



Teacher of Mathematics with Key Stage 4 or 5 Lead

Start date: September 2026

Full-time MPS/UPS + TLR (£3668.16)

Presdales School is a single sex comprehensive school in Ware for girls aged 11-18, with boys welcomed into the Sixth Form. We are a school which values all students, irrespective of their age and ability and helps them to exceed expectations through high quality teaching and learning and the opportunity to take part in a wide variety of activities which will enrich their educational and personal development beyond the classroom.

We provide a caring environment where all students are supported, as well as challenged, to ensure that there is no limit to their potential. We prepare our students for a world that is constantly changing by encouraging them to be independent learners who are determined, confident and who never give up.

Alongside academic excellence there is a strong focus on enjoyment, excellent behaviour and respect for all.

The school is committed to safeguarding and promoting the welfare of young people and expects staff to share this commitment. All posts are subject to a safer recruitment process which includes enhanced criminal records and barring checks, scrutiny of employment history, referencing and other vetting checks, including online searches.

Closing date for applications:

9.00am, Monday 13th April 2026

We expect to interview:

TBA

Please submit:

- A letter of application, no more than two sides of A4, outlining how you meet the person specification
- A completed application form (available on the school website)

Presdales School is committed to ensuring inclusion, diversity and equality of opportunity. We welcome applications from all suitable candidates and encourage those from underrepresented groups, and/ or with protected characteristics, to apply.

You can post your application to the school, or send by email to:

recruitment@presdales.herts.sch.uk

Please note that CVs will not be accepted. Prospective applicants are welcome to visit the school prior to the application process. Please contact the Head's PA at the above email address if you wish to arrange a visit.



Teacher of Mathematics with Key Stage 4 or 5 Lead

We are looking for a dynamic and innovative teacher who can deliver engaging and interactive lessons that cater to the needs of our students. Your strong subject knowledge and ability to explain complex mathematical concepts in a clear and concise manner will be key to fostering a deep understanding of the subject.

'Pupils thrive at Presdales' Ofsted March 2024

At Presdales School, we aim to provide a Mathematics curriculum which:

- is accessible to all and supports and challenges all learners, regardless of prior attainment or background
- is carefully **planned and sequenced** to allow for progression within topics and across strands of mathematics
- supports students in developing their **procedural fluency** through frequent recall of facts, formulae and key rules
- explicitly focuses on the development of students' **reasoning skills** through regular verbal rehearsal and in writing involving questions that require thinking about the 'how' and 'why'
- provides regular opportunities for students to develop their **problem solving skills** through exposure to multi-topic questions and unfamiliar problems which require them to draw on knowledge from their long-term memory
- includes **early exposure to algebra** by transitioning from working with numbers to generalising and working with variables and unknowns
- promotes relentless insistence on use of **correct language** and **subject specific vocabulary**, resulting in students 'speaking like mathematicians'
- promotes teachers to proactively present **common misconceptions** and **errors**, generating discussions around why these are not mathematically correct
- includes explicit use of the **concrete-pictorial-abstract** approach to ensure a real depth and conceptual level of understanding, fading scaffolds and models as students move from novice to expert learners
- encourages teachers to use **consistent methods** and **approaches** to topics and concepts to support students' transitions between classes, year groups and teachers
- includes **regular formative assessment** in the form of knowledge checks, reasoning and problem solving skill checks, low stake multiple choice quizzes and mini whiteboards to check for understanding
- embeds **retrieval practice** to ensure learning sticks, through lesson starters, homework tasks and interleaving of topics as students work through the curriculum
- fosters a **love of maths** and an **appreciation of how mathematics** underpins virtually all the practical developments in science, IT and economics which have formed our modern world.

The department is a team of 10 dedicated Maths specialist teachers which include two key stage leads who lead on their respective curriculum areas, while head of department leads KS4. As a team, we have collectively developed our own 7-year curriculum from Year 7 to Year 13, ensuring clear progression from the moment students join us in Year 7 until they leave us in either Year 11 or Year 13. We have 5 dedicated Maths classrooms, one of which also has 20 desktop computers. We are fully committed to supporting students with their learning and offer a range of lunchtime and after school support sessions including lunchtime drop-ins for each key stage, A level Masterclasses to support our KS5 students with exam technique and The Maths Paper Society for Year 11 to support them in becoming more familiar with and skilled at exam papers. We enter all levels of the UKMT Maths challenges and often have students progressing to follow-on rounds. We also take part in the Hertfordshire Maths Team Challenge each year. Our SEND department, with our KS3 lead, run Maths builder sessions which support selected students weekly in building their confidence up in Mathematics.



Person Specification

Teacher of Mathematics with Key Stage Lead

We are looking for a candidate who is able to demonstrate the following essential or desirable requirements.

Qualifications

- A good honours degree
- Qualified teacher (QTS)/PGCE
- A commitment to on-going professional development with evidence of further study or professional training

Knowledge and Experience

- Enthusiasm and passion for teaching
- Excellent classroom practitioner
- Knowledge of current educational developments in subject and implications
- Good understanding of how students learn and how to engage all levels of learner
- Good understanding of how to use assessment to raise standards of achievement
- Good subject knowledge

Skills and Abilities

- Able to communicate well, both in writing and orally
- Excellent organisational skills
- Good ICT skills and be able to use them in own teaching
- Able to manage time effectively and work to deadlines
- Ability to develop good personal relationships with students, staff and parents
- Ability to work alongside other leaders to achieve a shared vision

Personal Qualities

- Committed to safeguarding and promoting the welfare of young people
- Excellent record of attendance and punctuality
- Ability to work well within a team
- Enthusiastic
- Ability to work under pressure and meet deadlines
- The ability to motivate others
- Positive attitude
- Self-motivated and hardworking
- Creative
- Strong leadership skills



Job Description

Teacher of Mathematics with Key Stage Lead

Vision and Purpose

- To teach across the age and ability range, as and when experience allows, and to provide a learning environment that enables all students to make progress regardless of their starting points
- To share the responsibility of all staff to ensure that our students are challenged, encouraged, nurtured and developed as all-round young people
- To provide leadership and direction for a Key Stage within the department and ensure that it is managed and organised to meet the aims and objectives of the school

Main Responsibilities

- Teach across the full range of age and abilities, as and when experience allows
- Committed to safeguarding and promoting the welfare of young people
- Monitor and evaluate the progress of students in your classes and across a Key Stage in line with school policies, and lead on actions across the key stage to address underachievement
- Securing high standards of teaching and learning through curriculum development and continual pedagogical innovation, resulting in student performance matching or exceeding school expectations
- Plan and deliver lessons that are in line with the department's curriculum
- To maintain good order and discipline in line with the school's behaviour policy
- Actively engage in the performance management process
- Communicate effectively both orally and in writing with students, staff, parents and governors
- Have a commitment to your own continued professional development
- Keep up to date with your subject knowledge
- Attend all relevant meetings as required in order to fulfil your role and responsibilities
- Lead and participate in extra-curricular activities
- Be a form tutor as required
- Take responsibility to complete all safety checks, e.g. online training, when directed
- Ensure that all students have equality of opportunity
- Promote the school's ethos and culture within the department and wider community
- To comply with the school's Health and Safety policy

Leadership

- Lead and line manage staff on matters pertaining to a Key Stage
- Provide the Head of Department with relevant student performance information as part of the department's self-evaluation cycle
- Contribute to quality assurance programmes within the department, such as lesson observations, learning walks, work scrutiny and student voice
- In collaboration with the Head of Department, identify and implement strategies to address improvement needs

Strategic Direction

- Overview and evaluate performance at a Key Stage in discussion with the Head of Department and teaching staff and provide future actions based on such evaluation and discussion
- Ensure short, medium and long term plans are established for the development and resourcing of a Key Stage which contribute to whole-school aims, policies and practices and identify realistic targets for the development of the department as part of the Department Improvement Plan (DIP)

- Manage change effectively, deploying staff and resources to maximise curriculum outcomes
- Implement policies and practices within a Key Stage which reflect whole school and department aims and objectives
- Create a climate which enables other staff to develop and maintain positive attitudes towards their subject and teaching it
- Demonstrate both enthusiasm and high standards of teaching to members of the department and to students

Teaching and Learning

- Establish the curriculum intent and expectations for implementation at a Key Stage
- Ensure effective curriculum coverage, sequencing, continuity and progression in the subject areas for all students by all members of the department
- Ensure that teachers are clear about the learning objectives of lessons and through the provision of resources provide guidance on appropriate teaching and learning methods
- Ensure the development of students' literacy through the department's curriculum intent and implementation
- Follow department policies for assessing, recording and reporting on student achievement, using feedback to set targets for further improvement within the department
- Establish high expectations and ensure that clear targets are set for student achievement including for those with special educational needs, pupil premium status and the higher attainers
- In conjunction with teachers regularly monitor the progress of all students, using data effectively to identify students who are underachieving, creating plans of action where necessary to support recovery.
- Establish a partnership with parents to involve them in their child's learning
- Instigate, monitor and evaluate intervention strategies where appropriate
- Identify and nurture opportunities for students to engage beyond the taught curriculum through the Super Curriculum, extra-curricular activities and educational visits

Leading and Managing Staff

- Provide opportunities for staff development and enrichment through the appropriate allocation of tasks and membership of department curriculum working groups
- Help staff to achieve constructive working relationships with students and colleagues based on clear expectations
- Oversee the appraisal of department staff as required, identifying staff needs with regard to Continuing Professional Development and Learning (CPDL)
- Support the Head of Department in ensuring that all new teachers are appropriately trained, monitored, supported, assessed and effectively inducted into the department
- Encourage staff to discuss developing ideas in their subject and foster an atmosphere of discovery to enhance their perception of the subject

Efficient and Effective Deployment of Staff and Resources

- Identify timetabling, staff and resource needs for a Key Stage and inform the Head of Department of likely priorities for expenditure in close connection with school policies and subject development plans
- Use accommodation to create an effective and stimulating learning environment, ensuring displays are well-maintained and kept current and relevant

Communication and Liaison

- Communicate effectively with members of the department through formal and informal meetings and briefings
- Meet regularly with the Head of Department over matters relating to the development, as well as personal professional development
- Meet regularly with teaching staff to support the accomplishment of both whole school and department aims and objectives

- Liaise with other key staff, including Exams Officer, SENCO, Heads of Years and support staff on matters relating to a Key Stage
- Communicate with parents as appropriate
- Represent and promote the department at relevant school events and talks
- Oversee the deployment of assigned prefects and other student representatives to support department development

Other

- Undertake other tasks related to a Key Stage, as directed by the Head of Department.
- Deputise for the Head of Department in their absence.

Whilst this job description is current, and every effort has been made to explain the main duties and responsibilities of the post, each individual task may not have been identified. Employees will be expected to comply, following consultation, with any reasonable request from the Headteacher to carry out tasks and duties that are of a similar level, but not specified in the job description.

recruitment@presdales.herts.sch.uk