a role model to colleagues, in and out of the classroom.
- Develop the classroom practice of teachers at the academy to ensure the highest possible academic standards.
- Implement initiatives and practices which enhance the learning experiences provided to the students.
- Support the leadership team to monitor and evaluate teaching and learning through a programme of curriculum observation, including mutual observation and work scrutiny.
- Support colleagues in the promotion of high standards in each subject area.
- Ensure that the academy's policies are adhered to in respect of teaching and learning.

Job Description

Curriculum

- To ensure the delivery of an appropriate, comprehensive, high quality and cost effective curriculum that has high expectations of achievement for all students.
- To work with Directors of Learning/Subject Leaders on the development of specific curriculum and its delivery, reviewing it regularly in the light of academy and national policies, as well as the impact on achievement.
- To lead deep learning days and other wider curriculum experiences.
- To lead specific areas of the enrichment and extra-curricular programme.

Teaching

- To undertake an appropriate programme of teaching as directed by the Principal.
- To plan and prepare courses and lessons in line with Academy policy.
- To contribute to the whole academy's planning activities.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure a high quality learning experience for students which meets internal and external quality standards.
- To prepare and update subject materials.
- To ensure effective and efficient deployment of classroom support.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus.
- To maintain discipline in accordance with the Academy's procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To undertake assessment of students as requested by external examination bodies, subject area and Academy procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.
- To lead in the development of appropriate syllabuses, resources, schemes of work, Assessment for Learning, Behaviour for Learning policies and implementation of strategies for raising achievement the subject area.
- To teach students according to their educational needs, including the setting and marking of work to be carried out by the student.

Job Description

Communications

- To ensure all members of staff are familiar with the aims, objectives and policies of the school and the subject area.
- Ensure effective communication/consultation as appropriate with the parents/carers of students.
- To attend meetings as appropriate
- To communicate with partner schools, higher education, industry, examination boards, awarding bodies and other relevant external agencies as appropriate.
- To organise subject area meetings and to ensure that the interests of the subject area are represented at appropriate meetings.
- To arrange details for internal and external examinations, ensuring clear communication to parents and students.

Marketing and Liaison

- To contribute to the academy liaison and marketing activities.
- To lead development of effective subject links with partner schools and the community, attending where necessary events in partner schools
- To ensure the effective promotion of the subject at open days/evenings and other events.

Management of Resources

- To manage the available resources of space, staff, delegated budget and equipment effectively within the policies and procedures laid down by the academy.
- To work with the Academy Leadership Group to ensure that the subject areas teaching commitments are effectively and efficiently time-tabled and roomed.
- To ensure the academy health and safety policies and practices, including risk assessments, throughout the department are in line with national requirements and are updated where necessary.

Management of Information

- To ensure the input and maintenance of accurate student data and information as requested and in line with the academy assessment policy.
- To make use of analysis and evaluate performance data provided in comparison with academy, local and national performance.
- To identify and take appropriate action on issues arising from evaluation of data, setting

Job Description

deadlines where necessary and reviewing progress on the action taken.

- To produce reports on student progress and attainment within the quality assurance cycle for the subject area, including for governors when requested.

Other Specific Duties

- To contribute to the Academy's enrichment and extra-curricular programme.
- To undertake whole Academy duties as outlined in responsibilities agreed each year.
- To monitor and support the overall progress and development of students as a teacher.
- To engage actively in the performance review process, addressing appraisal targets set by the line manager each Autumn term.
- To promote equal opportunities and celebrate diversity in all aspects of the academy.
- To play a full part in the life of the Academy community, to support its distinctive aim and ethos and to encourage staff and students to follow this example.
- To promote actively the Academy's corporate policies.
- To comply with the Academy's Health and Safety policy and undertake risk assessments as appropriate.
- To show a record of excellent attendance and punctuality.
- To adhere to the Academy's Dress Code.
- To undertake any other duty as specified by School Teachers' Pay and Conditions Body (STPCB) not mentioned in the above.

Disclaimer

We will consider any reasonable adjustments under the terms of the Equality Act (2010) to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post. The job-holder will ensure that academy policies are reflected in all aspect of his/her work, in particular those relating to:

- Equal Opportunities
- Health and Safety
- General Data Protection Regulations (2018)
- Safeguarding children

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition (as defined in the Equality Act 2010).

Following consultation with you this job description may be changed by management to reflect or anticipate changes in the job which are commensurate with the salary and job title.

Person Specification

Area	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Teaching Qualification Degree or equivalent 	Evidence of ongoing professional development
Experience	<ul style="list-style-type: none"> Outstanding teaching practice Excellent behaviour management Experience of lesson observations and giving robust feedback Experience of improvement planning Experience of implementing a range of strategies to raise student achievement, with evidence of success Contribution to impact on the quality of learning and teaching and curriculum Proven track record of excellent results at KS3/4 Experience of high quality pupil tracking and feedback practices 	<p>Experience of working with governors</p> <p>Experience of working in more than one school</p> <p>Experience of KS5</p>
Skills and Disposition	<ul style="list-style-type: none"> Passion for teaching and learning Totally professional at all times Personal organisation and time management skills Effective oral and written communication skills Ability to analyse and interpret data effectively and act upon the information Ability to analyse the strengths and weaknesses of lessons, lesson plans and resources so as to best help the teacher Ability to think strategically Ability to work within a team and hold staff to account Ability to motivate and lead students and staff Ability to analyse issues and identify solutions Vision and ability to manage change successfully 	

Person Specification

Area	Essential	Desirable
Personal Qualities	<ul style="list-style-type: none"> • Ambitious and hard-working • Commitment to the wider school community and a willingness to offer extra-curricular activities • Commitment to pursue agreed short/medium and long-term strategies to completion • Commitment to working with students of all abilities • A passion and commitment to an ethos of high expectations, personal fulfilment and academic success • Presence and approachability • Sense of humour and resilience 	
Academy Ethos	<ul style="list-style-type: none"> • Enthusiasm for and commitment to the achievement of the Academy's overall vision for success at all levels • Motivation to work with children and young people • Ability to build & sustain professional standards, relationships & personal boundaries with young people • Emotional maturity & resilience in dealing with challenging behaviours • Ability to contribute towards creating a safe & protective environment • Empathy with the aims and objectives of Harris Federation • Willingness to continue professional development • Commitment to maintaining high standards & expectations. • Commitment to contributing to academy life as a whole • Commitment to equality of opportunity, valuing diversity and the safeguarding and welfare of all students 	

For a confidential discussion about this post with the Principal,
more information or to arrange a visit, please contact the school
on

0203 962 4300 or info@harriswimbledon.org.uk

Thank you for your interest in our school. We look forward to
receiving your application.

If you think a career with us is right for you, discover more at:
www.harriscareers.org.uk

