LET EDUCATION TRUST

AMBITIOUS | INCLUSIVE | RESILIENT

THE HOLLINS

TEACHER OF MATHS

RECRUITMENT PACK

WELCOME FROM THE CEO

Dear Applicant,

Thank you for showing an interest in the post of Teacher of Maths at The Hollins. The LET Education Trust is a cross-phase multi-academy trust based in Lancashire with both primary and secondary schools as members.

We believe that every child deserves the best education and we create opportunities and experiences for all of them to reach their potential. Building 'cultural capital' is vital for our pupils and this occurs from reception up to year 11 through trips, activities, projects, events and residentials, both at home and abroad. We are ambitious for our pupils, meaning we are always striving for excellence and supporting career aspirations through a culture of constant improvement.

Each of our schools is different and this is something we value and celebrate. The uniqueness of each school is supported by strong central services and a school-centred and approachable central team. Most colleagues work in one school but some work across a range of schools where their skills and abilities are needed.

Collaboration is key for LET schools and at the forefront of this is staff development. Joint INSET days with keynote speakers, middle and senior leader training and subject links occur across and between schools and phases. To ensure consistency of approach and sharing of good practice we have termly meetings for our safeguarding leads and our SENCOs, sharing this information is proving invaluable. School to school liaison around transition is vitally important in ensuring our pupils arrive at secondary school with the necessary skills and helps to ensure a smooth start to year 7.

We play a part in Initial Teacher Training as part of our remit through the Embrace SCITT. We have successfully trained primary and secondary teachers over the last 10 years with a large number employed locally and within the LET Education Trust.

I will be retiring from the post of CEO at the end of August, after four and a half years and my successor, Jeniffer Sing, currently Director of Education at All Saints Multi-Academy Trust in Liverpool, will be taking up the post.

If you have the highest standards of professional endeavour, integrity and ethics and would like to be part of our growing MAT, I look forward to receiving your application. You can find out more about our Trust at www.let-edu.org and more about The Hollins at www.thehollins.com

I wish you all the very best with your application.

Steve Campbell
CEO
LET Education Trust

WELCOME FROM THE HEADTEACHER

Dear Applicant,

Thank you for your interest in the position of Teacher of Maths at The Hollins. We are a fully comprehensive school and serve a differing catchment area across Accrington and the surrounding area. Over 62% of our pupils come from E/E* areas of overall multiple deprivation, and prior attainment of our pupils is average. However, we achieve many great things with our pupils due to our committed, well-trained staff always going the extra mile to care for our pupils' welfare, character development and achievements. We are dedicated to improving the chances of all our young people, including our most vulnerable, pupil premium pupils, and learners with SEND and, as such, strive to offer as many opportunities for our pupils as possible, both within and outside of the classroom. We ensure that our staff engage in continual professional learning throughout their time with us, regardless of the level of experience, as we are committed to ensuring we can always get better.

Our relatively new Head of Department is enthusiastic about raising standards and is keen to promote and support consistent teaching methods whilst ensuring pupils develop a love for the subject whilst working hard to raise achievement.

Our recent transition to becoming an academy helps cement further collaboration with other professionals and will allow us to continue to further develop our practice. The LET Education Trust is an inclusive trust recognising the importance of providing for and investing in the adults of tomorrow. This is an excellent opportunity to join our calm, safe and dignified school, where we expect the very best from pupils and staff alike. We are warm, welcoming and friendly whilst insisting on high expectations from our youngsters.

Please don't hesitate to get in touch if you'd like to drop by for a tour or just have an informal conversation.

We look forward to receiving your completed application form together with a letter of application.

Yours faithfully,
Mrs H Dougan
Acting Headteacher

SAFEGUARDING AT THE HOLLINS

LET Education Trust has a commitment to safeguarding and promoting the welfare of children. This role is not exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. All shortlisted candidates will be subject to online checks-they will also be asked to complete a criminal records self-disclosure form and successful candidates will be subject to Disclosure and Barring Service (DBS) checks along with other relevant employment checks. This role has been identified as public facing in accordance with Part 7 of the Immigration Act, and therefore the ability to fulfil all spoken aspects of the role with confidence in English will be required.

SUPPORT FOR OUR STAFF

Looking after our mental health
We have staff who are trained mental health first aiders who are ready, willing and able to support staff. You can also have look at the wellbeing charter which you can find on the LET Education Trust's website vacancy page.

Quality staff professional development
We value staff development above all else and this engenders a sense of confidence and motivation for staff. We treat our staff like the professionals they are by engaging in the disciplined Inquiry approach to appraisal and development, which gives staff the responsibility to consider their own individual needs in order to continue to develop and improve.

Measure and respond to staff voice
Our questionnaires allow staff the opportunity to let us know how they are coping with the demands of work, along with how they are coping generally. However, leadership doors are always open for continual conversations around this.

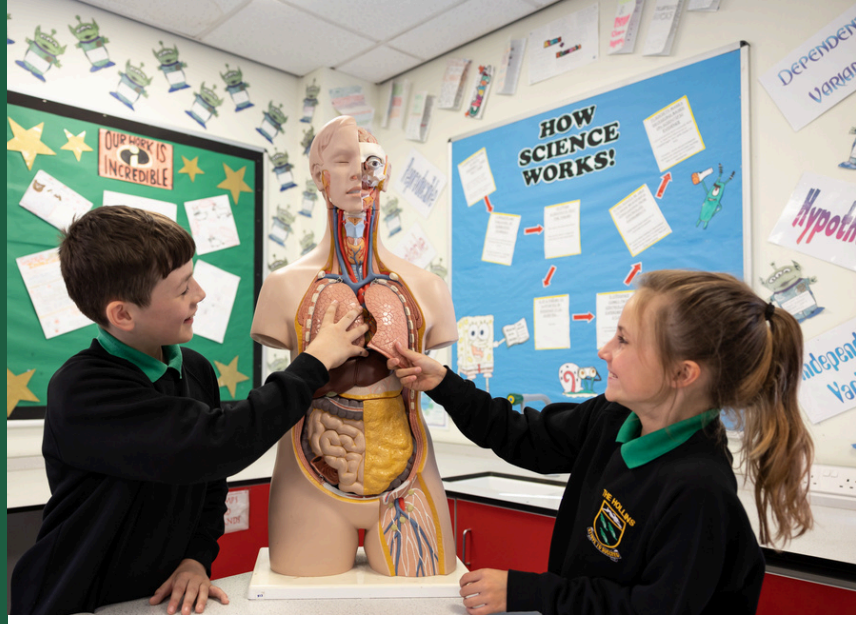
Quality behaviour systems in place
Our behaviour system is designed to support both pupils and staff to ensure consistency and support at all times. Our school believes that the certainty of a sanction and subsequent restorative conversations are extremely Important for the smooth running of the school.

Driving down unnecessary workload
We strive to ensure that we support the DfE workload reduction with suggestions like ensuring that our calendar reflects generous department an CPD opportunities, not submitting regular lessons plans, no expectations that all staff will mark in a specified manner, and only collecting data that is purposeful and used multiple times.

The overreaching aim of the maths department is that our pupils will become independent thinkers (learners) who demonstrate a positive mindset and enjoy working together to solve problems and produce creative solutions in unfamiliar situations. Our focus is to make math's enjoyable, exciting, and interesting for all pupils irrespective of their prior attainment.

Maths is not just a subject studied in the classroom. It is relevant and important in our lives beyond the school gates. At The Hollins, we aim to equip all our pupils with functional mathematical skills that can be used throughout their lives. To enable them to appreciate that maths is more than 'sums,' so that they consider that it appears all around us and how it can be used in everyday life.

If you're enthusiastic, adaptable, and have a genuine desire to help young people reach their full potential, we want to hear from you! This is more than just a job; it's a chance to be a true difference-maker in the lives of our amazing pupils. Apply now and become a superhero in our classrooms.



TERMS OF CONTRACT

- Job Title: Teacher of Maths
- Location: The Hollins, Hollins Lane, Accrington, Lancashire, BB5 2QY
- Grade: MPR1 to UPR3
- Annual salary £32,916 to £51,048
- Contract type: Permanent / Full Time
- Start date: 1 September 2026

HOW TO APPLY

Applications should be submitted using the forms available on our website with a supporting letter of no more than two pages of A4. The supporting letter should be clear, concise, accurately written and presented in an organised way, it should show how your experience to date has prepared you for this role. Your letter and complete application form should be returned no later than the specified closing date and returned to recruitment@thehollins.com

- Closing date: Monday 20 April 2026, 12 noon.
- Interview date: w/c Monday 4 May 2026

JOB DESCRIPTION

Job Purpose

The following goals outline the core expectations for this position.

- To plan and deliver high quality Maths lessons across the school.
- To teach Maths at KS3 and KS4.

Core Tasks

- To fulfil the expected role of a main scale teacher.
- To fulfil the role of a form tutor.
- To assess and report on the achivement of pupils' learning.
- To structure lessons building on prior attainment.
- To be aware of individual pupil needs and cater for these.
- To ensure work is set and assessed accordingly to the departmental policy.
- To set high expectations for pupil behaviour through building positive and productive relationships.
- To apply school policies effectively and consistently.
- To be aware of recent pedagogy within your subject.

School

- To carry out the duties in accordance with school-based policies and health and safety procedures.
- To contribute to the provision of an effective environment for learning.
- To support the promotion of positive relationships with parents and outside agencies.
- To engage in the school's appraisal scheme.
- To take care for their own and other people's health and safety.
- To be aware of the confidential nature of issues.

<u>Equal Opportunities</u>

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

<u>Safeguarding Committment</u>

This school is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment.

<u>Note</u>

Duties may be modified or interchanged by the Headteacher to meet evolving requirements, consistent with the grade of the post.

PERSON SPECIFICATION

	Essential	Desirable
Qualifications and Experience	• Qualified teacher status. • Good honours degree or equivalent. • A track record of successful teaching with evidence of enhancing pupil achievement in your classes. • Good ICT skills. • A willingness to be part of a team.	• Evidence of further subject-based professional development.
Teaching	• Evidence of good classroom practice. • Good understanding of effective and engaging teaching methods. • The ability to engage, enthuse and motivate pupils. • Experience of teaching KS3 and KS4. • A good knowledge and understanding of current developments in maths (including GCSE and NC requirements) • The ability to plan lessons and sequences of lessons with clear objectives to ensure progression for all pupils.	• An understanding of current educational initiatives, including national priorities and legislation. • Willingness to teach another subject if required. • Evidence of improved pupil outcomes.
Professional Attributes	• A genuine belief in the value of every child. • To be aspirational for every child. • High personal standards and high expectations of themselves and others. • The ability to relate well to all members of the school community. • A sense of humour. • A flexible approach to school life. • Excellent communication skills.	
Other	• A commitment to safeguarding and protecting the welfare of children. • A commitment to excellent attendance. • A commitment to health and safety. • A commitment to equality and diversity. • A strong belief in the importance of extra-curricular activities and a willingness to be involved. • The ability to manage time effectively and prioritise work.	

THANK YOU