

Person Specification:

**Maths KS3 Lead and whole school numeracy**

Last Updated: May 2026



**COLMERS SCHOOL**  
& SIXTH FORM COLLEGE

Key Criteria	Essential	Desirable	Evidenced
<b>Qualifications and Training</b>	<ul style="list-style-type: none"><li>• QTS</li></ul>	<ul style="list-style-type: none"><li>• 2:1 or above Degree</li><li>• Post-graduate qualification, e.g. master's degree</li></ul>	<ul style="list-style-type: none"><li>• Qualifications check/references</li><li>• Application</li></ul>
<b>Experience</b>	<ul style="list-style-type: none"><li>• Is an outstanding classroom practitioner and subject expert</li><li>• Successful experience teaching Maths at Key Stage 3 and 4</li><li>• Demonstrable track record of improving student outcomes in the last three years</li><li>• Experience in child protection and safeguarding procedures. Demonstrable evidence of contribution to the wider school and its community.</li><li>• Successful management of a demanding workload and associated prioritisation of work.</li></ul>	<ul style="list-style-type: none"><li>• Successful experience teaching Maths at Key Stage 2 or Key Stage 5</li><li>• Leadership and management experience within Maths</li><li>• Experience working with different subjects across the curriculum, with a good understanding of how to help students build connections</li><li>• Some experience developing school policies and practices</li></ul>	<ul style="list-style-type: none"><li>• Letter of application</li><li>• Interview process</li><li>• References</li></ul>
<b>Knowledge and Skills</b>	<ul style="list-style-type: none"><li>• The ability to inspire, develop and motivate staff and students</li><li>• The belief in the potential of all students to succeed and achieve regardless of ability or starting point</li><li>• The ability to communicate effectively in both written and verbal mediums</li><li>• The ability to plan and develop a coherent curriculum offer</li><li>• An understanding of what constitutes outstanding teaching and learning and the ability to put this into practice</li><li>• The ability to use data to monitor student progress and inform curriculum planning</li><li>• An understanding of good practice when quality assuring the work of Maths subject teachers</li><li>• The ability to put in place effective intervention for underachieving students</li><li>• Good organisational skills</li><li>• An understanding of the qualities of a successful scheme of work and the key principles of assessment</li><li>• The ability to coach and mentor other teachers</li><li>• An understanding of current developments in Maths teaching and wider educational issues</li><li>• Good behaviour management skills</li><li>• The ability to work sensitively and effectively with colleagues to help them improve their everyday classroom practice.</li><li>• An understanding of how to engage parents and carers effectively to support students</li></ul>		<ul style="list-style-type: none"><li>• Letter of application</li><li>• Interview process</li><li>• References</li></ul>

Key Criteria	Essential	Desirable	Evidenced
<b>Personal and professional development</b>	<ul style="list-style-type: none"> <li>• High levels of drive, energy and integrity</li> <li>• Ability to lead and contribute to the work of the Faculty</li> <li>• Vision, energy and a commitment to excellence</li> <li>• Evidence of willingness/involvement in relevant professional development</li> <li>• Able to identify own training and development needs and participate in activities to address them.</li> <li>• Ability and willingness to support the professional development of colleagues</li> <li>• The ability to form good working relationships with colleagues and pupils</li> <li>• The ability to prioritise and meet deadlines</li> <li>• Confidence in leadership roles</li> <li>• A commitment to continued professional development</li> <li>• A desire and commitment to contribute to the wider school and its community</li> <li>• A clear philosophy on teaching Maths</li> <li>• A commitment to protecting the welfare of young people</li> <li>• A willingness to participate in and help organise trips and other enrichment activities</li> </ul>		<ul style="list-style-type: none"> <li>• Letter of application</li> <li>• Interview process</li> </ul>
<b>Other Information</b>	<ul style="list-style-type: none"> <li>• Passionate about your subject and its importance within the curriculum</li> <li>• Commitment to inclusive education</li> <li>• Commitment to high standards for all</li> <li>• Commitment to equality of opportunity and child protection.</li> </ul>		<ul style="list-style-type: none"> <li>• Letter of application</li> <li>• Interview process</li> <li>• References</li> </ul>