



HASTINGS HIGH SCHOOL

Candidate Information Pack

Teacher of Mathematics



Care and Excellence for All

www.hastings.school

01455 239414

reception@hastings.school

St Catherine's Close, Burbage, Leicestershire, LE10 2QE

Contents

Welcome from the Co-Headteachers

Our Vision and Values

Information about the Department

Information about the Role

Employee Wellbeing

Care and Excellence for All

Welcome from our Co-Headteachers

Thank you for your interest in joining Hastings High School.

Choosing a new school is one of the most important professional decisions you will make, and I hope this information pack gives you a sense of the ambition, values and community that make Hastings High School such a special place to work.

At Hastings High School, our vision is simple: **Care and Excellence for All**. Everything we do is rooted in this commitment. We believe that every pupil deserves an exceptional education, delivered within a culture where they feel safe, valued, supported and inspired to succeed. Equally, this extends to our staff who are valued and supported to be the best they can be.

As an 11–16 academy at the heart of the Burbage community, we are a thriving, oversubscribed community school with a strong academic record and a reputation for nurturing ambition, responsibility and self development in every pupil. We are proud of our strong relationships, high expectations and unwavering belief in the potential of every pupil.

We are a school where ambition is encouraged, achievement is celebrated and everyone is supported to become the very best version of themselves.

We know that outstanding schools are built by outstanding people. That is why we place significant emphasis on staff wellbeing, professional growth and creating a culture where colleagues feel trusted, valued and empowered.

We are looking for colleagues who share our values and who are excited by the opportunity to contribute to the continued success of our school. In return, you will join a supportive and dedicated team with tailored support for ECTs and new staff; your professional development is actively encouraged; we have a culture of care and respect for staff where your wellbeing is important to us and you will work alongside talented and professional colleagues.

We hope that after reading this pack you will be inspired to apply for this role and become part of our Hastings High School family. We would be delighted to hear from individuals who share our passion for education and our commitment to providing the very best opportunities for our pupils.

Yours sincerely,

Two handwritten signatures in blue ink. The first signature is on the left and the second is on the right.

Miss C Bradley and Mr S Shipman
Co-Headteachers

Care and Excellence for All

Our Hastings Family

Our Ethos

Our aim is to provide Care and Excellence for All. We strive to be a supportive, innovative and inclusive school community which empowers every individual to thrive and excel.

Hastings High School aims to:

- Provide a sense of **Community** with staff, pupils and their families working together
- Be highly **Ambitious** for our pupils and for our school to ensure we provide the best possible education
- Encourage pupils to take **Responsibility** for their behaviour and learning
- Provide an **Enriching** school curriculum which develops pupils all round skills for future success
- Empower pupils to undertake **Self Development** activities to develop all aspects of their capabilities

Our Values



A Learning Community

We learn together, support one another, and celebrate success.



Ambition for All

We set high aspirations and empower everyone to achieve their potential.



Developing Responsibility

We take ownership, act with integrity, and contribute positively to society.



An Enriching Curriculum

We offer diverse, meaningful experiences that broaden horizons and inspire curiosity.



A Focus on Self Development

We promote wellbeing, resilience, and lifelong personal growth.

Care and Excellence for All

Information about the Department

THE MATHS DEPARTMENT

The Maths Department is a well organised and highly successful team of 8 teachers, some of whom have different roles within the school, ranging from ECTs to very experienced teachers. Due to the expansion of the school, we are looking for an enthusiastic and inspirational teacher to join our team.

Pupils are taught in ability sets, and enjoy coming to Maths lessons because of our strong routines and excellent teaching. Achievement and progress are regularly reviewed by the whole department to ensure individual pupils are placed in the correct group for their ability. There are 8 x 1 hour lessons per fortnight in all year groups. We follow a spiral curriculum, and offer GCSE Maths, GCSE Statistics, Level 2 Certificate in Further Maths and Entry Level Maths. Homework is set online. We also have well-established links with our local feeder primary schools.

The aims of the Department are to ensure that our curriculum caters for all levels of achievement, for pupils to enjoy their maths lessons, feel supported and cared for. We strive for every child to achieve their full potential. This means that every pupil will leave Hastings with a maths qualification they can be proud of. But not only this, pupils will be prepared for life.

Through our curriculum pupils will:

- Be challenged and inspired
- Apply their skills and knowledge to solve problems
- Become independent learners
- Be able to apply their skills and knowledge in other subjects
- Develop skills that will help them in life
- Be equipped with skills to be financially literate
- Come to appreciate how maths is so important in the 'real' world

We pride ourselves on our pupils' very high standards, which enable us to build on, generally excellent, Key Stage 2 results. Our GCSE results are significantly above the national average and amongst the best in the county. The progress made by all our pupils is very strong.

Year	4+	5+	P8
2025	77.1%	63.1%	+0.52 (internal figure)
2026	82.89%	65.6%	+0.78 (internal figure)

We are all proud to be a part of the Maths Department, and genuinely care about the pupils and each other.

We aim to provide the best experience for every child, preparing pupils for life beyond Hastings.

If you are interested in joining our team I look forward to meeting you!

S Hayton

Head of Department

Care and Excellence for All

Information about the Role

Teacher of Maths

- Contract Details:
 - Full time
 - Permanent
- Salary Details:
 - Teacher MPS
- Start Date:
 - 4th January 2027
- Application Deadline:
 - 5pm on 9th October 2026
 - We will review applications as they are received so vacancy may close early
- How to apply:
 - Download an application form from our website www.hastings.school
 - Email completed application form, along with a letter of application, to our HR Manager, Sarah Brown, at sarah.brown@hastings.school
- No recruitment or supply agencies

Care and Excellence for All

Information about the Role

Job Description

TEACHER OF MATHS

JOB SUMMARY:

To exercise responsibility for the teaching, care, control and guidance of pupils in their lessons, in accordance with national legislation and school policy and practice.

OBJECTIVES:

- To continuously raise standards of pupil achievement in your classes
- To foster enjoyment and satisfaction in the participation of learning by pupils
- To deliver well prepared lessons that meet the needs of the class and national curriculum content

AREAS OF RESPONSIBILITY:

TEACHING:

- To use and implement subject/department curriculum policies and in co-operation with colleagues, work toward the achievement of the school's goals and targets within the subject area.
- To set and mark homework as per homework timetable.
- To promote the general progress and well-being of individual pupils and of any class or group of pupils assigned to you, expecting the highest possible standard for each pupil. This includes responsibility for pupils identified in the SEND Code of Practice and responsibility for liaising with learning support staff to ensure the needs of all children with SEN are met within the SEN Code of Practice.
- To communicate and consult with the parents of pupils when appropriate and to communicate and co-operate with persons or bodies outside the school when appropriate, taking account of any departmental or school policy.
- To participate in meetings as determined in the school and departmental meeting cycles.
- To participate in the arrangements made for professional development, review and appraisal.
- To participate in staff training and development activities as required.
- To ensure that, whenever possible, appropriate work is set to cover absence. This should always be done when absence is known in advance.

PUPIL ACHIEVEMENT:

- To develop appropriate learning experiences for each group using a variety of teaching styles (keeping abreast of current developments) and maintaining the level of discipline essential for learning to take place.
- To assess, record and report on the development, progress and attainment of those pupils for which you have a responsibility in accordance with any agreed departmental and school policies, providing or contributing to oral and written reports as required.
- To attend Progress Evenings as required.
- To report on pupils' progress as required, in line with reporting procedures and timeframes.

INDIVIDUAL NEEDS:

- To teach pupils according to their individual educational needs, including provision for pupils with Special Educational Needs; ensuring that pupils' work is regularly monitored, marked and recorded, in accordance with department and school assessment policies.
- To maintain, record and mark books as required (including electronically).
- To advise the Head of Department on recommendations for changes of group/set, as and when appropriate.
- To advise and co-operate with the Head of Department on the preparation and development of courses of study, meeting N.C. requirements, teaching materials, teaching programmes, methods of teaching and assessment arrangements.
- To contribute to EHCP review meetings.
- To ensure that the school's Child Protection Policy is followed at all times and any safeguarding issues are immediately reported following the school's safeguarding procedures.

ADDITIONAL DUTIES:

- Maintain the overall tidiness, presentation, and condition of the teaching base, including furniture, furnishings, equipment, and, where appropriate, displays of pupils' work, to create a safe, welcoming, and stimulating learning environment.
- Promptly report any health and safety concerns, damage, or maintenance issues requiring repair to the Site Team.
- Promote a safe learning environment by alerting appropriate staff to any unsafe behaviour or practices by pupils, helping to minimise the risk of accidents and ensure pupils' wellbeing.
- To adhere to all policies relating to Health and Safety and carry out the duties placed on employees by the Health and Safety at Work Act 1974.
- To adhere to the requirements of C.O.S.H.H - Control of Substances Hazardous to Health (Amendment) Regulations 1991 and Equal Opportunities, as determined by the Governors of the school.

Please note that these responsibilities are indicative rather than exhaustive. This job description sets out the duties and responsibilities of the post at the time when it was drawn up. Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot themselves justify a reconsideration of the grading of the post.

Information about the Role

Person Specification

Criteria	Essential	Desirable	Method of Assessment
Education / Qualifications	Educated to degree level with Qualified Teacher Status, or keen to achieve QTS A track record of excellent pupil progress and attainment Evidence of a commitment to continuing professional development		Application Form / Interview
Professional Skills / Knowledge	Committed to delivering outstanding teaching based on exceptional subject knowledge Excellent communication skills and the ability to build relationships with pupils, parents / carers and colleagues Excellent planning, administration and time management skills Ability to work accurately under pressure and meet deadlines		Letter / Interview / References / Task
Personal Qualities	Ability to work using own initiative Ability to work co-operatively and flexibly as part of a team Ambition, energy, enthusiasm and commitment Interest in, and a keenness to be involved with, the extra-curricular life of the school Have a good sense of humour and be flexible and adaptable	Ability to remain calm under pressure or during unexpected circumstances	Interview / References

Criteria	Essential	Desirable	Method of Assessment
Safeguarding	Demonstrates a clear commitment to safeguarding and promoting the welfare of children and young people Understands the importance of maintaining professional boundaries and acting in accordance with safeguarding policies and procedures Commitment to promoting equality, diversity, inclusion, and the wellbeing of all pupils Demonstrates values and behaviours consistent with creating a safe, respectful, and inclusive learning environment	Previous safeguarding or child protection training Knowledge of current statutory safeguarding guidance relevant to schools	Interview / References



HASTINGS
HIGH SCHOOL

Staff Wellbeing

We value you

We recognise that our staff are our greatest asset and are committed to fostering a positive, supportive, and inclusive working environment where colleagues feel valued, respected, and empowered to thrive.

We understand the importance of maintaining a healthy work-life balance and actively promote staff wellbeing through a culture of collaboration, open communication, and mutual support.

By prioritising the wellbeing of our staff, we aim to create an environment in which colleagues can flourish personally and professionally, enabling them to provide the very best outcomes for our pupils.

WELLBEING BENEFITS



Set times for communication outside of school



A supportive approach to compassionate leave requests



Strong sense of shared purpose



Commitment to professional development



Consider flexible working requests fairly



Opportunities for wider school contributions



CARES values promote our Hastings Family ethos



Dedicated Medical Welfare Officer and Mental Health First Aider



Staff room facilities



Staff social activities throughout the year



School House activities throughout the year



Buddy system



Access to our Employee Assistance Programme, including menopause support



A supportive Occupational Health process



A supportive approach to reintegration after long term sickness



Comprehensive induction programme



Free staff gym facilities



Trained and dedicated mediator on site

Care and Excellence for All