



Subject Leader/ Head of Maths

Trentham Academy

part of the City Learning Trust

Level - MPS/UPS & TLR 1.1

Closing date: 27th September 2024
Interview: w/c 30th September 2024
Start date: TBC



City Learning Trust

Inspiring Outstanding Achievement

**United by our
values, we place
children and young
people first in
everything we do.**



Dear Colleague,

Re: Subject Leader / Head of Maths

Thank you for your interest in Trentham Academy.

Trentham Academy has a dedicated and talented team of staff who are committed to ensuring that the young people in its care are supported and nurtured to achieve the very best they can. Staff work closely with all of the academies in the Trust to improve outcomes and life chances for our young people and enjoy a particularly effective relationship with CLT central staff, who work across all of the Trust's Academies.

If you want to work in a partnership of academies committed to cooperation and collaboration; where you can unlock talent and fulfil potential, then this post is just right for you. In return, you will be supported and encouraged to develop further and enjoy a long and rewarding career working across the City Learning Trust.

The successful candidate will demonstrate excellent practice to ensure that all of our young people have the richest quality of education we can provide. We would like a candidate who has a passion to develop standards, pedagogy and practice, will be child-centred and able to inspire young people to be the best that they can be.

You will join the Trust at an exciting time: we have a unique, bespoke Professional Growth programme and remain committed to 100 hours of CPD for all staff who work with children. We also have a considerable professional support package available to all CLT employees, to ensure you can be the best you can be for our young people - every day.

As Chief Executive Officer, I am proud to provide strategic leadership in line with the culture, ethos and values of the Trust and its member Academies. The Trust Board has unwavering expectations to deliver the highest quality educational experiences and outcomes for the children and young people in its care.

If you are interested in having an informal conversation about this opportunity and/or wish to arrange a visit to the Academy please contact Marie Faichney, HR Director, who will arrange this (01782 853535). The letter in support of your application should be no more than 2 sides of A4. You may, if you wish, submit a CV with your application but not instead of it. Please send your application to HR@citylearningtrust.org.

Carl Ward

Chief Executive Officer



It is my pleasure to introduce you to Trentham Academy. I am immensely proud of this Academy and delighted to be its Headteacher. Trentham Academy has the strength, character and further potential to be a leading centre of education both nationally and globally.

It is both a great privilege and a huge honour to be the Headteacher at Trentham Academy. At Trentham we live by our motto of "Aspire, Endeavour and Achieve" – dream big, work hard and persevere to be successful. I am determined that Trentham delivers an education that reflects our values of respect, optimism, integrity and responsibility. This ethos is grounded in care, a warm friendly atmosphere and a relentless pursuit of excellence for all. In order to achieve this we have the highest expectations of ourselves, as well as for our young people.

Every child at Trentham Academy is respected as an individual and we promote a 'can do' culture to ensure that our young people achieve great things whether through academic success or the field of sports and the arts. Trentham Academy is an exciting place to learn and we ensure that our young people have access to a broad curriculum offer and a plethora of enrichment activities.

Daily, I am reminded how blessed the Academy is to have extremely talented and dedicated staff that always go above and beyond for our young people to ignite their minds, touch their hearts and develop their talents and skills.

We are delighted to be part of the City Learning Trust's Character and Arts Foundation which provides our children with life-affirming and life-changing opportunities designed just for them to hold their heads high in Stoke-on-Trent and beyond.

We also have an exciting wider curriculum that covers a multitude of topics including for example careers, safeguarding, British values and links to further education, apprenticeships and local businesses. As a leading Apple Academy we use technology to stimulate education and enhance the skills of our young people to meet our evolving global society.

The depth of our curriculum offer ensures that our young people are happy, confident, inspired to learn and therefore secure places with further education providers (including local sixth form colleges and Russell group universities), apprenticeships or employment.

We pride ourselves in being committed to ensuring that the Academy's community is at the heart of everything we do.

We are very privileged to have wonderful, creative and committed students and enjoy excellent relationships between staff, students and parents/carers and our local community. This ensures that we continue to build a vibrant, successful and happy school.

Mike Whittingham

Headteacher, Trentham Academy



Trentham Academy

At Trentham Academy, our core values of respect, integrity, optimism and responsibility are at the heart of everything we do.

Trentham Academy is a popular first choice with parents and we are consistently over-subscribed.

Our motto of *Aspire, Endeavour and Achieve (AEA)* where students dream big, work hard and persevere to be successful, impacts all aspects of academy life. We have relentlessly high expectations and our intention is to ensure students make outstanding progress and that the curriculum removes any potential barriers to learning.

We want our students to leave with knowledge and skills which will not only create excellent life opportunities but will also prepare them exceptionally well for life beyond the academy.

At KS3 the curriculum is designed around a topic approach, within each subject, building on the foundations of the Key Stage 2 curriculum. This encourages students to focus on deeper learning and to ensure real understanding of key concepts.

Each topic has a planned learning journey which is spiralled to ensure recall opportunities are frequent, with clear assessment points that build knowledge and understanding and enable staff to address and close gaps quickly and adapt the curriculum accordingly. Our curriculum is as ambitious as the National Curriculum and content is carefully mapped to ensure that students have covered all areas. The Academy has chosen to widen its creative curriculum to ensure all students have an opportunity to enjoy the widest experiences available. Preference choices are structured in such a way to allow students the opportunity to study the Ebacc. Our preferences are designed to stretch and challenge students and create pathways for further learning and experiences post 16. Students are offered a mixture of vocational and academic subjects from all areas of the curriculum. Within the preference subjects, the Academy offers a range of different accreditation routes including academic and vocational options. This gives every student a broad and balanced curriculum, but still offers a flexibility to maximise the outcomes achieved by each individual. This model also maintains the widest possible choice for progression routes Post 16 as every student will have a greater range of subjects on which to choose future opportunities for education and training.

We are one of the highest performing schools in the City and as a result have a growing population and we are oversubscribed in every year group. Our Ofsted judgement reflects the journey we are now on having achieved overall Good, with Outstanding Leadership and Personal development. This reflects the teamwork and community spirit of Trentham. Trentham was also shortlisted for the Secondary School of the year in the National TES awards in 2022 and won the Secondary School of the Year in the Education Today Awards.





City Learning Trust

The City Learning Trust is a family of academies sharing resources and expertise: united by our values, we place children first in everything we do.

We believe in the power of collaboration and cooperation to unlock talent and fulfil potential. We want all children and young people within our Trust to be the best that they can be and are firmly committed to achieving our mission to create a world class education system for the communities we serve.

Children in the City Learning Trust have the best opportunities to develop their education and skills. Our mission is to provide the strongest start in life to enable our community to contribute in their own futures. We don't just want them to be employed, we want them to believe that they can change the world with their choices. There are no limits for any of our children as we inspire them to be lifelong learners and fully rounded citizens so they can adapt in an ever-changing world.

In our Trust, education is linked up from 3 to 19. Skills and qualifications are allied to an increasing understanding of the value of continuous learning and social responsibility as well as tolerance, kindness and compassion.

In recognition of our Professional Growth Package, opportunities for children through the Character and Arts Foundation and our leadership programme we were awarded Multi Academy Trust of the year in December 2023.

Our values are important to us and guide the work we do:

Ambition: Our academies aim to unlock the potential for all learners to achieve their dreams, hopes and aspirations.

Cooperation: We value working together in teams, supporting each other, and sharing expertise and accountability to improve standards.

Commitment: Our academies are a family of Academies with a common bond, dedicated to the communities that they serve.

Creativity: We encourage innovation and the use of imagination and original ideas in all our Academies.

Leadership: We believe in listening to, inspiring and empowering our learning communities so that they can achieve their true potential.

Respect: We value all people and organisations abilities, qualities and achievements, and operate using the principles of equality, equity and solidarity.

The Trust is on a journey from Good to Great. Through cooperation and collaboration, we develop sustainable partnerships that will provide a legacy for tomorrow's generation. This enables our member academies to become greater than the sum total of their parts.

The City Learning Trust is a registered charity and a DfE sponsor. We have a range of strategic partners and work closely with a number of multi-academy trusts to raise standards.

Professional Growth with the City Learning Trust

Our Professional Growth model offers a unique and comprehensive package of support for our teachers, education support staff and leaders. It is the first of its type across the country and puts professional learning at the heart of your professional development.

The City Learning Trust offers a minimum 100 hours committed time to you to advance your own professional skills for the good of our children. We have two priorities:

- **Developing and recruiting great staff to unlock and deliver for young people - without fail**
- **World class experience and outcomes for our young people - always**

The City Learning Trust understands that you cannot have one without the other. To be able to give our children what they need, we must give you everything that you need to be the best that you can be in this demanding profession.

The programme is bespoke to your individual needs and is built around you. The work you undertake will be connected to your performance management cycle to ensure that you can truly focus on mastering improvements.

All City Learning Trust employees also have access to a range of benefits, discounts, salary sacrifice schemes and well-being support packages to allow them to be the best they can be for our young people – always.

During the 100 hour commitment, you will have the opportunity to:

- Network with colleagues across the Trust;
- Undertake professional research into your area of development;
- Arrange professional discussions for coaching and mentoring;
- Participate in #CLTtogether events;
- Use the time to progress your own national professional qualifications;
- Arrange visits to our partner academies;
- Participate in holistic well-being opportunities.



Building Talent programme

The City Learning Trust has developed its own talent management strategy as part of its Professional Growth commitment.

We are entirely committed to nurturing the talents of our workforce's aspirations to have as broad an impact as possible for the benefit of our young people.

If you have a particular goal in mind for your career, we are committed to supporting you in your Professional Growth journey.

Rewards and Recognition

This is key to the development of our City Learning Trust culture.

As an employee of ours, you will be recognised for your efforts through:

- Access to a range of salary sacrifice schemes, extending from healthcare benefits to discounts on personal electronic devices;
- Regular engagement to consult with you about your experience as a colleague in the City Learning Trust and your opinions on how we could do things differently;
- Recognition from a whole Trust awards event that celebrates your success and commitment across the year.



Job Description

Job Overview:

Trentham Academy is a high-achieving, dynamic and forward-thinking secondary academy, part of the award-winning City Learning Trust (CLT). We are seeking an experienced, enthusiastic, and highly motivated Head of Maths to lead our Mathematics Department as we continue to maintain our reputation as one of the highest performing schools in the City. The successful candidate will have a proven track record of delivering outstanding results and will be committed to driving forward the quality of teaching and learning in the department.

As the Head of Maths, you will be responsible for leading and managing the Maths team, ensuring high standards of teaching, learning, and student achievement. In this key leadership position, you will be working collaboratively to contribute to the overall strategic direction of the academy working closely with a Senior Leader.

Key Responsibilities

Leadership and Management:

- Provide inspirational leadership to the Maths department, fostering a culture of high expectations and continuous improvement.
- Develop and implement a departmental vision aligned with the academy's goals and the CLT's strategic objectives.
- Lead, manage, and develop a team of teachers, ensuring effective performance management, professional development, and succession planning.
- Oversee the curriculum design, ensuring it is challenging, engaging, and meets the needs of all students.
- Monitor and evaluate the quality of teaching and learning within the department, using data and evidence to drive improvements.

Teaching and Learning:

- Teach a timetable of Mathematics classes, delivering high-quality lessons that inspire and challenge students.
- Lead on the development and implementation of innovative teaching strategies that enhance student engagement and achievement.
- Embedding the Trentham Learning Principles and Learning journeys across the department.
- Ensure effective assessment practices are in place, including regular tracking of student progress and the use of data to inform interventions.
- Foster a positive learning environment that promotes high standards of behaviour and a culture of mutual respect.

Curriculum Development:

- Review and update the curriculum to ensure it is current, relevant, and prepares students for further education and world of work.
- Collaborate with other departments and academies within the CLT to share best practices and develop cross-curricular initiatives, especially literacy and numerary opportunities.
- Lead on the development of enrichment opportunities, for instance clubs, competitions, and partnerships with external organisations.

Quality Assurance:

- Lead on departmental self-evaluation and improvement planning, ensuring continuous development in line with academy and CLT priorities.
- Analyse performance data to identify trends, address underachievement, and celebrate successes.
- Prepare and present reports on departmental performance to senior leaders and where relevant, contribute to governors' reports.

Student Progress and Achievement:

- In collaboration with the Senior Leadership Team, set and monitor challenging targets for student achievement, ensuring all students make good progress from their starting points.
- Develop and implement intervention strategies to support students who are at risk of underachieving.
- Work closely with the SEND and pastoral teams to ensure all students receive the support they need to succeed.

Engagement and Communication:

- Build strong relationships with students, parents, and carers, ensuring effective communication regarding student progress and achievement.
- Represent the department in meetings with senior leaders, governors, and external stakeholders.
- Promote the Mathematics department within the academy and the wider community, enhancing its profile and reputation.

Strengthening the Community:

- Actively engage with the local community to promote the value of Mathematics and education, fostering a culture of lifelong learning.
- Establish and maintain partnerships with local businesses, universities, and other organisations to create opportunities for students and staff.
- Lead on community outreach initiatives, such as Maths workshops, family learning events, and collaborations with feeder primary schools.
- Encourage student participation in community-based projects, enhancing their understanding of the real-world applications of Mathematics.
- Promote inclusivity and diversity within the department, ensuring that all members of the school community feel valued and supported.



Person Specification

Qualifications:

Qualified Teacher status - **essential**

Degree in Mathematics or a related discipline - **essential**

Evidence of continued professional development, particularly in leadership and management - **desirable**

Master's degree or further leadership qualifications - **desirable**

Experience:

Substantial experience of teaching Mathematics at secondary level, including at Key Stages 3 and 4 (**essential**) and knowledge of Key Stage 2 and 5 Maths Curriculum (**desirable**)

Proven track record of raising student achievement in Mathematics - **essential**

Experience of leading a department successfully, or significantly contributing to the leadership of a curriculum area - **essential**

Experience within a multi-academy trust environment - **desirable**

Experience in curriculum development and innovation - **desirable**

Skills and Abilities:

Strong leadership and management skills, with the ability to inspire and motivate others - **essential**

Excellent teaching skills, with the ability to engage and challenge students of all abilities - **essential**

Ability to analyse and use data to drive improvements in student outcomes - **essential**

Strong organisational skills, with the ability to manage multiple priorities and deadlines - **essential**

Excellent communication and interpersonal skills, with the ability to build positive relationships with students, staff, and parents - **essential**

Ability to think strategically and contribute to whole-school development - **essential**

Proficient in the use of technology to enhance teaching and learning - **desirable**

Person Specification

Personal Qualities:

Commitment to the ethos and values of the academy and CLT, especially demonstrating a commitment to Professional Growth and personal development - **essential**

High expectations of self and others, with a relentless focus on student achievement - **essential**

Resilience, determination, and a positive attitude - **essential**

Willingness to embrace new challenges - **essential**

Ability to work collaboratively and flexibly as part of a team - **essential**

A passion for Mathematics and a desire to inspire a love of the subject in students - **essential**

NOTE: This job description may be amended at any time in consultation with the postholder

