



Teacher of Mathematics

Required September 2025

We are seeking to appoint a Teacher of Mathematics on a full-time permanent contract basis with effect from September 2025. The post offers an excellent opportunity to work in a very strong Mathematics Faculty in a highly successful 11-19 academy which holds good Ofsted status. The role will report to the Faculty Leader and the candidate will teach a full timetable within the subject.

The faculty has a strong collaborative ethos, is very supportive and well-planned schemes of learning for all courses are already in place. A faculty-based mentor will work with the appointee to support their development and induction in their first year. There is also an excellent academy-wide support and development programme for all new staff available.

The post is open to ECTs and we would be pleased to hear from candidates who are currently registered with an ITT programme within this subject area. There will be the opportunity to teach across the year groups from KS3 to KS4. The core purpose of the role being to provide professional leadership to students in a subject area by offering high quality teaching, resulting in high standards of learning and achievement for all students.

Personal Qualities

The successful applicant should have a degree in a relevant subject and will have achieved Qualified Teacher Status (QTS) prior to the commencement of their role.

Applicants should be hardworking, enthusiastic and have high levels of commitment. They should be able to plan, deliver and assess high-quality learning experiences for all learners in their care and deploy a range of strategies to support their personal development.

They should have an interest in new teaching and learning developments and possess high degree of integrity. Experienced candidates should be able to demonstrate a highly successful track-record of teaching the subject with strong examination outcomes, particularly at key stage four.

Responsibilities of the Post-Holder

In accordance with the job description for Classroom Teacher, the key responsibilities will be as follows:

- ensure that lessons are planned in accordance with the schemes of learning for each course
- ensure awareness of the prior learning and special educational needs of their students
- ensure high expectations are set for the achievement and behaviour of students
- ensure that relevant curriculum policies for marking, assessment, target setting, recording and reporting are enacted
- ensure that progression and continuity is achieved across the key stage and between the key stages

Pastoral

At Plume Academy all teaching staff are expected to fulfil both an academic teaching role and a pastoral role by acting as a Tutor to a group of assigned students. This involves staff in all aspects of pastoral work including guidance, safeguarding, monitoring and encouraging progress, contact with

parents, writing report sand compiling student references. Tutors also deliver part of Plume Academy's Personal Development Programme.

Wider Contribution

Teaching staff are encouraged to contribute to the academy's rich extra-curricular programme, and all candidates will be provided with the opportunity to discuss their personal interests at interview.

As one of the largest educational establishments in Essex, there are many opportunities for career progression. Via an academy-wise coaching programme, staff are encouraged to take responsibility for their own career development, with full support and encouragement from their line managers and other relevant staff, including those responsible for staff training.

Remuneration

Annual salary for a qualified teacher will be in accordance with the Plume Academy Teacher Pay Scale, which from appointment for a fulltime post currently involves a salary Main to Upper pay scale £31,650 - £49,084. Salaries are reviewed by national negotiation with effect from 1st September each year. Progression through the Teachers' Pay Scale is subject to an annual performance review process.

We can offer you:

- A highly supportive and friendly working environment
- Opportunities to teach across KS3, 4 and 5
- Cycle-to-work Scheme
- Electric Vehicle Scheme
- 24/7 Free Employee Assistance Programme (offering individual support, information and advice including financial, legal and home-life and work-related issues)
- CPD opportunities and Internal Promotion
- Up to 25% Gym Membership
- Free staff car park
- Essex Working Well Wellbeing Service (health and wellbeing support and guidance)
- Access to Workplace Health Champions
- Access to Mental Health First Aiders

Application Process

If you are interested in the position and wish to discuss the post prior to application, please email Mrs Dorcas Ologunde, Director of HR (d.ologunde@plume.essex.sch.uk) to arrange a telephone conversation. We are very proud of our academy and what we can offer new members of our collaborative team. We will be pleased to discuss the post and provide more information about the post and the academy in general.

To apply please complete the Online Plume Academy application form (<https://plumetrust.facebook.co.uk/Vacancies/Detail?campaignRef=SCH-PT-0032>). This must be completed and submitted by the closing date and time stated (unaccompanied CVs or third-party application forms will not be accepted).

Closing Date: **noon Monday 9 December 2024**

Interviews are likely to take place the same week, however, early applicants may be taken through to interview sooner.

The Plume Academy is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Appointment is subject to satisfactory references, medical clearance and an enhanced DBS check. The Plume Academy welcomes applications from those of all backgrounds, faiths and ethnic groups.