

## JOB DESCRIPTION

<b>Job Title:</b>	Maths Lead Teacher and Coach
<b>School:</b>	Orchards Academy, Swanley
<b>Salary:</b>	Main Scale/ UPS +TLR
<b>Reporting To:</b>	Head of Maths
<b>Key Internal Relationships:</b>	Headteacher, SLT, Teaching Staff, Support Staff, Trust HQ, other TKAT schools

### Our Commitment

Be Who You Are at TKAT - This Job Description represents the role as we see it in its entirety.

We do not expect candidates to have in-depth experience of every element of an application, but we do expect to provide you with the support and flexibility you need to get there and to enable you to do it your way. We want to demonstrate to our children and young people what a good, inclusive employer looks like in order to inspire them to be whoever they want to be.

Safeguarding - TKAT is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Offers of employment will be subject to the full Safer Recruitment process, including an enhanced disclosure and barring service check.

Equal Opportunities - TKAT is committed to equality of opportunity. We welcome applications from all suitable candidates, regardless of any protected characteristic for example race, gender, sexual orientation, disability or age. All applications are treated on merit. This includes applications from individuals wishing to work full time, part-time or on a flexible basis.

### Job Purpose

- The Maths Lead Teacher will provide strategic leadership for the Mathematics department, ensuring high standards of teaching, learning, and student progress. You will be responsible for designing a rigorous, inclusive curriculum that fosters a love for numeracy and logical thinking across all key stages. As a lead, you will mentor staff, analyse performance data, and implement interventions to close attainment gaps, particularly for disadvantaged learners.

### Key Responsibilities

#### 1. Strategic Leadership & Management

- Lead the development of the Mathematics curriculum, ensuring it meets National Curriculum

requirements and challenges all ability levels.

- Analyze internal and external assessment data to identify trends, underperformance, and areas for departmental growth.
- Manage departmental resources and budgets effectively to enhance the learning environment.

## **2. Teaching & Learning Excellence**

- Model "Expert Teacher" standards, delivering high-impact lessons that promote mathematical fluency, reasoning, and problem-solving.
- Lead **lesson observations**, work scrutinies, and "learning walks" to ensure consistency in teaching standards across the team.
- Stay abreast of pedagogical developments (e.g., Maths Mastery approaches) and disseminate best practices to colleagues.

## **3. Student Progress & Intervention**

- Design and oversee targeted intervention programs for students at risk of underachieving, particularly those eligible for Pupil Premium.
- Coordinate the preparation for external examinations (e.g., GCSE, A-Level, or SATs), ensuring students are confident in exam techniques.
- Promote "Maths across the Curriculum" to ensure numeracy skills are reinforced in other subject areas.

## **4. Staff Development**

- Act as a mentor for Early Career Teachers (ECTs) and trainee teachers within the department.
- Facilitate regular departmental meetings and CPD (Continuous Professional Development) sessions focused on improving subject knowledge and pedagogy.

### **Safeguarding**

- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies.
- Promote the safeguarding of all pupils in the school.

### **Health and safety**

- Promote the safety and wellbeing of pupils, and help to safeguard pupils' wellbeing by following the requirements of Keeping Children Safe in Education (KCSIE) and our school's child protection policy.

### **Professional development**

- Help keep their own knowledge and understanding relevant and up-to-date by reflecting on their own practice, liaising with school leaders, and identifying relevant professional development to improve personal effectiveness.
- Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the school.
- Take part in the school's appraisal procedures.

Please note that this list of duties is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the postholder will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the Headteacher or line manager. This job description may be amended at any time in consultation with the postholder.

## PERSON SPECIFICATION

Criteria	Essential (E) / Desirable (D)	How Tested (A=Application, I=Interview, R=References)
<b>Qualifications &amp; Education</b>		
<ul style="list-style-type: none"> <li>QTS (Qualified Teacher Status) and a degree in Maths or a related field.</li> </ul>	E	A
<ul style="list-style-type: none"> <li>NPQML, NPQLT, or other leadership qualifications.</li> </ul>	D	A
<b>Experience</b>		
<ul style="list-style-type: none"> <li>Proven track record of "Outstanding" teaching and consistent student progress.</li> </ul>	E	A, I, R
<ul style="list-style-type: none"> <li>Experience in a middle management or "Subject Lead" role.</li> </ul>	D	A, I, R
<b>Knowledge, Skills &amp; Attributes:</b>		
<ul style="list-style-type: none"> <li>Deep understanding of current assessment frameworks and curriculum design.</li> </ul>	E	A, I
<ul style="list-style-type: none"> <li>Exceptional data analysis skills (e.g., using SISRA, SIMS, or FFT Aspire).</li> </ul>	E	A, I
<ul style="list-style-type: none"> <li>Experience with the "Singapore Maths" or Mastery model.</li> </ul>	D	A, I
<ul style="list-style-type: none"> <li>Ability to lead extra-curricular initiatives (e.g., UKMT Maths Challenge).</li> </ul>	D	A, I