



Maths Teacher

Full time permanent contract

RECRUITMENT PACK

Proud to be part of the



Forest of
Dean Trust

Introduction



Dear Candidate,

Firstly, I would like to take this opportunity to thank you for taking an interest in joining our team at Dene Magna School.

As you explore the information in this pack and consider a visit to our school, we hope you'll see why Dene Magna is such a remarkable place to learn and work. Our school is committed to the goal that "each and every learner shall achieve their maximum potential and enjoy the process," and we take immense pride in our community.

As an outstanding, successful, oversubscribed, and high-achieving school for students aged 11-18, Dene Magna is full of character, personality, and soul. We are a proud member of the Forest of Dean Trust, which also includes Drybrook Primary School and Forest View Primary School. Nestled in a picturesque setting, our location offers an easy commute from Cheltenham, Gloucester, Hereford, Bristol, and the surrounding cities.

We warmly invite you to arrange a visit to our school for a chat before you apply. Please contact us at 01594 546030 or email vacancies@denemagna.co.uk to set up an appointment. To apply, download our application form from the vacancies page on our website, and send it along with a cover letter detailing why you are the ideal candidate to vacancies@denemagna.co.uk by the closing date. Interviews will be scheduled based on suitability and availability.

This is a wonderful opportunity, and we look forward to hearing from you!

Best regards,

Declan Mooney
Head Teacher



About the Trust



Who are we?

The Forest of Dean Trust is built on collaboration, challenge and support. We are passionate about achieving the best possible outcomes for the students and communities we serve.

We are three schools situated in the Forest of Dean, Gloucestershire. Our Schools include Dene Magna (a secondary and sixth form), Drybrook Primary and Forest View Primary schools. All our schools have been graded Good or Outstanding by OfSTED in their most recent inspections.

We are ambitious and want our trust to continue to grow, but we are mindful that this growth should be done at the right pace and for the right reasons.



About Dene Magna School

Dene Magna is a Secondary and Sixth form school based across two sites in Micheldean and Cinderford. We have around 1,200 students in KS3, 4 and 5.

We work with our community and know that raising aspirations and supporting the pursuit of dreams is not straightforward. We listen, challenge and support and we know that everybody experiences a different journey. There is a genuine partnership between students, staff and parents/carers to support the pursuit of our vision. We have a relentless focus on excellent teaching and learning and, alongside our house system and a healthy dose of fun, we know that our community continues to thrive.

Our school is founded upon the collective pursuit of our leading aim and our students know what that leading aim is. We know that life throws us many challenges and we aim to work in partnership so that we can learn about what lies ahead and prepare ourselves for our role in not just modern Britain, but the world. Progress is rarely linear, in life and school, and we are passionate that our broad and balanced curriculum complements our pastoral care and pedagogy.

*Each and Every Learner Shall
Achieve their Maximum Potential & Enjoy the Process*

Dene Magna is built upon excellent relationships, honest conversations and unwavering support to get the best out of each other. Staff work together to improve their teaching, students are actively involved in leadership across the school and parents are listened to and supported in our shared journey.

The modern world is a complex place and we seek to equip our students with the skills to thrive and to make a difference. We acknowledge that teenage years are a minefield to navigate and we support parents/carers in their journey, but we relish the opportunity we have been given to influence the lives of young people in the Forest of Dean.

If you visit Dene Magna you will see that there is a simple, common-sense approach to working with young people that is founded on giving and getting respect. Our staff love their jobs and we work hard to instil that love of our school into our students and the wider community. We are very serious about our role within the community and we are an active presence within it.



HeadTeacher - Mr Mooney

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Introduction to our Maths Department



Maths is a very popular subject at Dene Magna where students enjoy success. The Mathematics Department is a thriving department comprising 10 members of staff. Our teachers come from a wide range of backgrounds, with some having previous careers in Finance, Management and Engineering. The ethos of the department is one of commitment at all levels, where staff operate both as individuals and as a team. We enjoy bringing our experiences into the classroom to breathe life into the Maths curriculum. We are a tight unit, genuinely passionate about the power of Maths and proud that it is such a popular subject at Dene Magna.

"I like how teachers tell us why we're learning stuff and how it benefits us in life"

Mathematics is taught in ability groups right from Year 7 so that we can stretch even more students towards higher tier entries. We take a teaching and learning approach that strives for deep and secure understanding (as opposed to the traditional spiral curriculum where students move through topics at a fast pace). We assess frequently during the year and movements between groups take place as appropriate, but never based on behaviour. Students are selected to enter the UKMT Maths Challenge and the department has developed Mathematics beyond the curriculum, such as STEM activity days. We also offer a "GCSE Extended Maths" qualification for our most able KS4 students.

We formally begin GCSE learning in Year 9 with students studying the Edexcel GCSE curriculum. We achieve excellent results across the full age and ability range and our student progress is consistently excellent. Beyond GCSE, Mathematics is also a popular subject at KS5 and over 30% of our Year 12 students at our Sixth Form are studying one of our 3 Maths KS5 courses. Whilst an appreciation of KS5 curriculum would be helpful, the successful candidate is not expected to deliver KS5 content.

"Our Maths teacher balances work with fun, going at a pace where we can all understand so I enjoy the lessons"

We are fortunate to have great facilities for our subject, with our main school campus boasting a dedicated Maths building and the Sixth Form campus just 10 minutes away. All rooms are generous in size and are superbly equipped with interactive whiteboards, multimedia equipment and visualisers, and most teaching staff are assigned their own teaching room which they make their own. We also have access to ICT suites equipped with 30 PCs as well as a department set of Chromebooks. Students in all years might use a variety of software—Desmos or Geogebra, MathsWatch, MyMaths and MathsBox and ILT (homework) is set either on paper or using MathsWatch which is self-marking.

We also work closely with our many partner primary schools, especially the schools within our Trust where we manage the Maths curriculum that spans from Reception right through to our sixth form. We are moving to a 'White Rose' curriculum model, as we are seeking to smooth the transition from KS2 to KS3. We enjoy excellent working relationships with South-West Maths hubs and NCETM representatives, and strive to continually develop our teaching practice through training investment and CPD. Many of our leaders within Maths have been developed internally and our culture here is to offer progression opportunities for all staff, whether they stay with us, or whether they move into leadership roles elsewhere.

Introduction to our Maths Department continued...



Regular department meetings are scheduled to enable us to share good practice and provide support to colleagues. Alongside these we talk informally on a daily basis, often in our department's staff work area. We are a friendly, professional team that celebrates innovation and enjoys building relationships with students. We welcome applications from Mathematicians who love being part of a team who can continue their learning journey, so that we all get the best out of the students and each other. These are exciting times in the Mathematics department, and we look forward to welcoming an inspiring Maths teacher to join our team.

Our Maths Team

We are so proud of our team which consists of:

Steve Jones - Head of Department

Steve has been Head of Maths since January 2022 and is Maths Pedagogical Lead for the Trust. He joined Dene Magna in September 2015

Miet Vanderpe - KS4 Lead Teacher

Miet joined Dene Magna in 2023 and is now the lead for KS4 Maths

Grace Keitch - KS3 Lead Teacher

Grace joined the Maths team in 2021 and shortly after completing her Early Careers Programme has become the lead for KS3 Maths

Paul Manns - KS5 Lead Teacher

Paul re-joined Dene Magna in January 2022 after being with us for many years previously, and now heads up KS5 delivery at our Sixth Form

Andy Green - Specialist Further Maths Teacher

Andy is a specialist in Further Maths A-Level, teaching specifically at our Sixth Form

Tony Reid - Teacher of Maths

Tony joined the Maths team in January 2019 and has previously been 2nd in the Department

Natascha Cook - Teacher of Maths

Natascha has been a Teacher of Maths at Dene Magna since September 2018. She is also our Pupil Premium Champion

Ashley James - Teacher of Maths

Ashley has been part of the Maths team since 2014 and is also Head of Foley House

Emily Malsom - Teacher of Maths

Emily has been at Dene Magna since September 2018 and first joined us as an Apprentice TA before progressing to become a fully qualified teacher of Maths. She also leads the school's RSHE Curriculum

Cian Hinchey - Teacher of Maths

Cian joined our team in September 2024. He was a past Dene Magna student and did teacher training with us prior to this post



Job Description

Maths Teacher

Full time, permanent contract, MPS/UPS, start date ASAP

MAIN RESPONSIBILITIES

- Responsible for the planning & delivery of high quality lessons for KS3 and KS4
- Use data effectively to plan lessons and monitor student progress
- Contribute to the development of effective teaching and learning strategies within the department
- To ensure all students in your teaching groups are challenged, for example those with special needs, gifted and talented and those in receipt of Pupil Premium
- To contribute to and develop schemes of learning as directed by HOD
- Work alongside your department to develop effective school improvement plans
- To support the whole school initiatives including Literacy, Numeracy & RSHE
- Set ILT (homework) in accordance with school policy
- Provide regular written feedback (twice per half term) to students regarding their progress
- Have effective strategies in place to ensure students meet targets and achieve in line with their abilities.
- Ensure you work in accordance with the Health and Safety policies and practices, including risk assessments
- To promote team work and a positive spirit within the department
- To embrace all CPD programmes already at Dene Magna
- To keep up to date with new initiatives and national developments in your subject.

OTHER SPECIFIC DUTIES

- To engage with and continue personal development
- To be a form tutor
- To engage in the performance review process
- To undertake any other duty as specified by HOD not mentioned in the above
- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified
- Employees will be expected to comply with any reasonable request from the Headteacher to undertake work of a similar level that is specified in this job description
- Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers
- The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applications or continued employment for any employee who develops a disabling condition
- To represent Dene Magna in a professional manner and adhere to Dene Magna policies.

ACCOUNTABILITY

- Work to fulfil requirements of Teachers' Standards (QTS, main scale or UPS)
- Regularly analyse and interpret data on the progress of your students in this subject and take appropriate actions in the light of analysis
- Act as a role model for young people; inspiring them
- Ensure that all groups of students, including those in receipt of pupil premium, make outstanding progress
- Evaluate your own lessons to ensure they focus on effective and consistent high quality teaching and learning
- Attend training where needed
- Observe teaching and work with colleagues to develop the very best lessons
- Promote independent learning within your lessons.



Skills and Experience

Criteria	Essential	Desirable
Qualifications	- A good honours degree - Qualified teacher status	
Experience	- Experience of teaching 11 - 16 year olds - Feedback confirming excellent teaching - A track record demonstrating a commitment to high standards, continuous improvement and quality assurance - A track record of effectively leading/motivating students and developing team approaches	Experience of teaching 11 - 18 year olds
Professional development	- Evidence of commitment to own professional development - Evidence of keeping up to date with educational thinking and knowledge - A strong commitment to the quality professional development of staff	A potential to develop leadership and management skills in the future
Knowledge	- Thorough knowledge of the KS3 and KS4 curriculum - A good understanding of the use of target setting and tracking data	- Knowledge of the KS5 curriculum - An understanding of the use and potential of ICT to develop learning
Practical and intellectual skills	- A commitment to placing teaching and learning at the heart of your work - A commitment to promoting the ethos of Dene Magna with accent on high achievement for all - Ability to empathise with the needs of students and to be firm but fair and effective - Ability to prioritise and manage time effectively - An effective communicator and motivator of students - A team player with the ability to establish good working relationships with staff, students and parents - The ability to set clear expectations and parameters and to hold other accountable for their performance - The ability to challenge underperformance - A commitment to safeguarding the needs of young people	
Personal qualities	- A positive attitude to continuous improvement - A commitment to ensure each student maximises their potential and enjoys the process - A positive role model to students - A sense of humour - An ability to communicate and work with a range of adults - Hardworking and a team player - A reflective practitioner who wants to continue learning	



Benefits

We believe that to provide the best teaching and learning experience to our students we should invest in our staff, and insure they are supported in delivering great experiences, that will shape our students growth.

Supported by the Trust, we offer a range of benefits to enhance our work environment and support the professional and personal growth of all staff, including work-life balance.

Pension Scheme

At the trust, we value your future. That's why we offer membership to the Local Government Pension Scheme (LGPS) to all staff. The LGPS is one of the UK's largest and most generous public sector pension schemes, providing you with a secure and reliable income in retirement, employer contributions, and a range of valuable benefits for you and your family.

Other staff benefits

- Competitive, benchmarked salary
- At least 6 INSET days a year
- Protected CPL time
- Supported professional development pathways for all staff
- Excellent leave entitlement for central services trust staff, 25 days a year, increasing to 30 days after 3 years of service.
- Annual leave trading for eligible staff allowing the purchase or sale of up to 5 days leave a year.
- Family-friendly policies
- Flexible working for appropriate roles
- Membership to industry benefit scheme - Blue Lights, offering discount
- Free access to the Gym out of hours at Dene Magna School
- Qualified Level 5 or 7 coaching for employees



Are you interested?



Application

To apply for this position, please complete an application form which can be found at <https://www.denemagna.co.uk/page/?title=Vacancies&pid=109>

Please send this application form to vacancies@denemagna.co.uk along with a covering letter explaining why you think you would be a great fit for the position.

Applications must be received no later than 9:00pm Sunday 30th November 2025. Applications received after this date will not be considered. The start date for the position is as soon as possible.

If you have any questions about the role or would like to have a visit of our school and Maths department, please contact the Head of Maths, Steve Jones, on s.jones@denemagna.gloucs.sch.uk, or for questions about the recruitment process please contact us on HR@fodt.co.uk.

Interview Process

Interviews will be held 4th & 5th December 2025. Shortlisted candidates will be invited by email to attend an interview.

References may be taken up after shortlisting. Please indicate on your application form if you are happy for us to do so. As part of your interview, you may be asked to undertake a practical test related to the knowledge and abilities in the person specification - this will be confirmed when we send you an interview schedule nearer the date, along with any prior preparation you can complete.

Safeguarding

Forest of Dean Trust and its Schools are committed to safeguarding and promoting the welfare of children and young people and would expect all staff to share this commitment. The school believes in equal opportunities and encourages all staff and children to be treated similarly, unhampered by artificial barriers or prejudices or preferences.

As a Trust we are committed to safety awareness and we undertake the following procedures:

- We have DSL's trained to an enhanced level.
- All staff will require an enhanced DBS check, section 128 check and the prohibition register will be checked. We also have staff trained in Safer recruitment.
- Our Child Protection Policy can be found on our website under Policies.

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