



CANDIDATE PACK

Mathematics Lead



Start date:
ASAP

Location:
Old Homesdale
Road, Bromley
BR2 9LJ



About Us

Bromley Beacon Academy (BBA) is a member of London South East Academies Trust, a MAT consisting of schools which are a mix of special, alternative and main stream provisions. BBA converted to academy status in February 2016 and is designated as a Social Emotional Mental Health (SEMH) school, located on three sites in the London Borough of Bromley, namely, Midfield (BTAM -KS1), Orpington (BBAO - KS2&3) and Bromley (BBAB - KS4&5) of Bexley.

At the Bromley campus (BBAB), we cater for 14-19 year olds with a focus on embedding core skills in addition to vocational qualifications including, Music, Food Studies, Construction and Motor Bike.

**BROMLEY
BEACON
ACADEMY**





About the Trust

Our school is part of London South East Academies Trust - a multi academy trust sponsored by London South East Colleges. In 2024 the Trust was formally recognised and awarded as the TES Small Trust of the Year.

Our vision is to create a future where every child, in every school, can flourish every day.

- Give all children an inspirational school offer
- Ensure the educational achievement of every child and young person entrusted to us.
- Have a relentless focus on accelerating learning
- Reward ambition and high aspirations through all of our schools

Read more on the trust website:
LSEAT.co.uk



Bromley Beacon Academy strives to develop pupils who are responsible and respectful with a strong moral purpose. SMSC supports this development so that our pupils become life-long learners, who play constructive roles as citizens in our diverse and multi-cultural society.

Values

Relationship

Integrity

honesty

Trust

Teamwork

BROMLEY
BEACON
ACADEMY



Job Description

Job title: Mathematics Lead

Salary: UPS1 to UPS3 on the Outer London payscale plus TLR and SEN allowance

Contractual Hours: 25 Hours

Position Status: Permanent

Reporting to: Deputy Headteacher

About our Vacancy:

The Mathematics Lead will provide strategic and operational leadership for Mathematics across the school while delivering high-quality teaching for pupils with social, emotional and mental health (SEMH) needs.

The postholder will create a safe, structured and inclusive learning environment in which pupils can re-engage with education, develop confidence and achieve positive academic and personal outcomes. They will lead the development of an ambitious, accessible mathematics curriculum, drive improvements in teaching and learning, and support colleagues to secure the best possible outcomes for pupils.

The postholder will:

- Fulfil the professional responsibilities of a teacher in accordance with the School Teachers' Pay and Conditions Document.
- Meet the expectations set out in the Teachers' Standards and demonstrate highly effective classroom practice.
- Lead the development, implementation, monitoring and evaluation of Mathematics across the school.
- Plan and deliver an ambitious, accessible mathematics curriculum that meets pupils' individual needs, starting points and education plans.
- Support and develop colleagues through coaching, mentoring and the sharing of effective practice.
- Use relational, trauma-informed and restorative approaches to support engagement, emotional regulation and positive behaviour.
- Contribute to the wider life, safeguarding culture and inclusive ethos of the school.

Bromley Beacon Academy is an all through Social, Emotional and Mental Health School (SEMH) in Bromley, offering a specialist educational provision to pupils in Key Stages 1 to 5 who have an EHCP or Statement for SEMH as their primary need. The school converted to an academy in February 2016 and joined London South East Academies Trust. London South East Academies Trust, part of the Elevare Group, is a thriving multi-academy Trust consisting of schools offering special, mainstream and alternative provision.

We offer a comprehensive and bespoke CPD programme throughout the year and have a good record of upskilling staff at all levels.



Job Description

Duties and Responsibilities:

Teaching and Learning:

- Plan and teach well-structured mathematics lessons in line with the school curriculum, schemes of work and individual pupil needs.
- Set high expectations that inspire, motivate and challenge pupils while recognising barriers associated with SEMH needs.
- Use assessment effectively to identify starting points, address gaps in learning and plan appropriate next steps.
- Monitor, record and report accurately on pupils' attainment, progress, engagement and wider development.
- Adapt teaching, resources, pace and communication to meet a range of needs, including SEND, literacy, numeracy, speech and language, and English as an additional language.
- Use explicit instruction, modelling, scaffolding, retrieval practice and appropriate technology to support learning.
- Prepare pupils for relevant internal and external assessments and qualifications.
- Promote confidence, resilience, independence and enjoyment of mathematics.
- Maintain consistently high standards of teaching, learning and classroom practice.
- Demonstrate and model highly effective teaching strategies for colleagues.



Mathematics Leadership:

- Lead and champion Mathematics across the school, promoting a culture of high expectations, achievement and enjoyment of the subject.
- Develop, implement and regularly review an ambitious mathematics curriculum that meets the needs of pupils within an SEMH setting.
- Ensure curriculum sequencing enables pupils to revisit key knowledge, close gaps in learning and make sustained progress.
- Produce and implement an annual Mathematics Development Plan aligned with whole-school priorities.
- Monitor standards, progress, behaviour for learning and outcomes in mathematics.
- Analyse pupil performance data and use findings to identify strengths, priorities and areas for development.
- Lead curriculum evaluation and subject self-review activities.
- Monitor the quality of teaching and learning in mathematics through lesson visits, work scrutiny, pupil voice and data analysis.
- Ensure consistency in assessment, feedback and curriculum delivery across the subject.
- Lead the development and implementation of effective interventions to improve pupil outcomes.
- Manage and develop mathematics resources, including digital technologies and intervention materials.
- Keep abreast of developments in mathematics education and SEMH practice and implement improvements as appropriate.
- Report regularly to senior leaders on standards, provision and outcomes within the subject

Staff Development and Curriculum Improvement:

- Provide professional support, guidance and coaching to colleagues to improve classroom practice.
- Model effective SEMH-informed teaching approaches and positive behaviour support strategies.
- Share effective practice and contribute to whole-school professional development.
- Support the induction, development and mentoring of new and less experienced staff.
- Contribute to the development, implementation and evaluation of teaching and learning policies.
- Work collaboratively with leaders to secure continuous improvement in teaching, learning and curriculum provision.

SEMH, Behaviour and Pastoral Support:

- Build consistent, respectful and trusting relationships with pupils using a calm and predictable approach.
- Understand how trauma, attachment needs, anxiety, adverse experiences and neurodiversity may affect learning and behaviour.
- Apply the school's behaviour and relationships policies consistently, using agreed de-escalation and co-regulation strategies.
- Recognise behaviour as communication and respond in ways that preserve dignity, safety and readiness to learn.
- Contribute to individual support plans, risk assessments, provision plans and Education, Health and Care Plan outcomes, as appropriate.
- Provide pastoral care as a tutor, including regular check-ins and support for pupils' emotional wellbeing, attendance and engagement.
- Work constructively with families, carers and external professionals to support consistent approaches and positive outcomes.

Whole-School Contribution:

- Make a positive contribution to the wider life and ethos of the school.
- Work collaboratively on curriculum, pastoral and pupil-development priorities.
- Support enrichment activities, careers education and opportunities that help pupils connect mathematics with adult life and future pathways.
- Contribute to school improvement planning and self-evaluation processes.
- Provide reasonable cover in unforeseen circumstances, in line with statutory and school requirements.
- Communicate effectively and professionally with pupils, parents, carers, colleagues and partner agencies.

Health, Safety and Safeguarding:

- Promote pupils' safety, wellbeing and welfare at all times.
- Maintain good order and use effective, proportionate strategies to create a safe learning environment.
- Work in accordance with current statutory safeguarding guidance and the school's safeguarding, child protection, online safety and Prevent-related procedures.
- Report concerns promptly and work with the Designated Safeguarding Lead and wider safeguarding team.
- Understand and follow individual risk assessments, safety plans and agreed responses to incidents.
- Maintain appropriate professional boundaries and confidentiality

Working with Colleagues and Professionals:

- Collaborate with teachers, support staff, therapists, pastoral colleagues and other relevant professionals within and beyond the school.
- Contribute to multi-agency planning and review meetings, providing clear and relevant educational information.
- Direct and support staff assigned to lessons so that roles are clear and pupils receive effective support.
- Develop positive professional relationships and contribute to a culture of reflection, consistency and shared responsibility.
- Work closely with senior leaders to support strategic priorities and school improvement initiatives.

Professional Development and Conduct:

- Take part in appraisal, supervision, training and continuing professional development.
- Maintain and develop strong subject, curriculum and SEMH practice.
- Reflect on the impact of teaching and leadership and use evidence, feedback and professional learning to improve practice.
- Uphold public trust in the profession and maintain high standards of ethics and behaviour inside and outside school.
- Have proper and professional regard for the school's ethos, policies and practices.
- Maintain high standards of attendance, punctuality and professional communication.
- Understand and act within the statutory frameworks governing professional duties and responsibilities

This job description describes the general nature and level of responsibility of the role. It is not an exhaustive list. The postholder may be required to undertake other duties appropriate to the role, as directed by the Headteacher or line manager.

General Requirements:

Safeguarding: Demonstrate a clear commitment to safeguarding and promoting the welfare of children and young people, adhering to all policies and statutory guidance, and reporting concerns promptly in line with our procedures.

Equity, Diversity and Inclusion: Promote an inclusive culture that values diversity, ensures equality of opportunity, and challenges discrimination in all its forms.

Health and Safety: Take reasonable care for your own health and safety and that of others, complying with all relevant policies, procedures and risk assessments.

STARS Values: Consistently model and promote the our STARS values, contributing positively to our culture and reputation.

Sustainability: Support our commitment to environmental sustainability through responsible use of resources and sustainable working practices.

This job description may be amended at any time following discussion between the Head Teacher, Senior Leader and member of staff, and will be reviewed annually.

The scope of this profile reflects the needs of the academy at the present time; it is not intended to be a fully inclusive or exhaustive list. The post holder may therefore be expected to work flexibly and perform such other duties other than those given in the job description.

The particular duties and responsibilities attached to the post may vary from time to time without changing the general character of the duties or the level of responsibility entailed. The profile will be subject to continuous review as the needs and requirements of the academy change over time.

Person Specification

Education and Qualifications	Essential	Desireable
Qualified Teacher Status, or working towards it through an appropriate recognised route	√	
Degree in Mathematics or a closely related subject	√	
Knowledge and Experience	Essential	Desireable
Successful experience teaching Mathematics across the relevant age and ability range.	√	
Evidence of securing positive academic, behavioural or engagement outcomes for pupils with additional needs.	√	
Experience of leading, coordinating or contributing significantly to subject or curriculum development.	√	
Evidence of improving outcomes through effective teaching and curriculum practice	√	
Experience of subject leadership		√
Experience working in an SEMH, SEND or Alternative Provision setting.		√
Experience supporting, coaching or mentoring colleagues		√

Skills and Competencies	Essential	Desireable
Strong knowledge of the Teachers' Standards and the relevant mathematics curriculum and assessment requirements.	✓	
Secure subject knowledge and understanding of how mathematical learning progresses.	✓	
Ability to lead curriculum development and improvement.	✓	
Knowledge of effective teaching, assessment, feedback and intervention strategies	✓	
Understanding of SEMH needs and how trauma, attachment, anxiety and neurodiversity may affect learning and behaviour	✓	
Ability to adapt teaching and communication to meet diverse needs and education plan outcomes	✓	
Strong behaviour support, de-escalation and relationship-building skills	✓	
Knowledge of safeguarding requirements and confidence in acting on concerns	✓	
Ability to analyse pupil performance information and use it to improve provision and outcomes	✓	

Ability to support, challenge and develop colleagues.	√	
Effective written, verbal, organisational and digital skills.	√	
Ability to work collaboratively with families, colleagues and professionals from other agencies	√	
Personal Qualities	Essential	Desireable
A strong commitment to safeguarding, inclusion, equality and the best outcomes for every pupil	√	
Calm, patient, resilient and emotionally attuned.	√	
Inspirational and positive leader with high expectations for all pupils.	√	
Consistent, reflective and solution-focused.	√	
Passionate about mathematics and improving life chances for young people	√	
High expectations combined with empathy and professional curiosity	√	

Ability to remain composed, make sound decisions and prioritise effectively under pressure	√	
Commitment to confidentiality, professional boundaries and respectful communication.	√	
Willingness to contribute to the wider life and continuous improvement of the school.	√	

What we offer

- Friendly, enthusiastic, delightful pupils and students who teach us something new every day
- A committed and caring staff team who support and develop each other
- A proactive and supportive SLT who are actively mindful of workload
- A collaborative approach to planning and problem-solving
- A comprehensive induction and an ongoing extensive CPD programme
- Opportunities to develop your skills and talents
- Small class sizes with high staff/pupil ratio
- Free parking on site
- Advantages of belonging to a multi-academy trust, e.g. discounts on gym and wellbeing services, access to free and confidential Occupational Health and Employee Assistance Programmes
- Excellent Pension Schemes - Including employer contributions to the Teachers' Pension Scheme, Local Government Pension Scheme, or Nest.
- Professional Development - Access to high-quality training, leadership development, and career progression opportunities
- Employee Assistance Programme - Providing free, confidential support.
- Travel Support - annual season ticket loan and cycle-to-work scheme.
- Well-being and Lifestyle Benefits - including access to gym discounts, discounts in our in-house college restaurant, and reduced-price hair and beauty treatments.
- Free Onsite Parking - available at our schools.
- Free mortgage and financial advice - Get 15% off wills with Radnew and Mortgages.

How to apply

If you wish to discover more about this exciting opportunity, request a copy of this candidate pack or an application form, please view our vacancies page [here](#).

