Candidate Pack

Teacher of Mathematics
Main Scale (MPS)

November 2026



Headteacher's welcome

Thank you for the interest you have shown in our school and the advertised post of Teacher of Mathematics.

We have a very simple aim – to be a truly great school where every student achieves great things. Our students are enthusiastic, friendly and kind. They understand the importance of education and work hard in their lessons. As a consequence, the school is a calm, orderly learning environment where the cooperation between staff and students is a great strength.

Our ambition to be the very best means we are relentlessly focussed on improving learning and investing in people lies at the heart of our development as a school. We are proud to be a partner in two Teaching School alliances and enjoy close links with Worcester University.

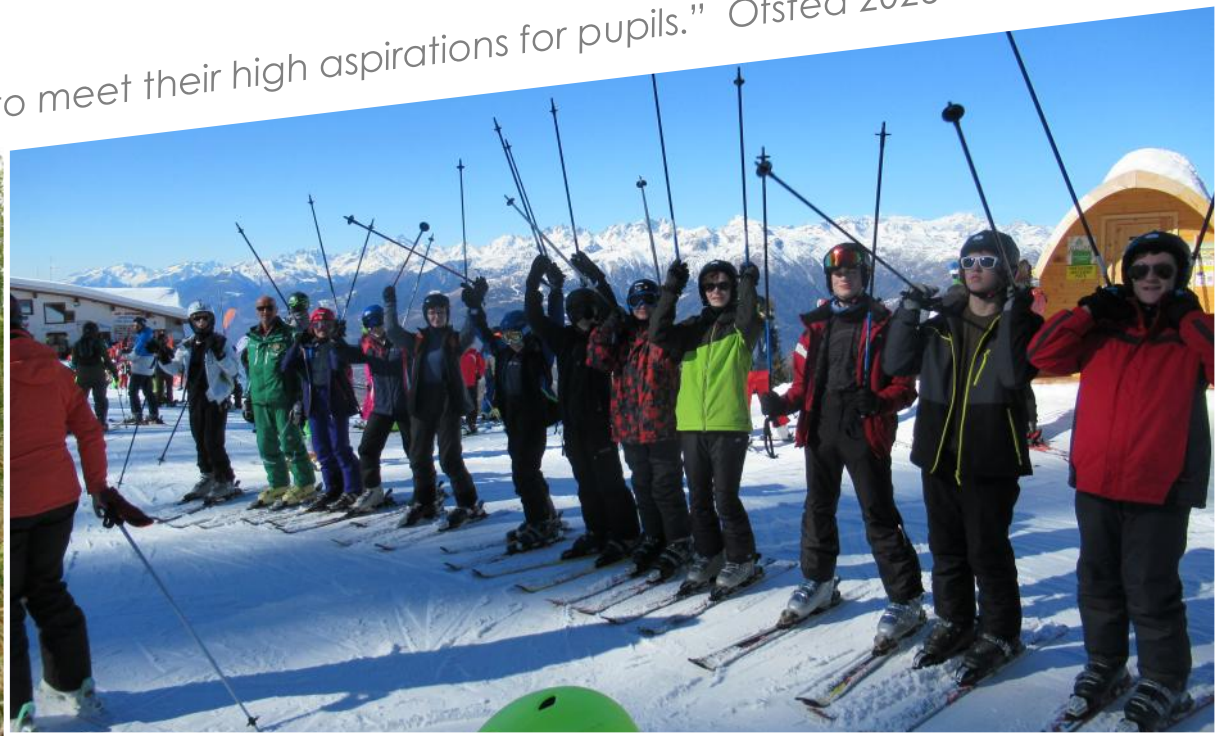
Whether you have current experience of working in schools or have experience of working in an office environment in other contexts, if you are hardworking, committed to improving the lives of young people and are looking to work as part of an outstanding team, then we would love to hear from you!

The best way to get a feel for the school is to come and see us in action. Do contact my PA, Mrs McDougall, in the first instance.

Tim Knapp
Headteacher

"Senior leaders have designed a curriculum to meet their high aspirations for pupils." Ofsted 2023





About the school

Whitecross is an 11 to 16, mixed comprehensive academy located in beautiful surroundings on the edge of Hereford with over 945 students on roll. As a PFI school, we relocated to our new site in 2006 and enjoy fantastic facilities.

We became a specialist sports college in 2004, something that is still very close to our hearts. The message of sporting excellence is a universal one and the values of teamwork, leadership, hard work and sacrifice lie at the heart of our identity.

This is a school with kindness and compassion at its core where thinking of others is a real strength. It is a place where students take part in an incredible range of additional experiences outside the classroom, expanding their horizons and enriching their lives and where all students regardless of starting point or background can excel.





"Excellence for all … excellence from all"

Our ethos

Every adult at Whitecross is committed to the following principles.
They form our DNA – the heart of who we are:

- Outstanding learning for all
- We are role models living our values
- The highest standards everywhere

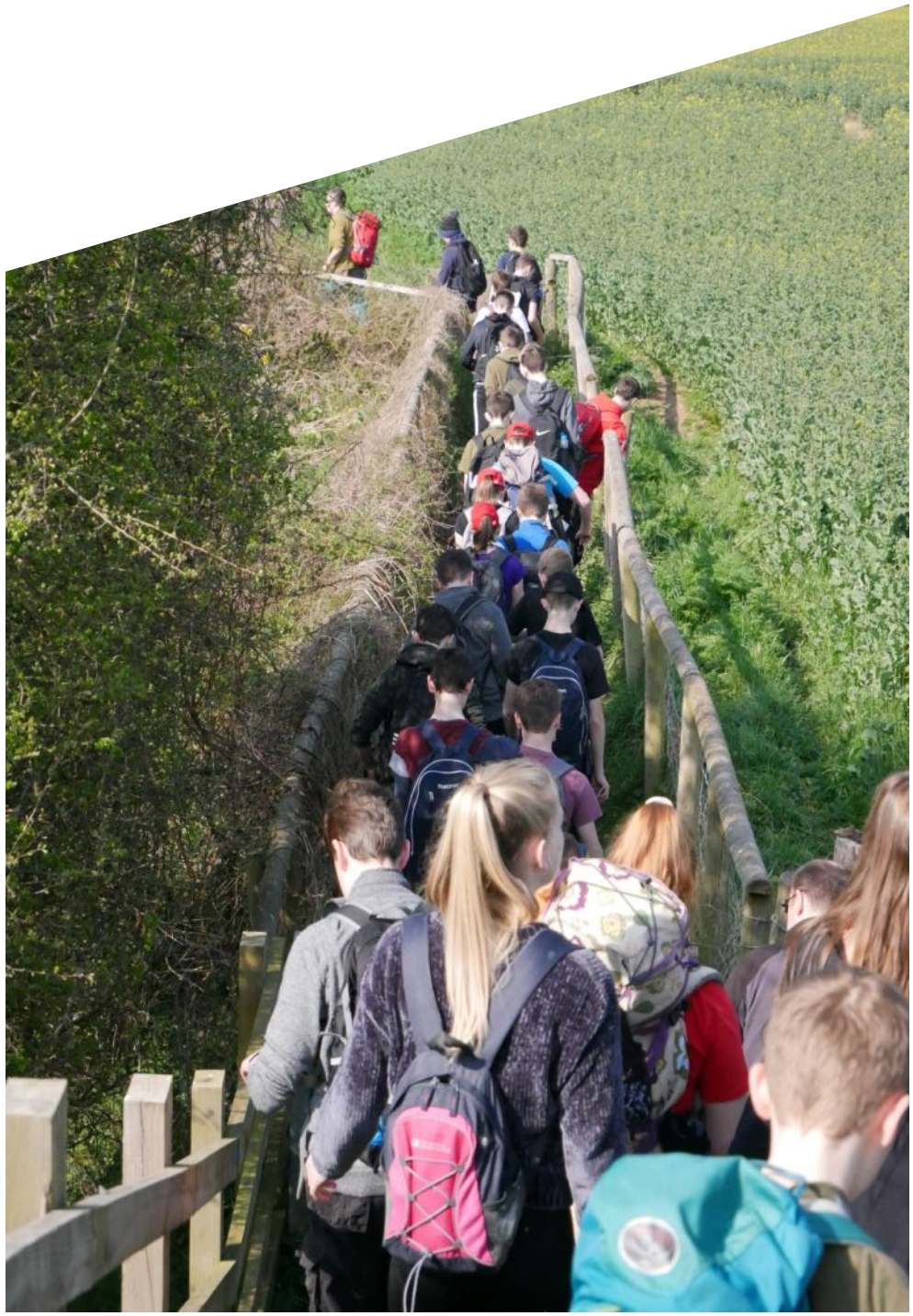
Therefore we:

- Believe everyone belongs and everyone matters
- Know good relationships focussed on learning are vital to success
- Actively inspire and enthuse young people
- Believe every lesson and every moment at school matters
- Believe in overcoming barriers not making excuses
- Embrace feedback and value practice in the pursuit of excellence

So that our students:

- Feel they belong and are safe
- Believe that by working hard they will improve
- Are motivated to achieve great things
- Recognise and realise their potential
- Care about the people around them
- Have outstanding levels of literacy and numeracy
- Make exceptional progress

"Positive relationships between staff and pupils are commonplace and a pleasure to observe. Pupils describe their teachers as kind and caring."
Ofsted 2023



The role and the department

The post of Teacher of Mathematics is being advertised in order to expand the size of the department. Maths is taught in specialist classrooms with access to the best current technology. Whilst the department continues to run with a top and bottom set in each year group most students are now taught in mixed attainment groups.

Our maths team is extremely successful with a track record of good outcomes. The team is committed to the principle of mastery in maths and is fortunate to have specialists supporting the regional Maths hub. Visionary, innovative leadership together with an incredible team spirit are at the heart of this success.

The successful candidate will join a team committed to working at the cutting edge of research into learning in maths.

"Pupils enjoy school and do well. Pupils' behaviour is good." Ofsted 2023





Job description:

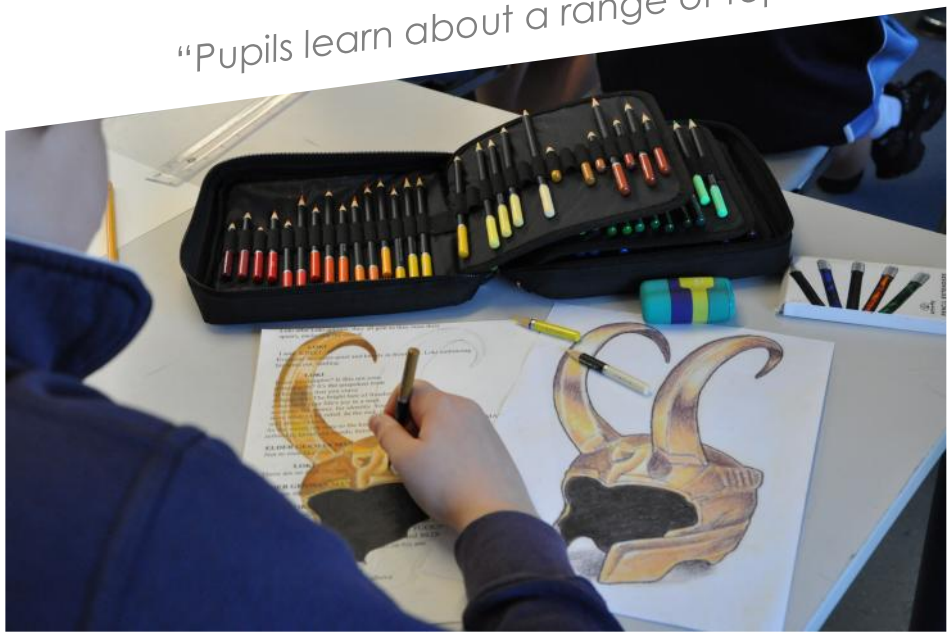
Job Title: Teacher of Mathematics and Form Tutor (MPS)

Responsible to: The Headteacher, the Head of Mathematics and Pastoral Leader

Purpose of the role:

The Teacher of Mathematics will fulfil the roles of classroom teacher and form tutor. The basic responsibilities of all teachers are set out in the current Teachers' Pay and Conditions Document and the Teacher Standards. Additionally, all Whitecross staff are required to embrace our 'Core Commitment' and to agree to our code of conduct.

"Pupils learn about a range of topics to ensure they become well-informed young adults." Ofsted 2023





Main Duties and Responsibilities of a classroom teacher

To be relentlessly committed to the very highest student outcomes through the planning and delivery of the highest quality learning in accordance with the Teacher Standards and our Career Stage Expectations.

Students:

- To plan and prepare lessons, schemes of work and assessment materials;
- To keep relevant, accurate records of student attendance, achievement and targets as required by school policy.
- To provide such information as and when required;
- To challenge inappropriate behaviour wherever it may be encountered and to promote excellent behaviour through the use of the school's Behaviour for Learning Policy;
- To maintain the teaching base and facilities, resources and equipment in good order, maintaining an atmosphere conducive to learning, taking account of Health and Safety regulations as appropriate
- To foster close, collaborative and co-operative contacts with colleagues within the academy and across the school;
- To promote a strong academy identity through involvement with: assemblies, academy and tutor group activities; inter-academy competitions;
- To promote positive student behaviour within the academy and across the school.

Parents:

- To foster positive working relationships with parents of both teaching groups and tutor group;
- To ensure parents receive timely and appropriate information about behaviour and attendance, levels of attainment and progress;
- To contribute to case conferences and re-admittance meetings in accordance with the Behaviour for Learning Policy.

Wider community:

- To make effective use of external resources to promote learning;
- To ensure effective relationships with local external support agencies when required.

Main Duties and Responsibilities of a classroom teacher (continued)

School:

- To be a member of a duty team, when assigned, and carry out such duties punctually and efficiently;
- To teach aspects of the personal, social education and citizenship programme as directed;
- To attend meetings according to the agreed published meeting schedule;
- To engage with extra-curricular activities as agreed;
- To be familiar with, and implement, school policies and where appropriate, to be involved in the review of policy and practice;
- To undertake performance review as part of the agreed Appraisal Policy;
- To participate fully in activities linked to Continuous Professional Development.

Person specification

The following person specification is not intended to be exhaustive but gives an indication of the kind of person we are looking for.

	Essential	Desirable	How tested
Qualifications	A good honours degree Qualified Teacher Status	Evidence of recent and relevant further professional development	Application form
Experience and knowledge	A strong classroom teacher Capacity to reflect and respond to feedback	Sound grasp of the current educational landscape Experience of teaching maths to a high standard	Interview Observed lesson
Skills and abilities	Able to engage and enthuse students Able to plan learning effectively Able to work collaboratively with colleagues	Able to engage and enthuse students Able to plan learning effectively Able to work collaboratively with colleagues	Application form Interview Observed lesson
Personal	Relentlessly optimistic Loyal, enthusiastic, passionate Willing to go the extra mile The highest professional standards and the highest expectations of students	Ambitions for future promotion	Interview

Safeguarding Statement

Whitecross is committed to safeguarding and promoting the wellbeing of every child. The advertised post involves contact with children and therefore involves regulated activity with children. All such posts will be subject to enhanced safeguarding checks.

The post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

The school will undertake online checks of shortlisted candidates in accordance with our Privacy Notice for Applicants which is include in our recruitment pack.

Successful candidates will be required to follow our Safeguarding and Child Protection Policy and will also be required to sign a self-disclosure statement. Our Safeguarding and Child Protection Policy can be found on our website.

Working in Hereford

The ancient city of Hereford is a charming and thriving place surrounded by arguably some of the most beautiful countryside in England. Regarded by many as an undiscovered gem, Hereford is a city with a growing confidence and dynamism offering a rich variety of culture and sport and with good connections to Birmingham, Cardiff and Bristol. House prices and accommodation costs are very reasonable and living costs are typically lower than those for the rest of the West Midlands.

What we offer as an employer

We want to ensure we attract the very best candidates to work here at Whitecross so that we can continue to offer our students a first class education. We seek to be an exemplary employer with the highest regard for our staff and have a comprehensive package of support in place.

All new staff are warmly welcomed into our school community and are supported by an appraisal process which allows staff to identify their training and development needs. The school has a proud record of developing and promoting staff within the organisation.

The school promotes a culture of openness and transparency and all staff are encouraged to try new things and share ideas in an atmosphere of low risk, high challenge.

Appointment process

Please apply using the official application form accompanied by a supporting letter that must be no more than two sides of A4. CVs are not required.

All applications should be returned to the Headteacher's PA, Mrs McDougall, cmcdougall@whitecross.hereford.sch.uk marked for the attention of Mr Tim Knapp, Headteacher.

Timeline

Application deadline: Tuesday 1 December 2026 @ 3.00pm

"Parents are complimentary about the education and pastoral support offered to their children." Ofsted 2023