



# Welcome to our Trust

Second in Mathematics  
Recruitment Pack



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# Welcome to Anglian Learning



Thank you for your interest in the position of  
Second in Mathematics.

Anglian Learning is an ambitious, forward-looking multi-academy trust. Our members share the firm belief that all young people deserve to have access to an excellent education and exciting opportunities, which in turn will help prepare pupils to thrive in their local, national and global communities.

This is reflected in our Core Purpose of Transforming Together to enable inclusive and aspirational learning in every classroom, empower leaders across every academy, and ensure inspiring opportunities and educational success for our learners, people and communities.

Our organisation has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to innovative ideas and alternative perspectives. We also passionately believe that our most valuable resource is our people, and if you apply and are successful in your application, we promise to develop and support you in your career, as well as provide a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact Rachel Drennan, HR Officer at [hrrhub2@anglianlearning.org](mailto:hrrhub2@anglianlearning.org).

I hope that you find the following information useful. If you wish to make an application for this vacancy, please see the instructions within.

We look forward to hearing from you.

**Jonathan Culpin**

**CEO, Anglian Learning**



# Our Values:

## Aspiration

We are ambitious for ourselves and all those in our community to be the best we can be.



## Community

We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together.



## Empowerment

We enable our academies, staff and learners to embrace new ideas and think creatively.



## Inclusivity

We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds.



# About Anglian Learning

Founded in September 2016 by four community-facing secondary schools committed to sharing knowledge and providing mutual support, Anglian Learning has grown to become one of the leading school trusts in the region.

Educating more than 9000 pupils and employing over 1000 staff across three counties, pupils, their families and the wider community benefit directly from the resources, time and expertise given by our Trust. While each school retains its own unique identity and ethos, we are collectively passionate in our belief that we are stronger together.

Alongside this, our Trust remains committed to its heritage, which is rooted in local communities. Several of our schools provide adult learning opportunities and support for local groups and societies. We also operate our own sports centres under Anglian Leisure. Local, high-quality quality and representative governance of schools is a key aspect of our leadership structure.

In addition to our commitment to celebrating our community ethos, we believe strongly in empowering our people. The role of our Trust is to provide the environment in which colleagues can grow, develop and flourish in their role. Our central team provides extensive, expert and rapid advice and support in human resources, curriculum development, inclusion, finance, ICT, business support and operations. Therefore, our schools have the capacity and focus to drive school improvement in the curriculum, teaching, behaviour and in establishing the healthy culture and ethos that underpins this.



Educating more than

**11,100**

pupils

Employing over

**1,650**

members of staff

**3**

counties

**22**

academies

# About Linton Village College

Thank you very much for your interest in this position at Linton Village College. I hope that the information enclosed will encourage you to apply to join our dedicated team of staff and helps you to appreciate what makes Linton Village College a special place to work and learn.

## **College ethos**

We are a relatively small 11-16 comprehensive secondary academy with around 765 students on roll. Our culture is characterised by an inclusive and caring ethos. At Linton Village College everyone is a learner and every learner matters. Opened in 1937 as the third of Cambridgeshire's Village Colleges, the school is still true to Henry Morris' founding vision for cradle to grave learning. We operate a community sports centre and adult education provision in addition to community users.

## **Location and facilities**

Linton Village College is situated on the outskirts of Cambridge. Our students come from a large number of primary schools in South Cambridgeshire and bordering Essex and Suffolk villages, plus the town of Haverhill. There are excellent transport links and we have an expansive campus with lots of green spaces and some fabulous facilities including a beautiful library, science labs, dance studio and excellent sports amenities. We are co-situated with Granta Special School on our site.

## **School culture**

Having been a pilot school for the Relational Schools research project, we prize the importance of developing strong relationships between all members of the College community. As a close-knit staff, there is collaboration and support across departments. We are people-centred and committed to having reasonable workload expectations of our staff (as showcased by the DfE) and access to high quality professional development. We strive for all of our students to develop as caring and independent Linton Learners to achieve success in their education and their lives. We have a strong safeguarding culture at the College.

## **Student profile**

As Linton Village College has grown, its student demographic has diversified. Our intake is very comprehensive and in recent years we have attracted more students with acute SEND. The proportion of students eligible for the Pupil Premium is lower than the national average (around 15%). We have relatively few EAL students.

## **Pastoral care**

The care and support on offer to students is a strength at Linton Village College. Each student is a member of a horizontal tutor group within a vertical House. The form tutor plays an integral role in offering pastoral care and supporting educational success. A Support Hub houses the five Heads of Year and a range of other colleagues with specific pastoral expertise including an inclusion and safeguarding team. This team works in partnership with the SEND team in our Henry Morris Centre.

## **Enriching education**

We value the importance of a holistic education. Students at Linton Village College benefit from a wealth of enrichment activities including trips and visits to support the curriculum (particularly in STEM subjects and careers education) in addition to a thriving extra-curricular programme. A 5-day enrichment week in the summer term enables all students to engage in cultural opportunities beyond the classroom – the ambition is for every Year 9 student to experience a residential excursion. There are plentiful lunchtime and after school clubs on offer and we are also proud of our exceptional provision in the Arts.

## **Professional networks**

We joined Anglian Learning Trust on 1st April 2020. Membership of this local, community-focused and like-minded group of schools affords us lots of opportunities for professional development and school improvement. Our staff body benefits from accessing training through The Cambridge Teaching Hub and through membership of Whole Education. We also have close links with the University of Cambridge and other teacher training providers as well as our local primary schools.

## **College Improvement priorities**

Our current College improvement strands and leadership priorities focus on achieving consistently high-quality education.

- 1) Inclusive Classrooms - All students accessing ambitious teaching
- 2) The Linton Learner - Developing independent learning behaviours
- 3) Belonging by Design – Growing community relationships

It is my twelfth year as Principal and it is a privilege to lead the College. However, there is much to be done to ensure that Linton Village College continues to be a vibrant, high-performing and successful school that meets the needs of all of its learners. I hope that you feel inspired to join us and play an integral role in the College's journey.

Thank you, in anticipation, for the time you will give to your application.

Yours sincerely

Helena Marsh  
Principal



# Working for Anglian Learning

One of our core design and decision-making principles is that we constantly strive to build a healthy organisational culture, central to which is making sure we are a learning community where everyone can achieve their potential. We create a strong sense of belonging and a place where staff feel appreciated and fairly rewarded for the work they do. We are a flexible employer that supports colleagues to balance their lives and recognises how staff give back to our young people.

## Staff survey

Our most recent staff survey indicated that a high proportion of staff:

- Feel as though they belong within Anglian Learning
- Agree that they are provided with relevant opportunities for professional development
- Feel that there is a positive culture of psychological safety within their school
- Have high levels of job satisfaction and happiness at work
- Would recommend our organisation as a great place to work
- Almost all staff who responded to the survey feel part of a team within their school and can rely on colleagues for support when needed.

Joining Anglian Learning comes with a range of benefits, fostering both personal and professional growth. Our coaching and mentoring programmes are designed to offer tailored support that enhances your skills and career development. For further information about the opportunities available for this role please contact Rachel Drennan, HR Officer, at [peopleservices@anglianlearning.org](mailto:peopleservices@anglianlearning.org).

# Benefits

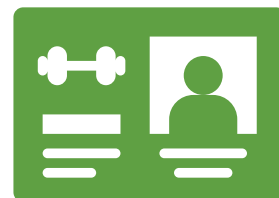
Other benefits and support available to all Trust employees include:



Career Average  
Revalued Earnings  
Pension Scheme  
(CARE)



Cycle to Work Salary  
Sacrifice Scheme



Free membership to all  
Anglian Learning Sports  
Centres



20% discount on  
Anglian Learning Adult  
Education Courses



Professional Development  
Scheme Policy



Employee Assistance  
Programme offering a  
range of services to  
staff and their families



Specsavers VDU Vouchers



Boots Flu Vouchers



Access to a wide range of  
discounts on high street and  
online shopping via 'Teacher  
Discounts' and the 'Blue  
Light' card



## Role Summary

We are seeking to appoint a dynamic, enthusiastic and ambitious Second in Mathematics. This is an opportunity to join an experienced Maths team on an excellent trajectory for improvement, in a supportive school environment.

In 2026, 74% of Year 11 students at Linton Village College achieved 4+ in GCSE Maths, 54% achieved 5+ and 28% achieved 7+. We are seeking to raise achievement with a specific focus on lower attainers, disadvantaged students and those with SEND.

We are looking for a talented teacher to join us on our journey for improvement. The successful candidate must be passionate about developing Maths pedagogy and dedicated to supporting each individual learner to succeed. They must be a positive, collaborative individual who will contribute to high standards and a culture of excellence and innovation.

Requests for flexibility in working arrangements/patterns will be considered.

*We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as early as possible.*

|                          |                                                                                                                                                                    |
|--------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>SALARY:</b>           | <b>Main Scale/Upper Pay Spine with TLR 2.2 £4798</b>                                                                                                               |
| <b>HOURS:</b>            | <b>Full time/Part time - Fixed Term Contract (This role is expected to be offered on a permanent basis, subject to the finalisation of staffing arrangements).</b> |
| <b>PENSION:</b>          | <b>Teachers Pension Scheme</b>                                                                                                                                     |
| <b>DISCLOSURE LEVEL:</b> | <b>Enhanced DBS plus Barred List Checks</b>                                                                                                                        |
| <b>LOCATION:</b>         | <b>The post holder will be based at Linton Village College but may be expected to work across the Trust and to travel between sites.</b>                           |
| <b>RESPONSIBLE TO:</b>   | <b>Head of Mathematics</b>                                                                                                                                         |

## **MAIN RESPONSIBILITIES**

### **Leading and Managing**

- Deputise for the leader of the department as necessary
- Support the leadership and management of the department
- Support the development of the department
- Support the leadership and management of review of the department and any identified areas for improvement
- Maintain and develop a shared ethos, positive and professional culture, vision and ambition for the department
- Act as a role model for excellent classroom practice and maintain and share personal subject knowledge and pedagogical expertise
- Support the leadership, management, support and professional development (including appraisal) of staff within the department, promoting best practice and consistency
- Support the leader in ensuring staff wellbeing and workload are considered in department developments, policy and practice
- Support the leader in ensuring that the department meets inspection, curriculum and statutory requirements including safeguarding, health and safety (including risk assessments) and GDPR
- Work with the leader to allocate and manage resources (staff, budget, materials) to support effective delivery and value for money

### **Curriculum**

- Support the leader in ensuring the curriculum is suitable for the full range of Students, including those with Special Educational Needs and those disadvantaged in line with the school's policies and the AL Frameworks
- Support the leader in ensuring the curriculum is appropriately broad, balanced, relevant, ambitious, inspiring, well sequenced, accessible, inclusive and takes into account British values
- Support the leader in ensuring the intent and implementation of the curriculum leads to appropriate progress and successful outcomes for all Students

- Support the leader in ensuring digital technology is used effectively and appropriately
- Support the promotion of CEIAG opportunities and information relevant to the department
- Provide extra-curricular opportunities and curriculum enrichment to broaden Students' cultural experiences and promote wider personal development

### **Assessment, Recording and Reporting**

- Support the leader in ensuring all relevant subject examinations are administered in accordance with JCQ regulations including implementation of subject access arrangements
  - Support the leader in ensuring assessment is robust, effective and leads to improvement in attainment and progress for all Students
  - Support the leader in keeping accurate assessment and progress records for all Students, enabling timely and purposeful reports for parents, Students and school leadership
- Support the oversight of assessment, intervention and data-driven approaches for the department

### **Working with stakeholders**

- Support liaison with primary schools and post-16/18 providers to ensure effective curriculum transition and partnership.
  - Contribute to school-wide improvement strategies and initiatives, linking the department to wider priorities
  - Deputise as the main link for the department with senior leadership, governors/trustees, external agencies and stakeholders, including parents.
  - Engage with AL Subject Improvement Networks and Trustwide initiatives relevant to the department
  - Support the development, maintenance and promotion of strong partnerships with parents and other stakeholders to support teaching and learning standards
- Support the management of parental complaints and concerns, respond to Subject Access Requests and Freedom of Information requests

### **Quality Assurance**

- Support the monitoring, evaluation and reporting on the quality of teaching and learning, progress and outcomes within the area of responsibility
- Support the leader in maintaining and acting upon accurate self-evaluation of the department's performance through rigorous quality assurance
- Keep up to date with latest expectations, best practices and debates in relation to the areas of responsibility, e.g. internal CPD and external providers, exam boards, subject associations etc.

### **Student' behaviour, support and intervention**

- Support the leadership and coordination of departmental intervention programmes
- Maintain a productive and inspiring learning environment in which Students are ready, respectful and safe
- Foster a positive climate for learning based on the principles of positive regard, instilling a sense of pride, worth and achievement
- Ensure high behaviour for learning standards in line with the Code of Conduct and support colleagues to develop behaviour management skills
- Support colleagues with classroom and behaviour management
- Promote and maintain the school's child protection and safeguarding policies and procedures at all times
- Support the leadership and coordination of departmental behaviour management systems
- Support the wellbeing and personal development of Students within the department including through the use of data tracking, pupil engagement and parental engagement

### **Specific Duties and responsibilities**

- Deputise as necessary to lead at least 2 full departmental meetings per term; maintain minutes and action plans.
- Support quality assurance which may include learning walks, book looks, pupil voice, staff voice, surveys, etc.
- Support the development, implementation and review Department Improvement Plan
- Support analysis of assessment data for subject across key stages and plan interventions/additional support
- Conduct lesson observations as delegated by the Head of Department
- Conduct appraisal meetings and complete appraisal documentation as delegated by the Head of Department
- Support continuing professional development (CPD) programme for the department, allocate roles and monitor impact
- Engage with role-specific CPD opportunities (e.g. engagement with subject/phase communities, reading journals, attending webinars, external courses as budgets allow)
- Deputise as necessary in setting cover and managing essential tasks
- Mentor and support new staff • Support completion of health and safety documentation and maintain safe working practices
- Support recruitment processes

### **Professional Expectations**

- The postholder will carry out the professional duties of a teacher as set out in the STPCD, teaching standards and the AL staff code of conduct.
- The postholder will display behaviours in line with the Anglian Learning Leadership behaviours framework
- In addition, the postholder will fulfil the expectations of a TLR position: sustained responsibility, accountability for others beyond own classes/ groups.
- The postholder will engage fully with school and Trust improvement initiatives, and participate in self evaluation, internal review and external inspection as required
- The postholder will comply with all school and Trust policies, including safeguarding, equality & diversity, health & safety

## Qualifications and Training

### Essential:

- Good honours degree in a relevant Mathematics subject
- PGCE or recognised teaching qualification
- GCSE grade C or higher in Maths and English

## Experience

### Essential:

- Recent experience of teaching Mathematics to at least GCSE or equivalent level
- Evidence of the successful use of ICT within teaching and learning
- Evidence of ability to develop positive and effective relationships with students, staff, governors, parents/carers and other stakeholders

### Desirable:

- Experience of teaching other relevant courses
- Experience of involvement in extra-curricular activities
- Evidence of ability to develop positive and effective relationships with students, staff, governors, parents/carers and other stakeholders

## Professional Qualities

### Essential:

- An excellent communicator who is able to work effectively with students, parents, colleagues and outside agencies
- Good or outstanding classroom practitioner with evidence of setting appropriate expectations to advance learning and engage and motivate students
- Ability to establish productive working relationships and work well in a team

### Desirable:

- An awareness of new technologies, their use and impact

#### Professional Qualities

Essential:

- Has excellent subject knowledge and is aware of best practice in teaching Mathematics.
- An excellent communicator, both orally and in writing
- Commitment to the promotion of equal opportunities for all
- Evidence of a commitment to the safeguarding of all young people

#### Personal Qualities

Essential:

- Enthusiasm, energy and personal dynamism
- Approachable, friendly and patient
- Good humour and an ability to maintain perspective
- Able to prioritise and meet deadlines
- A liking and respect for young people
- Appropriate professional relationship with colleagues, parents and children
- High level of integrity, honesty and fairness
- Demonstrate personal enthusiasm for the learning process

#### Teaching & Learning

Essential:

- Excellent teaching, pastoral and behaviour management skills leading to evidence of excellent student outcomes
- Excellent use of enquiry-based strategies in teaching and learning within the classroom
- A personal commitment to the continuing development of teaching skills in order to have a positive impact on student outcomes

# How to apply

## Dates

|                         |                |
|-------------------------|----------------|
| <b>CLOSING DATE:</b>    | 19/10/2026     |
| <b>INTERVIEW DATES:</b> | w/c 19/10/2026 |
| <b>START DATE:</b>      | Jan/Sept 2027  |

We reserve the right to close this advert prior to the publicised closing date if we receive a high volume of suitable applications. Applications will be reviewed as received so please apply early to avoid disappointment!

If you are passionate about teaching Mathematics and meet the person specification we invite you to apply for this exciting opportunity via  
[https://ce0976li.webitrent.com/ce0976li\\_webrecruitment/wrd/run/ETREC179GF.open?WVID=6122900071](https://ce0976li.webitrent.com/ce0976li_webrecruitment/wrd/run/ETREC179GF.open?WVID=6122900071)

To find out even more, have an informal discussion or arrange a visit to the Trust, please contact the Trust's HR Team via [peopleservices@anglianlearning.org](mailto:peopleservices@anglianlearning.org)

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment and undergo appropriate checks. Therefore, all posts within the Trust are subject to robust pre-employment checks including but not limited to an enhanced Disclosure and Barring Service check

This job entails work that is considered regulated activity i.e. work which involves regular close and unsupervised contact with children or vulnerable adults. As such additional pre-employment checks will be required and communicated to the successful candidate at the offer stage.

This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR, Safeguarding and Recruitment can be found on our website: [www.anglianlearning.org](http://www.anglianlearning.org).

We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Should you require reasonable adjustments to support your participation in an Anglian Learning recruitment campaign please do not hesitate to get in contact as we are happy to discuss your requirements.'

Flexible working, including part-time hours and job shares, will be considered for all Anglian Learning roles with the exception of where this is not compatible with the business needs. Should you be interested in flexible working please indicate this on your application.

Privacy Notice for Job Applicants - <https://anglianlearning.org/information/data-protection-policies/>

Please note the photo(s) of pupils attached to this notice were used under the legal ground of consent, for the purpose of preparing publications that promote the schools.



# Get in touch

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**SOCIAL MEDIA:**

