



Job Title: Head of Mathematics

Reports to: Deputy Headteacher / Headteacher

Department: Mathematics

Location: Wrotham School

Salary: Competitive

Contract Type: Full-time, Permanent

Job Purpose

To lead and develop the Mathematics department, ensuring a high-quality, inclusive education for all students in a non-selective secondary school. The role focuses on securing strong outcomes through a well-sequenced curriculum, effective teaching, and a relentless focus on improving progress and attainment for all learners.

Key Responsibilities

Quality of Education (Ofsted Framework)

Curriculum Intent

- Develop a clear, ambitious, and inclusive curriculum vision for Mathematics
- Ensure the curriculum is coherently planned and sequenced to build knowledge and skills over time
- Promote high expectations for all students, including disadvantaged pupils and those with SEND
- Ensure the curriculum supports long-term retention and prepares students for next stages of education, employment, or training

Curriculum Implementation

- Ensure consistently effective teaching that enables students to know more and remember more over time
- Promote adaptive teaching to meet the needs of mixed-ability classes
- Ensure staff have strong subject knowledge and deliver content with clarity and accuracy
- Embed effective assessment practices that check understanding and inform teaching
- Support teachers in using questioning, modelling, and feedback effectively
- Ensure literacy and numeracy are developed within Mathematics through explicit teaching of mathematical vocabulary and reasoning

Curriculum Impact

- Monitor and evaluate student outcomes, ensuring strong progress across all key stages
- Analyse data to identify gaps in learning and groups at risk of underachievement
- Implement and evaluate interventions to support disadvantaged students, SEND, and lower prior attainers
- Ensure students are well-prepared for external examinations (e.g., GCSE) and achieve outcomes in line with or above national expectations

Leadership & Management

- Provide clear and strategic leadership of the Mathematics department
- Lead departmental self-evaluation and contribute to whole-school improvement planning
- Line manage staff, including performance management and professional development
- Ensure consistency in teaching standards and expectations across the department
- Develop a collaborative culture focused on continuous improvement

Behaviour & Attitudes

- Promote high expectations for behaviour and attitudes to learning in Mathematics
- Support staff in establishing positive classroom environments conducive to learning

- Engage and motivate students, particularly those who may lack confidence or have negative attitudes toward Maths

Personal Development

- Contribute to students' wider development, including resilience, confidence, and problem-solving skills
- Promote numeracy skills that support learning across the curriculum and in everyday life
- Support enrichment opportunities (e.g., Maths clubs, competitions, trips)

Safeguarding

- Ensure safeguarding is prioritised within the department at all times
- Follow school policies and procedures to protect students' welfare
- Promote an inclusive environment where all students feel safe and supported

Operational & Resource Management

- Manage departmental budget and resources effectively
- Ensure staff have access to high-quality teaching materials and CPD
- Maintain effective systems for assessment, tracking, and reporting

Person Specification

Qualifications

- Degree in Mathematics or a related subject
- Qualified Teacher Status (QTS)

Experience

- Proven track record of successful teaching across KS3 and KS4 (KS5 desirable)
- Experience of raising attainment in a mixed-ability, non-selective setting
- Experience of using data to drive improvement

Skills & Knowledge

- Strong understanding of curriculum design and sequencing

- Secure knowledge of effective pedagogy and assessment
- Ability to lead, coach, and develop staff
- Strong analytical and organisational skills

Personal Attributes

- Commitment to inclusive, high-quality education
- High expectations for all students
- Reflective and resilient practitioner
- Strong communication and interpersonal skills

Desirable Criteria

- Experience teaching KS5
- Previous leadership experience within a department
- Understanding of current national curriculum and assessment development