Recruitment Pack

LANCASTER UNIVERSITY
SCHOOL OF MATHEMATICS

CARDINAL NEWMAN COLLEGE

Lancaster University

Post

Teacher of Mathematics

We are extremely pleased that you are considering applying for the post of Teacher of Mathematics (full or part time - minimum of 0.5fte) to commence 19th August 2026.

Lancaster University School of Mathematics (LUSoM) is one of nine Maths Schools in England and part of u-Maths the network linking us all. We are a specialist sixth form college bringing together talented mathematicians and creating a vibrant community where they are actively encouraged to explore the subjects they love.

We recruit the brightest and most talented maths pupils from across Lancashire, whatever their background, and bring them into an inclusive community of other exceptional students. LUSoM has a particular mission to reach out to under-represented communities and promote the study of maths, not least to girls.

Although LUSoM is a distinct institution as part of the Rigby Education Trust, set up and supported by Lancaster University and Cardinal Newman College, students at LUSoM receive exceptional teaching, experience first-class facilities, and follow a high-quality enrichment programme that encourages the practical application of maths and brings industry experts into the classroom. The curriculum is extended beyond maths and further maths A Level to provide a stretching and inspiring education.

We are committed to equality and diversity welcoming colleagues from all backgrounds into our community irrespective of their religion or belief, ethnicity, gender, gender identity, disability, sexual orientation, marital or pregnancy status.

We welcome applications from suitably experienced and newly qualified teachers for appointment to this teaching post. Included in this job pack is information about LUSoM and the role. If you meet the criteria of this post advertised and feel that you would enjoy working here, we hope you will make an application to join us.

Application forms can be completed electronically via the online career page. The closing date for applications is 11.59pm on Thursday 19th March 2026. Please contact the HR team if you require assistance or adjustments when completing the on-line application form. We do ask that you accept, in the interests of economy, that if you have not heard from us by mid-April you have not been selected for interview on this occasion. We will confirm receipt of all applications by email. Please call the HR team if you have not received a confirmation email by the closing date.

Yours faithfully,

Nick Burnham
Executive Principal

About Lancaster University School of Mathematics

ABOUT LUSoM

Lancaster University School of Mathematics (LUSoM), as part of the Rigby Education Trust, with Lancaster University and Cardinal Newman College, opened in September 2022 in Preston.

In the school's first two years A-level results', LUSoM students achieved over 80% of all grades at A*-B, over 55% at A*/A and over 20% A*. Allied with value added scores well above average, this puts the school as one of the top few state sixth form providers in the whole of the north of England for attainment and progress. Individual successes have also seen students go on to Oxford and Cambridge univeristies as well as other Sutton 30 destinations and we have been very successful at guiding students to competitive degree apprenticeships with BAE, Dyson and Caterpillar.

Specialist maths schools are supported by the Department for Education (DfE) and have an extensive outreach programme to support maths education in surrounding schools and to widen participation for mathematically able students from disadvantaged backgrounds to fulfil their potential.

For some school pupils, being naturally gifted in maths and science subjects can set them apart for the wrong reasons. A specialist maths school brings together these talented individuals and creates a vibrant community where they are actively encouraged to explore the subjects they love. The curriculum is extended beyond the standard maths A-level to provide a stretching and inspiring education delivered by LUSoM staff, members of Lancaster University and Cardinal Newman College.

LUSoM MISSION STATEMENT

Our mission is to enable the most able mathematicians from all backgrounds to realise their potential within an inspiring, inclusive and supportive learning community. Lancaster University School of Mathematics offers able young people within the surrounding areas access to world-class preparation for entry into mathematics-based university education at a standard which is unavailable within the mainstream state school system. We are a centre of excellence, which aims to share best practice throughout the region, raising achievement and aspirations for all. A substantial outreach programme is offered to feeder schools, with activities ranging from master classes and teacher INSET to mentoring individuals and sharing online resources. Additionally there is close collaboration with the Abacus North West Maths Hub.

Terms and Conditions

Working Hours	Full or part time – minimum of 0.5fte
Salary	Paid on the Sixth Form Colleges Salary Structure pro rata to £33,465 to £51,714 per annum (dependent upon experience).
Pension	You will automatically become a member of the Teachers' Pensions Scheme (unless you opt-out). Further details are available at https://www. teacherspensions.co.uk/members/member-hub.aspx

Job Description

Teacher of Mathematics

Responsible to: Assistant Headteacher (Curriculum)

Role Outline: The successful candidate will be responsible for the delivery of a high quality and enriching mathematics curriculum, ensuring the academic progress of students, promoting the subject more widely and encouraging the pursuit of university degrees and careers related to mathematics as well as supporting higher education applications. Furthermore, the successful applicant will be involved with our outreach work, inspiring students across the county to study mathematics at an advanced level.

Main Duties and Responsibilities:

- To contribute fully to the LUSoM mission and vision
- To plan, prepare and deliver high quality lessons in order to achieve excellent student outcomes.
- To set, mark work and track progress of students in accordance with the school and departmental assessment policy.
- To plan and implement intervention strategies for students who are not making sufficient progress in the subject.
- To analyse internal assessment results, reflect carefully and critically on learning and teaching strategies in light of these, and make changes where appropriate with the support of the SLT
- To deliver engaging and inclusive lessons and other activities as part of the school's outreach programme.
- To develop rapport with students and colleagues in order to facilitate the learning process.
- To contribute to the super and extra curricular programmes of the Maths school.
- To attend and contribute to team, full staff and other relevant meetings.
- To communicate and consult with parents, carers and students as appropriate, including attendance at consultation and open events.
- To contribute to the development and delivery of extra-curricular and enrichment activities.
- To prepare and support students in their application for university, including the provision of UCAS references.
- To collaborate on the provision of internal and external CPD, and to contribute to subject and outreach specific professional development in learning, teaching and assessment.
- To undertake any feedback or additional professional development to ensure they are teaching excellent lessons.
- To contribute to the pastoral care of students as a form tutor
- To work with safeguarding as the cornerstone of all interactions with students and staff.

Person Specification

Experience	Essential	Desirable
Successful and recent experience of teaching Mathematics to high-attaining students.	✓	
Successful and recent experience of teaching A-level Mathematics and/or/Further Mathematics		✓
Experience of collaborating on curriculum development and course design.		✓
Expertise in analysing student data		✓
Success in preparing students for university entrance, including supporting UCAS applications		✓
Experience of using innovative pedagogies, including ICT, group work, formative assessment, research projects etc.		✓
Education, Qualifications and Training		
Excellent grades in A-level Mathematics	✓	
Good honours degree in Mathematics or closely related subject	✓	
Experience of Further Mathematics A-level either from studying or teaching the qualification	✓	
A teaching qualification (e.g. PGCE, DTLLS or equivalent)	✓	
Qualified Teacher Status/Qualified Teacher Learning and Skills Status		✓
Knowledge/Skills		
The ability to teach Mathematics to university entrance standards	✓	
An excellent classroom teacher	✓	
The depth of knowledge and the mental agility to allow flexibility in lessons	✓	
Excellent IT skills, including the ability to learn new systems quickly and use them intelligently and flexibly.	✓	
The ability to relate to and inspire your students to develop their talents.	✓	
The ability to create effective rapport and a constructive relationship with students and staff, both in and out of school.	✓	
The ability to enthuse and innovate.	✓	
Excellent communication and interpersonal skills.	✓	
Excellent organisational and administrative skills.	✓	
The ability to create effective rapport with, and inspire the confidence of, external partners such as teachers at other schools, employers, and university departments.	✓	
The ability to manage student progress and achievement and complete all relevant documentation.	✓	
The ability to set and achieve high standards for yourself and for your students	✓	
Personal Attributes/Attitudes		
Commitment to the educational vision and the mission of the Lancaster University School of Mathematics.	✓	
Profound and continuing interest in Mathematics	✓	
Commitment to self-development.	✓	
Commitment to a student-centred approach to the learning process	✓	
Ability to work effectively in a number of different teams	✓	
Positivity, resilience, reliability and integrity.	✓	
Have a commitment to Equality/Diversity and Safeguarding of young people and vulnerable adults.	✓	
Have Disclosure and Barring Service clearance (following appointment).	✓	
Have the eligibility to work in the UK	✓	

The Lancaster University School of Mathematics has a commitment to safeguarding and promoting the welfare of students and expects all staff and volunteers to share this commitment. All posts are subject to Enhanced Disclosure Clearance through the Disclosure and Barring Service. Please note candidates' suitability to work with children will be explored at interview and confirmed through references for the appointee

LUSoM PRINCIPLES

A WORLD CLASS TEACHING AND LEARNING ENVIRONMENT PROVIDING AN INSPIRING CULTURE OF ENQUIRY FOR STUDENTS AND TEACHERS

A central objective of the LUSoM is to promote a culture of outstanding teaching and learning in mathematics. It provides a culture and conditions where students have the support to flourish and where staff have the time to work with students individually and to reflect together on how continuously to improve teaching and learning in mathematics.

LUSoM provides students with an environment in which mathematical and scientific ideas are part of everyday conversation – extending well beyond the examination syllabus.

THE STUDENT AT THE HEART OF EVERYTHING

The learners' needs are at the heart of all the LUSoM does. Our focus, first and foremost, is to provide an education that enables gifted young mathematicians and scientists to flourish and succeed.

We welcome and encourage applications from talented mathematicians, regardless of their background. Our approach to recruitment and marketing, and the ethos of our school, ensures that all parts of our community feel that they are welcome and would flourish in the inclusive and supportive community.

Student voice is important in informing the learning environment. LUSoM recognises that learners are individuals, each with their own specific needs. We provide a safe, caring and supportive structure in which they can work. A holistic package of care is in place, reflecting the needs of the individual. We seek to develop the whole person in order that the mathematician can flourish.

INSPIRING THE NEXT GENERATION

Those who have studied at LUSoM will not only be highly qualified students but will have the necessary skills to excel on mathematics-related degrees at the very best universities. The enriched curriculum and links to Lancaster University and employers equips students with the necessary skills and experience to succeed at degree level and beyond, providing the UK with high performing mathematicians ready to work in business and industry.

CREATING A COLLABORATIVE LEARNING COMMUNITY

LUSoM is committed to extensive and ongoing outreach work. This work is central to identifying the most able mathematicians and to breaking down the barriers preventing some of the talented from continuing studying mathematics beyond GCSE level.

A significant opportunity is provided by the Abacus North West Maths Hub located at the Maths School's sponsor institution, Cardinal Newman College. LUSoM works with the Maths Hub to promote the study of mathematics, to encourage the best mathematicians to progress to the school, to identify the talented and to promote a collaborative community sharing best practice in mathematics teaching and learning.

WORKING WITH OTHER MATHS SCHOOLS TO DRIVE LASTING CHANGE

Lancaster University School of Mathematics is part of a national network of university Maths Schools, u-Maths. Every year u-Maths hosts a staff development day to facilitate collaboration and sharing best practice among the schools. There are formal and informal networks for teaching, super-curricular work and pastoral provision allowing us to work together to shape the future of mathematics and science education across the country.

ADMISSIONS

LUSoM and its partners focuses some of its outreach work on identifying young people at key stage 3 who have a particular aptitude for mathematical study and may need extra support and guidance to succeed at key stage 4.

The admissions process is clear, fair, transparent and challenging to ensure that students are recruited appropriately and will benefit from and succeed within a maths school environment. Students are required to complete and submit an application form, sit an aptitude test and have an interview. They must also achieve a minimum of grade 8 in GCSE mathematics in order to attend the school.

All prospective students with specific educational needs or disabilities are supported by specialist staff through the application process to ensure all reasonable adjustments are made.

CURRICULUM

Lancaster University School of Mathematics' curriculum has been created with the needs of the most academically able mathematics students at its heart.

The curriculum consists of A Level Mathematics and Further Mathematics, a choice from Physics, Chemistry and Computer Science, and then a possible fourth A Level from these subjects or other A Level subjects offered at Cardinal Newman College. Students also undertake group projects as part of the LUSoM Award and have the option of undertaking the Extended Project Qualification.

Students also have the opportunity to engage with extra-curricula and enrichment activities throughout the week. In addition, LUSoM is well equipped to support students with additional learning needs, to provide outstanding pastoral support and provide support to students with English as an additional language.

For further information about the LUSoM curriculum, please refer to our prospectus which is available to download on the website.

GOVERNANCE

Rigby Education Trust is a single academy trust operating the Lancaster University School of Mathematics. Its trustees are responsible for the governance of the maths school and committed to its mission of enabling the most able mathematicians from all backgrounds to realise their potential.

The Trustees come from a range of backgrounds: the majority have extensive experience in education. The Board includes the Executive Principal who is also the principal of Cardinal Newman College.

The Trust is independent from both Lancaster University and Cardinal Newman College. However, the University and College are vital partners and stakeholders.

Privacy Notice

Job Applications

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The Rigby Education Trust was set-up to operate and oversee the Lancaster University School of Mathematics.

The Rigby Education Trust is an academy trust and a charity. The Lancaster University School of Mathematics is the charitable activity of the academy trust. Therefore, in this document references to the Maths School apply to the Rigby Education Trust.

As part of any recruitment process, Lancaster University School of Mathematics collects and processes personal data relating to job applicants. The Maths School is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations.

What information do we collect?

The Maths School collects a range of information about you. This includes:

- your name, address and contact details, including email address and telephone number;
- details of your qualifications, skills, experience and employment history;
- information about your current level of remuneration, including benefit entitlements;
- whether or not you have a disability for which the Maths School needs to make reasonable adjustments during the recruitment process; and
- information about your entitlement to work in the UK.

The Maths School may collect this information in a variety of ways. For example, data might be contained in application forms, obtained from your passport or other identity documents, or collected through interviews or other forms of assessment.

We may also collect personal data about you from third parties, such as personal and employment references. We will seek information from third parties only once a job offer to you has been made and will inform you that we are doing so.

Data will be stored in a range of different places, including on your application file and on other IT systems including email.

Why does the Maths School process personal data?

We need to process data in order to consider your application and, if appropriate, your appointment.
In some cases, we need to process data to ensure that we are complying with the Maths School's legal obligations. For example, it is mandatory to check a successful applicant's eligibility to work in the UK before employment starts.

The Maths School may process special categories of data when it performs an appropriate and proportionate online search on the name(s) of appointed candidates as part of its due diligence process. The purpose of the online search forms part of the college's process in establishing the candidate's suitability to work with children and young people.

The Maths School may process special categories of data, such as information about ethnic origin, or religion or belief, to monitor recruitment statistics. We may also collect information about whether or not applicants are disabled to make reasonable adjustments for candidates who have a disability. This is within context of the Maths School's commitment to equality and diversity as well as its public duty under the Equality Act.

Who has access to data?

Your information will be shared for the purposes of the recruitment exercise. This includes the HR team and interviewers involved in the recruitment process.

The Maths School is being supported by Cardinal Newman College which will be handling and holding data relating to job applications and Human Resources functions more generally.

We will not share your data with other third parties, unless your application for employment is successful and we make you an offer of employment. We will then share your data with former employers to obtain references for you, employment background check providers to obtain necessary background checks.

How does the Maths School protect data?

We take the security of your data seriously. We have internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by our employees in the proper performance of their duties.

For how long does the Maths School keep data?

If your application for employment is unsuccessful, the Maths School will hold your data on file for six months after the end of the relevant recruitment process. At the end of that period, your data is deleted or destroyed.

If your application for employment is successful, personal data gathered during the recruitment process will be retained during your employment and for a period after the end of that employment, in accordance with our retention policy. Data processed as part of the online search on successful applicants would be deleted on appointment.

Your rights

As a data subject, you have a number of rights. You can:

- access and obtain a copy of your data on request;
- require the Maths School to change incorrect or incomplete data;
- require the Maths School to delete or stop
- processing your data, for example where the data is no longer necessary for the purposes of processing; and
- object to the processing of your data where the Maths School is relying on its legitimate interests as the legal ground for processing.

If you would like to exercise any of these rights, please contact bdeed@lusom.ac.uk

What if you do not provide personal data?

You are under no statutory or contractual obligation to provide data to the Maths School during the recruitment process. However, if you do not provide the information, we may not be able to process your application properly or at all.