



Welcome to our Trust

Teacher of Maths
Recruitment Pack



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Welcome to Anglian Learning



Thank you for your interest in the position of Teacher of Maths at Anglian Learning.

We are an ambitious, outward looking school trust consisting of six secondary schools and ten primary schools, the latest to join our community being Wimbish Primary Academy in September 2023. While each of our academies retains very clearly their own identity and ethos, we are collectively passionate in our belief that all young people deserve to have access to an outstanding education, and which crucially enables them to thrive in the local, national, and global communities in which they live.

Anglian Learning has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to innovative ideas and alternative perspectives. We also passionately believe that our most valuable resource is our people, and if you apply and are successful in your application, we promise to develop and support you in your career, as well as providing a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact Vicky Burnett, HR Officer, on hr@anglianlearning.org.

I hope that you find the following information useful. If you wish to make an application for this vacancy, please see the instructions within.

We look forward to hearing from you.



Jonathan Culpin,
CEO, Anglian Learning

Our Values:

Aspiration

We are ambitious for ourselves and all those in our community to be the best we can be



Community

We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together



Empowerment

We enable our academies, staff and learners to embrace new ideas and think creatively



Inclusivity

We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds



About Anglian Learning

Founded in September 2016 of four community-facing secondary schools seeking to share knowledge and provide mutual support, Anglian Learning has grown over the past seven years to be one of the leading school trusts in the region.

Educating more than 8000 pupils and employing over 1000 staff across three counties and sixteen academies, the Trust's mission is to enable inclusive and aspirational learning in every classroom, empower leaders across every academy, and ensure inspiring opportunities and educational success for all of our learners, people and communities.

Alongside this, the Trust remains committed to its heritage which is rooted in local communities and several of our schools provide adult learning opportunities and support for local groups and societies. We also operate our own sports centres under the banner of Anglian Leisure. Local, high quality and representative governance of schools is a key aspect of our leadership structure and we are recent winners of the NGA National Outstanding Governance Award as a reflection of this commitment.



In addition to our commitment to celebrating our community ethos, we believe strongly in empowerment: of pupils, our people and, crucially, our leaders. As recent research has reiterated, headteachers are incredibly influential in the success of schools and of their learners. The role of the Trust is therefore to provide the environment in which our leaders can grow, develop and flourish in their role. Our central team provides extensive, expert and rapid advice and support in human resources, finance, ICT, estates and operations. Therefore, our school leaders have the space and focus to drive school improvement in the curriculum, teaching, behaviour and in establishing the healthy culture and ethos that underpins this.

Educating more than

8,000

pupils

Employing over

1,000

members of staff

3

counties

16

academies

About Joyce Frankland



Founded with the vision of the 'love I bear learning', we realise Dame Joyce Frankland's original purpose, set in 1588, through our values. We also recognise her wider vision, that students and staff would be 'good members of the Commonwealth' ensuring that all members of the community flourish.

We believe that the qualities expressed by 'The 4 I's', are essential to establish lifelong learning and success. These are:

- **Independence** – The ability to be self-reliant, self-confident, resilient and show initiative.
- **Imagination** – The ability to be creative and inventive.
- **Inquisitiveness** – The desire to be curious and interested.
- **Insight** – The ability to look beyond the obvious and treat others with empathy and understanding.

In our lessons and our extensive co-curricular opportunities, we aim to foster a culture of exploration where students are inspired and challenged to search for deeper understanding to achieve excellence in all aspects of their school experience, and as a result, fulfil their potential and flourish in their futures.

We also recognise that to achieve our goals we must nurture a community where cooperation, support and high standards are modelled by every member of the Academy. Our pastoral structure is designed to ensure that every single pupil is provided with the tools and opportunities they need to become successful members of society.

We believe that our Academy is at an extremely exciting point in its development, and we warmly invite you to arrange a visit to see us in action.



Working for Anglian Learning

One of our core design and decision-making principles is that we constantly strive to build a healthy organisational culture, central to which is making sure we are a learning community where everyone can achieve their potential. We create a strong sense of belonging and a place where staff feel appreciated and fairly rewarded for the work they do. We are a flexible employer that supports colleagues to balance their lives and recognises how staff give back to our young people.

Staff survey

Our most recent staff survey indicated that a high proportion of staff:

- Feel as though they belong within Anglian Learning
- Agree that they are provided with relevant opportunities for professional development
- Feel that there is a positive culture of psychological safety within their school
- Have high levels of job satisfaction and happiness at work
- Would recommend our organisation as a great place to work
- Almost all staff who responded to the survey feel part of a team within their school and can rely on colleagues for support when needed.

Joining Anglian Learning comes with a myriad of benefits, fostering both personal and professional growth. Our coaching and mentoring programmes are designed to offer tailored support that enhances your skills and career development. For further information about the opportunities available for this role please contact Vicky Burnett, HR Officer, via hr@anglianlearning.org

Benefits

Other benefits and support available to all Trust employees include:



Career Average Revalued Earnings Pension Scheme (CARE)



Cycle to Work Salary Sacrifice Scheme



Free membership to all Anglian Learning Sports Centres



20% discount on Anglian Learning Adult Education Courses



Professional Development Scheme Policy



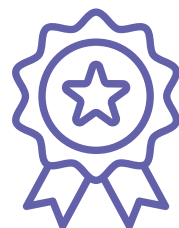
Employee Assistance Programme



Specsavers VDU Vouchers



Boots Flu Vouchers



Perkbox – a benefit, reward and recognition platform offering a wide range of discounts on high street and online shopping



Role Summary

Anglian Learning are looking to appoint an outstanding professional to the position of Maths teacher. This position would be perfect for either an ECT looking for an excellent team to work with as they start their career, or someone with a bit more experience who has a desire to embed their practice among a gifted group of practitioners. We are looking to fill this position as soon as possible.

We offer:

- a supportive, committed and motivated team full of specialist staff
- small class sizes
- additional non contact time
- a forward thinking team open to new initiatives and strategies
- well behaved and motivated students
- supportive parents and governors
- clear opportunities for both professional and career development

The successful candidate will:

- be a creative and dynamic teacher
- have excellent communication and inter-personal skills
- have the capacity to reflect, modify and implement learning to challenge and support all students
- be committed to raising standards of achievement for all

SALARY:	Teacher Main Pay Scale to Upper Pay Scale
HOURS:	Full time*
PENSION:	Teachers Pension Scheme
DISCLOSURE LEVEL:	Enhanced DBS plus Barred List Check
LOCATION:	The post holder will be based at Joyce Frankland Academy, Newport but will be expected to work across the Trust and to travel between sites.
RESPONSIBLE TO:	Head of Maths

MAIN RESPONSIBILITIES:

Job Purpose

- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils and to support a designated curriculum area as appropriate
- To monitor and support the overall progress and development of pupils
- To facilitate and encourage a learning experience which provides pupils with the opportunity to achieve their individual potential
- To contribute to raising standards of pupil attainment.
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth

Operational/Strategic Planning

- To make a positive contribution to the work of the department, assisting in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies and taking responsibility for particular facets of the department's work
- To contribute to the curriculum area and department's development plan and its implementation
- To plan and prepare courses and lessons
- To contribute to the whole school's planning

Staffing

- To take part in the school's staff development programme by participating in arrangements for further training and professional development

Staff Development

- To continue personal development in the relevant areas including subject knowledge and teaching methods

Recruitment/Deployment of Staff

- To engage actively in the Performance Management process
- To ensure the effective/efficient deployment of classroom support
- To work as a member of a designated team and to contribute positively to effective working relations within the school

Quality Assurance

- To help to implement school quality procedures and to adhere to the requirements outlined in the school's quality assurance policy
- To contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed school procedures
- To seek/implement modification and improvement where required
- To review from time to time methods of teaching and programmes of work
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school

Communication

- To communicate effectively with the parents of pupils as appropriate where appropriate, to communicate and co-operate with persons or bodies outside the school
- To follow agreed policies for communications in the school

Marketing and Liason

- To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings, Review Days and liaison events with partner schools
- To contribute to the development of effective subject links with external agencies

Qualifications and Training

Essential:

- Qualified Teachers Status (or pending for ECT applicants)
- Good honours degree in relevant subject
- GCSE grade C+/4+ or equivalent in Maths and English

Experience

Essential:

- Recent experience of teaching Maths or a related subject to at least GCSE or equivalent level (or evidence of teaching a range of classes if ECT applicant)

Desirable:

- An excellent communicator who is able to work effectively with pupils, parents, colleagues and outside agencies
- Good or outstanding classroom practitioner with evidence of setting appropriate expectations to advance learning and engage and motivate pupils
- Ability to establish productive working relationships and work well in a team

Skills and Knowledge

Essential:

- An excellent communicator who is able to work effectively with pupils, parents, colleagues and outside agencies
- Good or outstanding classroom practitioner with evidence of setting appropriate expectations to advance learning and engage and motivate pupils
- Ability to establish productive working relationships and work well in a team
- Has excellent subject knowledge and is aware of best practice in teaching, including effective use of AfL
- An excellent communicator, both orally and in writing
- Commitment to equality of opportunity and high aspirations for the achievement of all pupils, including those coming from disadvantaged backgrounds

Desirable:

- An awareness of new technologies, their use and impact

Skills and Knowledge

Essential:

- Evidence of a commitment to the safeguarding of all young people
- An awareness of new technologies, their use and impact
- Excellent teaching, pastoral and behaviour management
- skills leading to evidence of excellent pupil outcomes
- Excellent use of AfL strategies in teaching and learning within the classroom
- A personal commitment to the continuing development of teaching skills in order to have a positive impact on
- student outcomes
- Good honours degree in a relevant subject
- Qualified Teacher Status (or pending for ECT applicants)
- GCSE grade C+/4+ or equivalent in Maths and English
- Enthusiasm, energy and personal dynamism Approachable, friendly and patient
- Artistic, creative and passionate about their subject Able to prioritise and meet deadlines
- A liking and respect for young people
- Appropriate professional relationship with colleagues, parents and children
- High level of integrity, honesty and fairness

Personal Qualities

Essential:

- Enthusiasm, energy and personal dynamism Approachable, friendly and patient
 - Artistic, creative and passionate about their subject Able to prioritise and meet deadlines
 - A liking and respect for young people
 - Appropriate professional relationship with colleagues, parents and children
- High level of integrity, honesty and fairness

How to apply

Dates

CLOSING DATE:	July 2025
INTERVIEW DATES:	To be confirmed
START DATE:	September 2025

We reserve the right to close this advert prior to the publicised closing date if we receive a high volume of suitable applications. Applications will be reviewed as received so please apply early to avoid disappointment!

If you are passionate about Teaching Maths and meet the person specification we invite you to apply for this exciting opportunity.

To find out even more, have an informal discussion or arrange a visit to the Trust, please contact Vicky Burnett, HR Officer via hr@angianlearning.org.

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment and undergo appropriate checks. Therefore, all posts within the Trust are subject to robust pre-employment checks including but not limited to an enhanced Disclosure and Barring Service check

This job entails work that is considered regulated activity i.e. work which involves regular close and unsupervised contact with children or vulnerable adults.

This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR, Safeguarding and Recruitment can be found on our website: www.anglianlearning.org

We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Should you require reasonable adjustments to support your participation in an Anglian Learning recruitment campaign please do not hesitate to get in contact as we are happy to discuss your requirements.

Flexible working, including part-time hours and job shares, will be considered for all Anglian Learning roles with the exception of where this is not compatible with the business needs. Should you be interested in flexible working please indicate this on your application.

Privacy Notice for Job Applicants - <https://anglianlearning.org/information/data-protection-policies/>

Please note the photo(s) of pupils attached to this notice were used under the legal ground of consent, for the purpose of preparing publications that promote the schools.



Get in touch

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