



Job Advert – Subject Leader in Mathematics

Job Overview

If you've got the talent, passion, and determination – we've got all the support you need to become our next **Subject Leader in Maths**.

At **Shire Oak Academy**, we are on an ambitious journey of improvement and growth. We want leaders who are ready to embrace this challenge and seize the opportunity to make a real difference. This is your chance to step up, shape the future of Maths at our school, and truly **#BeIncredible**.

From day one, you'll have the backing of a dedicated mentor as well as phenomenal support from our Headteacher and Senior Leadership Team. You'll also be part of a wider team of colleagues who share a deep commitment to **increasing opportunities and improving outcomes** for every single student.

We are looking for someone who:

- has the vision, ambition, and resilience to lead change.
- is a strong mathematician and a good team player.
- is passionate about Mathematics and can inspire both students and staff.
- believes in high expectations for all and shares our ethos of **doing the right thing by our students**.

Whether you're already leading a Maths department, or you're an ambitious teacher ready to step up, we want to hear from you.

About Shire Oak Academy

Shire Oak Academy is at the heart of the community in Walsall. We are proud to be part of the **Mercian Trust**, a family of schools united by a commitment to students and to one another. Our Trust focuses on collaboration, integrity, and above all, doing what is right for young people.

This is an exciting opportunity to be part of a school that is determined to raise aspirations and transform outcomes for our students. You'll be joining a dedicated staff team and working with fantastic students, supported by great middle leaders who are making a real impact every day.

More about the role

As Subject Leader in Mathematics, you will:

- provide strategic and pedagogical leadership for the Maths department.
- inspire and motivate colleagues to deliver high-quality teaching and secure outstanding outcomes.
- drive a culture of high expectations, resilience, and achievement across the department.



- work closely with senior leaders and the Mercian Trust Maths network to shape curriculum, raise attainment, and innovate in teaching practice.

You will need to:

- be a strong classroom practitioner with a proven track record of success at KS3 and KS4.
- show strong leadership potential with the ability to challenge, support, and develop others.
- possess the drive to make a significant difference to the lives of our students, and to play a central role in our academy's improvement journey.

In return, we offer:

- extensive professional development opportunities within the Mercian Trust.
- the chance to work with a network of talented Maths leaders across the Trust.
- opportunities to teach at **KS5**.
- a dedicated and committed staff team.
- fantastic students and great middle leaders.
- benefits that come with being part of a strong and supportive multi-academy trust.
- a genuine opportunity to shape the future of Shire Oak Academy and the lives of our young people.

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| Part 1 – The professional duties of a schoolteacher | <p>You are required to carry out the professional duties of a schoolteacher as set out in the relevant paragraphs of the current School Teachers' Pay and Conditions Document (STPCD).</p> <p>You have a responsibility for promoting and safeguarding the welfare of the children and young persons you are responsible for, or come into contact with.</p> <p>You have a professional responsibility to be engaged in effective, sustained and relevant professional development throughout your career and have a contractual entitlement to this.</p> |
| Part 2 - Professional standards for teachers: | <p>As a qualified teacher you are required to fulfil the core standards, as set out in the STPCD.</p> |
| Part 3 - Health and safety responsibilities: | <p>As a classroom teacher you are required, as part of your role, to carry out such duties under the health and safety policy as are appropriate. These duties are specified in</p> |



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| | the health and safety policy. This policy can be found on the academy's website. |
| Part 4 - Leadership responsibilities | Subject Leader for Mathematics |

Subject Leader

Job Purpose

To raise standards of attainment and achievement of learners

| Key Area | |
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| To lead the department team in raising standards of attainment and achievement across the whole curriculum area | <ul style="list-style-type: none">a. Create a climate which enables staff to develop and maintain positive attitudes towards the subject and confidence in teaching itb. With the involvement of relevant staff, establish short, medium and long term plans for the development and resourcing of the subjectc. Monitor the progress made in achieving subject plans and targets, evaluate the effects on teaching and learning, and use this analysis to guide further improvementd. Establish and implement clear policies and practices for assessing, recording and reporting on student achievement, and for using this information to recognise achievement, set targets, and secure good progresse. Set expectations and targets for staff and students in relation to standards of student achievement and the quality of teachingf. Make sure that trainee and newly qualified teachers are appropriately trained, monitored, supported and assessed |
| To lead teaching and learning across the department ensuring high quality, consistency and best practice across all ability groups | <ul style="list-style-type: none">a. Make sure that teachers are clear about the teaching objectives in lessons, understand the sequence of teaching and learning in the subject, and communicate such information to studentsb. Provide guidance on the choice of appropriate teaching and learning methods to meet the needs of the subject and of different studentsc. Evaluate the teaching of the subject in the school, use this analysis to identify effective practice and areas for improvement, and take action to improve further the quality of teachingd. Lead professional development of subject staff through example and support, |



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| | and co-ordinate the provision of high-quality professional development by methods such as coaching, drawing on other sources of expertise as necessary, for example, higher education, local authority, subject associations |
| To be accountable for student progress and challenge underachievement | <p>a. Use data effectively to identify students who are underachieving in the subject, and create and implement effective plans to support those students where necessary</p> <p>b. Analyse and interpret relevant national, local and school data, as well as research and inspection evidence, to inform policies, practices, expectations, targets and teaching methods</p> |
| To ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying in the department, in accordance with the aims of the academy and the curricular policies determined by the Governing Body and Headteacher | <p>a. Ensure curriculum coverage, continuity and progression in the subject for all students, including more able students, students with special educational needs and students with English as an additional language</p> <p>b. Establish a clear, shared understanding of the importance and role of the subject in contributing to students' spiritual, moral, cultural, mental and physical development, and in preparing students for the opportunities, responsibilities and experiences of adult life</p> <p>c. Ensure effective development of students' literacy, numeracy and IT skills through the subject</p> |
| To be accountable for leading, managing and developing specific relevant areas of responsibility | <p>a. Establish clear expectations and constructive working relationships among staff involved with the subject, including through team working and mutual support; devolving responsibilities and delegating tasks, as appropriate</p> <p>b. Enable teachers to achieve expertise in their subject teaching</p> <p>c. Work with the SENCO and any other staff with special educational needs expertise, to make sure that education, health and care plans are used to set subject-specific targets and match work well to students' needs</p> |
| To effectively manage and deploy teaching/support staff, financial and physical resources within the department | <p>a. Establish staff and resource needs for the subject and advise the Faculty Leader of likely priorities for expenditure, and allocate available subject resources with maximum efficiency to meet the objectives of the</p> |



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| | school and subject plans and to achieve value for money b. Maintain existing resources and explore opportunities to develop or incorporate new resources from a wide range of sources inside and outside the school |
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Performance management objectives

You will receive an addendum to your job description following the performance review process in the Autumn Term.

This job description will be reviewed as part of our appraisal and capability policy. It may be amended at any time, following consultation with you. You should sign two copies of this job description. Retain one and forward the second copy to the Headteacher.

IF ANY MEMBER OF STAFF IS SUBJECT TO ANY CRIMINAL INVESTIGATION, CAUTION OR CONVICTION THEY MUST INFORM THE HEADTEACHER IMMEDIATELY.

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| Date |
| Your signature |
| Headteacher's signature |

How to apply

We warmly encourage you to come and see our school in action, meet our staff, and get a feel for the community you could be joining. We want to talk to you — any question is a good one.

For more information, or to arrange a visit, please contact Mrs S Read, Headteacher's PA.

This is more than a job – it's a chance to **#BeIncredible**.