
Head of Mathematics **(Flexible Working Available)**

Contract Type: Permanent; Full-time
TMS / UPS Scale + TLR2 (2)

With the potential for a 1-year Senior Leadership Team secondment for a suitable applicant

Required for: September 2025

Closing Date for applications: 10:00am, Friday 28th February

Interview date: Week commencing 3rd March

Lead Our Thriving Maths Department at Aylesbury UTC and Make a Lasting Impact (Flexible Working Available!)

Do you have a passion for maths and a desire to empower students to achieve their full potential? This is an exceptional opportunity to shape the future of our dynamic Maths department at Aylesbury UTC.

We're seeking a passionate and experienced Maths teacher to join our team as Head of Department. In this leadership role, you'll play a pivotal role in driving academic excellence and fostering a love of learning for maths amongst our students. As our student body expands rapidly, your leadership will be instrumental in ensuring we continue to provide exceptional support and achieve the best possible outcomes for all.

Here's what makes this role truly outstanding:

- **Make a Tangible Difference:** Directly impact the lives of young people by leading a dedicated team and fostering a love of maths.
- **Shape the Future of Maths at Aylesbury UTC:** Develop and implement innovative teaching strategies to ensure our curriculum remains at the forefront.
- **Work-Life Balance:** Enjoy a healthy work-life balance with **flexible working arrangements**, including the option to **work from home one day a week for the first academic year**.
- **Supportive and Collaborative Environment:** Become part of a close-knit team that prioritizes professional development and collaboration.
- **Be Part of Something Bigger:** Join the Merchant Taylors' Oxfordshire Academy Trust (MTOAT), a growing multi-academy trust dedicated to providing exceptional education across all its schools.

This role is perfect for you if:

- You are a highly motivated and experienced Maths teacher with a proven track record of success.

- You possess strong leadership skills and a passion for inspiring and motivating others.
- You are a creative and innovative thinker with a desire to develop engaging and effective teaching strategies.
- You are a collaborative team player who thrives in a supportive and nurturing environment.

Beyond Maths: Aylesbury UTC offers a unique educational experience that combines a strong core curriculum with specialist subjects in Computing and Healthcare. This creates a vibrant and stimulating learning environment for our students.

The Benefits:

- Competitive salary and benefits package
- Opportunity for professional development
- Flexible working arrangement (one day a week from home)
- Supportive and collaborative working environment
- Be part of a growing and successful multi-academy trust

Ready to take the next step? We encourage applications from outstanding Maths teachers who are eager to make a real difference. **Please indicate your interest in the Head of Department role on your application form.**

We look forward to hearing from you!

- Further information and an application form can be found on our school website at <https://aylesburyutc.co.uk/about/team/vacancies/>
- For more information or to arrange a visit to the school (strongly encouraged), please contact reception@aylesburyutc.co.uk
- Please email all completed applications to: recruit@MTOAT.co.uk (our Trust HR team)

Closing date for completed application forms is **10:00am, Friday 28th February**

Interviews are planned for **the week commencing 3rd March**

Selection Criteria

The successful candidate will be able to meet the following person specification criteria:

Person specification

Criteria	Qualities
Qualifications and training	<ul style="list-style-type: none"> ➤ Qualified teacher status ➤ Degree or equivalent qualification in relevant field
Experience	<ul style="list-style-type: none"> ➤ Teaching experience with students in KS4-5 at all ability levels ➤ Leadership of a course or department ➤ Involvement in self-evaluation and development planning ➤ Experience of conducting training / leading INSET ➤ Experience in line-management ➤ Experience in leading change ➤ Strategic work: planning, decision-making and successful implementation ➤ Worked in a UTC previously
Skills and knowledge	<ul style="list-style-type: none"> ➤ Expert knowledge of KS4 Maths curricula ➤ Understanding of high-quality teaching and learning strategies in Maths, and the ability to model this for others and support others to improve ➤ Awareness of local and national organisations that can provide support with delivering the subject ➤ Data analysis skills, and the ability to use data to inform planning ➤ Ability to build effective working relationships with staff and other stakeholders ➤ Ability to adapt teaching to meet students' needs ➤ Ability to build effective working relationships with students ➤ Knowledge of guidance and requirements around safeguarding children ➤ Effective communication and interpersonal skills ➤ Ability to communicate a vision and inspire others ➤ Knowledge of Maths-related pathways outside of education
Personal qualities	<ul style="list-style-type: none"> ➤ A commitment to getting the best outcomes for all pupils ➤ Uphold and promote the ethos and values of the school ➤ Commitment to equal opportunities and securing good outcomes for pupils with SEND ➤ Ability to work under pressure and prioritise effectively ➤ Maintain confidentiality at all times ➤ Commitment to safeguarding and equality

Job Description

Main purpose

The Head of Mathematics will take lead responsibility for providing leadership and management of the Maths Team to secure:

- High-quality teaching & learning
- High standards of academic achievement for all students
- Effective use of resources

Duties and responsibilities

Strategic direction

- Develop and implement policies in line with our school's commitment to high-quality teaching and learning
- Promote Maths, its importance, and the value that it brings across the school
- Have a good understanding of how well the subject is being delivered and the impact it has on pupil achievement
- Use this understanding to feed into the school development plan and produce an action plan for the subject
- Promote pupils' spiritual, moral, social, cultural, physical and mental development alongside British values in the teaching of the subject
- Consult pupils, parents and staff about the subject and its effectiveness, and assess the feedback against the school's values, visions and aims
- Work with the special educational needs co-ordinator (SENCO) to ensure the curriculum matches the needs of different pupils, such as disadvantaged pupils and those with special educational needs and/or disabilities (SEND)
- Promote careers education through Maths and ensure that teaching and learning illustrates how Maths might lead to career opportunities
- Use additional staff in Maths to ensure there is a framework for deployments and that teaching assistants are deployed effectively
- Liaise with our feeder schools on the transition to secondary school with regards to Maths to ensure that progression is built into the curriculum
- Liaise with colleagues across MTOAT on subject-related events, projects and activities
- Liaise with the Employer Engagement lead to ensure that EE is an integral part of students' experiences of Maths
- Alongside a member of SLT, lead the strategic development of numeracy throughout the school

Leading the curriculum

- Develop and review regularly the 'Intent' for Maths
- Oversee the planning of the curriculum content, ensuring it is well sequenced to promote student progress in the short-, medium- and long-term (Schemes of Work)
- Ensure the planned curriculum is effectively and consistently implemented across the school
- Make sure there is an effective system of assessment that oversees the progress of pupils to ensure the curriculum has a positive impact on pupils' learning
- Ensure that the curriculum effectively links to requirements of KS4 & KS5 qualification assessments and requirements
- Ensure that there are effective links between Maths and our specialisms
- Have an overarching responsibility for pupils' achievement and standards in Maths

Leading and managing staff

- Establish an effective team and lead regular meetings on Maths to keep staff informed on any developments or changes
- Provide support to staff regarding teaching and learning, resources, and planning in the subject area
- Monitor teaching and learning through observations, learning walks, work scrutiny, and student voice to assess how well Maths is delivered across the school
- Provide feedback to staff based on the above observations to identify training needs and provide continuing professional development (CPD) in Maths
- Model high level teaching and learning for other teachers
- Liaise effectively with exam boards to ensure that teachers understand and are familiar with the syllabuses that are being delivered
- Support teachers to make accurate assessments, manage internal and external moderation, and complete external moderation exercises in line with exam board requirements
- Take responsibility for performance management for your team, appraising staff in line with the school's appraisal policy
- Contribute to timetabling and manage setting pupils into attainment groups where appropriate

Efficient and effective deployment of resources

- Provide support with textbooks, virtual resources and other resources in Maths
- Create a safe, welcoming environment and take care of the classroom accommodation, ensuring classroom displays are stimulating, of high quality, and inspire curiosity in pupils
- Audit, check and manage resources to ensure they are up to date and match pupil and curriculum needs

- Liaise with members of the Associate Staff to ensure that resources are managed effectively
- Manage the Maths budget effectively to ensure it is spent on resources that add value and enhance the learning experience
- Prepare appropriate resources for remote learning to ensure the curriculum can be delivered to pupils learning from home (e.g. due to coronavirus)

Additional

- To be a Tutor to an assigned Tutor Group if required, and to carry out related duties in accordance with the general job description of Tutor
- To plan, deliver and review PSHE lessons which are appropriate to the age and ability of the students to facilitate progression in students' learning

The Head of Mathematics will be required to safeguard and promote the welfare of children and young people, and follow school policies and the staff code of conduct.

Please note that the points above are illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the Head of Mathematics will carry out. The post-holder may be required to do other duties appropriate to the level of the role, as directed by the Principal / line manager.

General Duties

Aylesbury UTC is part of Merchant Taylors' Oxfordshire Academy Trust. At 'MTOAT' we pride ourselves on providing a safe and happy environment where young people can flourish and we want to send every young person into the world able and qualified to play their full part in it. This job description should be read in conjunction with the current School Teachers' Pay and Conditions Document and the provisions of that document will apply to the post holder. Merchant Taylors' Oxfordshire Academy Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All successful candidates will be subject to DBS checks along with other relevant employment checks.

You will be expected to carry out the professional duties of a Mathematics Teacher as outlined in the School Teachers' Pay and Conditions Document currently in operation, or any subsequent legislation. The performance of all the duties and responsibilities will be under the reasonable direction of the Principal, or other Senior Manager if appropriate, who will be mindful of their duty to ensure that the employee has a reasonable workload and sufficient support to carry out the duties of the post.