

JOB DESCRIPTION

Post Title:	Subject Leader for Maths
Salary/Grade:	TMS/UPS + TLR 2b
Contract:	Full time, Fixed Term contract for one year to cover maternity leave
Commencing:	September 2026
Reporting to:	Assistant Head Teacher for Raising Standards
Liaising with:	Senior Leadership Team, Subject Leaders, teaching staff, support staff, WeST staff, external agencies and parents/carers.
Purpose:	To deliver high-quality teaching and learning to students taught by the post holder. The Subject Leader for Mathematics will lead and develop effective teaching and learning within the Mathematics department, raise standards of achievement, ensure a coherent and well-sequenced curriculum, and support staff in delivering high-quality Mathematics provision across Key Stages 3 and 4

Purpose of the Role

The Subject Leader for Maths supports the effective operation of the trust and works to uphold and promote its vision and values.

Under the direction of the Head Teacher and/or relevant senior leader, the Subject Leader for Mathematics will:

- Lead and manage the Mathematics department
- Ensure high-quality teaching and learning in Mathematics
- Secure strong progress and outcomes for all students
- Develop, implement, and evaluate the Maths curriculum

In addition to the professional responsibilities common to all classroom teachers, the post holder's key accountabilities are outlined below.

At all times demonstrate and uphold WeST's core values, ensuring that behaviour, actions and decisions align with the principles that guide our work.

Curriculum and Standards

- Design, implement, and review the Mathematics curriculum to ensure progression, challenge, and coherence across key stages.
- Ensure schemes of work meet national curriculum requirements and reflect best practice.
- Monitor student progress and attainment in Mathematics, using assessment information to raise standards.
- Use data, assessment, and classroom evidence to identify strengths and areas for improvement within the department.

Teaching and Managing Student Learning

- Create and maintain a climate and code of conduct which promote and secure good teaching, effective learning, high standards of achievement, good behaviour and discipline throughout the Maths department.

- Monitor and evaluate the quality of teaching and standards of learning and achievements of students through lesson visits, work scrutiny, and pupil voice.
- Support staff in developing effective teaching strategies that meet the needs of all learners, including SEND and high-attaining students.
- Model effective teaching practice where appropriate.

Assessment and Evaluation

- Implement, monitor, and review policies, priorities, and targets for assessing, recording, and reporting student progress in Mathematics, ensuring assessment information is used effectively to inform planning and intervention.
- Evaluate the impact of teaching strategies and interventions on student outcomes.
- Ensure that professional duties and conditions of employment as set out in the School Teacher's Pay and Conditions document are fulfilled.

Staff Leadership and Development

- Line manage staff within the Mathematics department as directed.
- Support professional development through coaching, mentoring, and sharing good practice.
- Monitor staff performance against agreed targets and contribute to appraisal processes.
- Support early career teachers and trainee teachers within the department.

Managing Resources

- Work with the Senior Leadership Team to recruit staff of the highest quality
- Set appropriate priorities for expenditure, allocate funds and ensure effective administrative control.
- Manage and organise accommodation efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations.
- Manage, monitor and review the range, quality, quantity and use all available resources in order to improve students' achievements, ensure efficiency and secure value for money.

Relations with Parents and Community

- Communicate effectively with parents about curriculum, progress, and attainment in Mathematics.
- Develop effective relationships with the community, including businesses and industry, to extend the curriculum and to enhance teaching and learning
- Work collaboratively with other subject leaders to support cross-curricular opportunities where appropriate.

Managing Own Performance and Development

- Participate in arrangements for Performance Management and take responsibility for own professional development.
- Prioritise and manage own time effectively
- Work under pressure and to deadlines
- Sustain their motivation and that of other staff
- Engage fully in performance management and appraisal processes.
- Keep up to date with developments in Mathematics education and pedagogy.

Additional Duties

- To contribute and play an active role in the Westcountry Schools Trust Maths community
- Play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.
- Undertake any reasonable duties commensurate with the role as directed by the Head Teacher or Senior Leadership Team.
- Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.
- To act in accordance with, and actively promote, all Trust policies, including Safeguarding, Health and Safety and Equality & Diversity.

- Preparing and contributing to Trust wide development by sharing best practice and delivering/receiving professional feedback.
- To retain confidentiality and maintain data and/or files in accordance with Trust policies for data governance, as appropriate for the role.

PERSON SPECIFICATION

Essential or Desirable	Application Form	Interview (or other selection activity)	
VALUES-BASED BEHAVIOURS - It is important to us that your values align with ours:			
Compassion: Recognising need in others and acting with positive intention to promote well-being and improve outcomes	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>
Aspiration:			
Works to high expectations, modelling the delivery of high-quality outcomes	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>
Showing passion, persistence and resilience in seeking creative solutions to strive for continuous improvement and excellence	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>
Integrity:			
Acting always in the interests of children and young people,	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>
Acting with a consistent and uncompromising adherence to strong moral and ethical principles	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>
Communicating with transparency and respect, creating a working environment based on trust and honesty	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>
Collaboration:			
Creating a shared vision and working effectively across boundaries in an equitable and inclusive way to skilfully influence and engage others	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>
Qualifications and Experience:			
Qualified Teacher Status	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
A good honours degree in Mathematics or a Mathematics related area.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Taken every opportunity to gain teaching experience	<input checked="" type="checkbox"/>		
Prepared through appropriate INSET for a leadership or management position	<input checked="" type="checkbox"/>		
A proven successful teaching record evidenced through student outcomes	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Evidence of recent relevant professional development in Mathematics education	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Evidence of Leadership or middle leadership training	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Attitudes:			
Value the education of every student	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Be committed to equal opportunities	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Be committed to high quality in all aspects of their work	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Have a collaborative approach towards their work	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	

Adopt a reflective approach toward professional decision making	X	X	
Promote a positive image of the school	X		
Recognise that it is the task of leaders to provide active support for colleagues	X	X	
Be committed to continuous improvements	X		
Skills:			
Plan and organise teaching consistently to achieve clear targets	X		
Utilise ICT in delivery of programmes and data management	X		
Communicate effectively with a range of audiences	X		
Work as a member of a team	X		
See tasks and plans through to completion	X		
Manage change effectively by supporting colleagues	X		
Qualities:			
A sound and professional approach towards their work	X		
Energy and enthusiasm	X		
A desire to facilitate achievement	X		
A sense of responsibility for both their students' and their own performance	X		
An accessible disposition	X		
Sensitivity and a readiness to understand the needs of others	X		
A commitment to the aims and objectives of the school	X		
Further Requirements:			
Displays an awareness, understanding and commitment to the protection and safeguarding of children and young people	X		