



# LEAD PRACTITIONER

## MATHS

# CANDIDATE PACK



Central Region  
Schools Trust

*Founded by the RSA*



Waseley Hills  
High School



# Introduction

Waseley Hills High School is a special place with a real sense of community, togetherness and purpose. The school community is made up of fantastic students, supportive parents and carers, and of course dedicated staff.

Our vision for the school is underpinned by three pillars: *Aspire, Invest and Respect*. By working together, with a common goal of students having the very best education and experience, we believe that our young people can flourish and become the best versions of themselves. We nurture every student's natural curiosity, providing them with life enriching opportunities to develop socially, academically and morally. Students at Waseley develop confidence, resilience, respect for others and a life-long love of learning. Our vision is for students to aspire to great things and become respectful members of the wider community.

Being part of the Central Region Schools Trust, we are able to both provide and draw on expertise from within our network to underpin our commitment to provide exceptional quality education for all of our students. We believe that students can achieve brilliant things irrespective of their starting points and we always have the highest expectations of every one of our students. We expect them to always wear their uniform smartly and with pride, to behave well and to model the school values by trying their absolute best in all activities they take part in. We aim to support every student by working in partnership with parents and carers, keeping them informed about the achievements of their children and asking them to keep us informed about what is happening at home.

Through developing a strong partnership between school and home we aim to ensure that students are fully supported to develop in a safe environment. Our vision is that this investment in our young people is what allows them to flourish.

However, we believe that is always further improvements to strive towards. We are committed to developing our practice, in partnership with our community, to ensure that every student can leave school having reached their potential and feeling happy. We value every child and live by the mantra of no child left behind as we support them through their journey at secondary school.

## *Tom Preston*

Tom Preston  
Principal





# Advert

## Lead Practitioner - Maths

**Lead Practitioner Pay Scale L1-9 dependent on experience (£52,026 - £63,381)**

**September 2026 start**

We require an outstanding Lead Practitioner of Maths with a track record of excellence in the classroom and strong pedagogy to develop standards within the department. Consideration will be given for a whole school remit for an exceptional candidate. Students at Waseley enjoy Maths and take part in the UKMT Maths Challenges, contribute to a thriving after school maths club with many going on to study Maths or Further Maths at A-level. You will be supported by a Head of Department, and Second in Department as well as the school Principal whose teaching specialism is also Maths.

Applications are welcomed from professionals who possess the necessary drive and commitment to work with our students to overcome barriers, reach their full potential and contribute to the continued improvement of Waseley. In return there will be clear opportunities for personal and professional development. This is an incredibly exciting time to join Waseley with our state-of-the-art new school near completion.

Central Region Schools Trust provide our students with an enrichment guarantee for development of the whole child and enabling all students to flourish. Please specify in your application your experience in extra-curricular and your vision of what you could contribute to Waseley.

All teachers are subject to the Conditions of Employment set out in their contract of employment and the School Teachers' Pay and Conditions Document. These detail the professional and particular duties required of teachers, together with requirements for Management time, Working time and Guaranteed planning and preparation time. The Trust and its schools comply with these requirements in order to make reasonable demands of teachers as a minimum but optionally offer an incredible wellbeing package including free tea and coffee facilities, free eye tests, flu vaccination, cycle scheme and an employee assistance programme that offers a wide range of free support from emotional to financial and legal.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. Online checks will be carried out on shortlisted candidates and an enhanced DBS will be required for the successful candidate. All successful candidates will be required to present their birth certificate along with evidence of any name changes.

**Please note** that applications must be the creation of the candidate applying. While technology, including artificial intelligence, may be used to help the candidate select certain phraseology, if substantial use of AI is used, the application will be disregarded.

The completed form should be submitted by 11.59pm on Sunday 17<sup>th</sup> May 2026.



## Job Description

### Purpose

- To ensure student development of Maths
- To support Head of Department/Second in Department in identifying timely curriculum opportunities where they can support children to develop key Maths skills
- To support ALL staff through CPD to make best opportunity to strengthen students' ability in Maths including;
  - becoming inquisitive learners that can question why/how
  - being able to effectively hypothesise
  - being able to solve problems by applying logical thinking
  - to support the School in our pursuit of social justice through exceptional schools

### Liaising with

- HOD/SLT link, relevant staff, relevant non-teaching support staff, parents

### Main (Core) Duties

#### Curriculum Provision:

- To liaise with the Heads of Departments across the school to ensure the delivery of an appropriate, comprehensive and high-quality curriculum programme which complements the School Improvement Plan/School Evaluation
- Ensure subject knowledge, curriculum understanding and pedagogy around GCSE and A Level specifications are facilitated
- To proactively seek and ensure opportunities in lessons beyond Maths are fully exploited
- To use data effectively to identify schools and pupils who are underachieving in the subject and, where necessary, create and implement effective plans of action to support those school and pupils

#### Curriculum Development:

- To assist with and lead specific curriculum development
- Research and evaluate innovative curriculum practices and draw on these outcomes and other sources of external evidence to inform your own practice and that of colleagues



- To keep up to date with national developments in the subject area and teaching practice and methodology, including the embedding of our KASE curriculum
- To actively monitor and respond curriculum development for all year groups
- To liaise with all Heads of Departments to ensure maths skills are developed effectively across the curriculum
- Support the HOD, as appropriate, to ensure agreed best practice is being followed and provide extra support if needed
- To liaise with the Head of Department to maintain accreditation with the relevant examination and validating bodies
- To establish a clear, shared understanding of the importance and role of the subject in contributing to students' whole development

#### Staffing:

- To work with SLT CPD and HOD to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs
- To coach colleagues as needed to improve the quality of teaching and learning in support of the Trust T&L policy
- Provide support to HOD to address underperformance in maths departments
- To undertake Performance Management Review(s) and to act as reviewer for a group of staff as required
- To assist the HOD in making appropriate arrangements for classes when staff are absent, ensuring appropriate cover within the department liaising with the relevant staff across the school to secure appropriate cover within the department
- To participate in the school's ITT programme and support/mentor trainees
- Support with Maths recruitment as requested by the Principal

#### Accountability:

Accountability for leading, managing and developing a subject or curriculum area or student development across the curriculum

- Define and agree the team improvement plan that will fulfil improvement priorities
- Lead, monitor, evaluate and report on the impact of improvement strategies on the quality of teaching and learning and students' achievement and use this analysis to guide further improvement
- Ensuring self and team are up to date and respond to local / national issues and agenda in relation to subject area and professional role



- Identify and coordinate CPD needs and opportunities
- Account for achievement, attainment and welfare of all students within your subject
- Provide the Principal with relevant subject, curriculum area or student performance information
- Monitor the learning climate across the Maths team and implement strategies where needs are identified
- Analyse and interpret relevant national, local and school data, plus research and inspection evidence, to inform practice, expectations, targets and teaching methods

#### Accountability for impact on educational progress beyond assigned students

- Identify appropriate attainment and/or achievement targets
- Monitor maths performance and identify strengths and gaps
- Use data effectively to identify students who are underachieving and, where necessary, create and implement effective plans of action to support those students
- Monitor student standards and achievement against annual targets and across different groups of students
- Plan and implement strategies where improvement needs are identified with individuals and groups of students
- Ensure curriculum coverage, continuity and progression in the subject for all students, including those of high ability and those with special educational or linguistic needs
- Monitor standards of student behaviour and application and make appropriate interventions
- Ensure that relevant attainment/ achievement targets are met

#### Management of Information:

- To ensure the maintenance of accurate and up-to-date information concerning the maths departments on the management information system
- To make use of analysis and evaluate performance data provided
- In conjunction with the HOD, to assist, as required, in the collection of departmental data



### **Communication**

- To ensure effective communication/consultation as appropriate with the parents of students
- To liaise with partner schools, higher education, Industry, Examination Boards, Awarding Bodies and other relevant external bodies as necessary
- To represent the Trust's values as necessary

### **Student Support**

- To lead in monitoring and supporting the overall progress, performance and development of students within the department

### **Teaching**

- Provide strong teaching to key cohorts of students
- To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher

### **Additional Duties**

- Undertake other various responsibilities as directed through line management support and/or Principal
- Support the Trust's distinctive vision, values and ethos and to encourage and ensure staff and students to follow this example

The above duties are in addition to the MPS teacher job description, and those laid out in the professional standards and as outlined by STPCD, including the leadership standards.

### **Other Specific Duties**

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The School will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment of any employee who develops a disabling condition.

This job description is current at the date shown, but following consultation, may be changed by Management to reflect or anticipate changes in the job which are commensurate with the salary and job title.



## Person Specification

We are seeking to appoint a graduate who is able to demonstrate the following qualities and experience. Please note that if you are shortlisted any relevant issues arising from your references will be taken up at interview.

Criteria	Essential	Desirable	Method of Assessment
 <p><b>Experience</b></p>	<ul style="list-style-type: none"> <li>• Suitability to work with young people.</li> <li>• Able to form and maintain appropriate relationships and personal boundaries with children and young people.</li> <li>• Positive attitude to use of authority and maintaining discipline.</li> <li>• Successful training across the 11-18 years age and ability range.</li> <li>• Evidence of extra-curricular provision for young people.</li> <li>• Experience of delivering outstanding attainment and progress in Maths</li> <li>• Experience of identifying, implementing, monitoring and evaluating effective strategies for improving attainment in Maths</li> <li>• Experience of leading, coaching and mentoring Maths teachers</li> <li>• Experience of delivering staff training to support improved attainment and progress</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with parents and/or the wider community.</li> </ul>	<p>Application form, task, references and interview. In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:</p> <ul style="list-style-type: none"> <li>• Motivation to work with children and young people.</li> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people.</li> <li>• Emotional resilience in working with challenging behaviours; and</li> <li>• Attitudes to use of authority and maintaining discipline.</li> </ul>



### Skills and Abilities

- An understanding of the whole range of learning needs
- An understanding of the use of comparative data and target setting
- Commitment to improving student learning and raising achievement
- Enthusiasm to inspire in students a desire to learn and participate
- An excellent practitioner
- Ability to motivate pupils
- Ability to learn from experience
- Ability to effectively collect, analyse and evaluate data
- Ability to use ICT to support the role
- Ability to plan, deliver and monitor effective intervention
- An effective communicator and motivator of students
- Ability to enable and empower others.
- A team player with the ability to establish good working relationships with staff, students and parents/carers.
- The ability to communicate clearly and concisely both verbally and in writing at all levels.
- The ability to support students and respond to parents/carers through fluent and accurately spoken English.
- Ability to plan, deliver and monitor effective intervention
- Ability to improve learning and teaching in Maths
- AfL strategies
- Ability to propose active strategies to raise achievement
- Up to date knowledge of current educational practice, developments and curriculum reforms, specifically within Maths
- Ability to consider the details and the 'bigger picture'

Application form, task, references and interview.




**Personal Qualities**

- A strong work ethic
- Ability to be a role model
- A fair, flexible, open and decisive approach to leadership in the classroom
- Enthusiasm for, and readiness to accept, change
- A commitment to justice, quality of opportunity and to comprehensive education
- Good ICT skills
- Ability to work on own initiative
- Ability to take responsibility for planning own workload and commitments
- Ability to work under pressure and keep to deadlines
- Ability to be sensitive to the needs of others
- Ability to be supportive
- Professionalism
- A sense of humour, warmth, energy, stamina and resilience
- Good record of attendance and punctuality
- Willingness to reflect upon his/her experiences in a critical and constructive manner
- genuine passion for improving the life chances of each student at Waseley

Application form, task, references and interview.



 <p><b>Education and qualifications</b></p>	<ul style="list-style-type: none"> <li>• Honours degree or equivalent</li> <li>• Qualified Teacher Status</li> <li>• Qualified to teach in the UK</li> <li>• Recent relevant in-service training</li> <li>• Qualified to teach up to KS5 in Maths</li> </ul>	<ul style="list-style-type: none"> <li>• Post graduate study or qualification</li> <li>• Awareness of current practice, developments and curriculum reforms</li> </ul>	<p>Application form, references and interview.</p>
--	--	--	--

Central Region Schools Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. As part of our stringent recruitment process, all applicants undergo thorough child protection screening, encompassing checks with previous employers and an enhanced DBS disclosure, in strict alignment with the 'Keeping Children Safe in Education' guidelines, which also includes an online search for all shortlisted candidates. All successful candidates will be required to present their birth certificate along with evidence of any name changes. At Central Region Schools Trust, we stand as proud advocates for diversity and inclusivity across all our schools, serving as an equal-opportunities employer and we encourage applications from individuals of all backgrounds and communities.

**Need more advice?**  
Please see our website  
[www.waseleyhillsschool.org.uk](http://www.waseleyhillsschool.org.uk)



**Central Region  
Schools Trust**

*Founded by the RSA*

Central Region Schools Trust  
B.06 Assay Studios  
141 – 143 Newhall Street  
Birmingham, B3 1SF

[centralregionschoolstrust.co.uk](http://centralregionschoolstrust.co.uk)



**Waseley Hills**

High School

School Road  
Rubery  
Birmingham  
B45 9EL

[waseleyhillsschool.org.uk](http://waseleyhillsschool.org.uk)