



Recruitment Pack

TEACHER OF MATHS
MPS/UPS



SARUM

Dear Candidate

Thank you for your interest in the position of Teacher of Maths at our school. As we move towards a model of increasing Maths curriculum time, we are looking for a part-time or full-time Teacher of Maths to join our team. This can be 3, 4 or 5 days a week.

Sarum Academy is a vibrant and inclusive school rooted in Christian values, where every student is encouraged to achieve their best and embrace life in all its fullness. We take pride in offering a curriculum that challenges and inspires, alongside a caring community where individuality is celebrated. Our values of **respect, ambition, and excellence** drive everything we do, preparing students to succeed both personally and academically.

Our school community is known for its supportive and collaborative environment. We believe in fostering strong relationships between students, staff, and parents to create a nurturing atmosphere where everyone feels valued.

Our school is on a journey towards providing an outstanding education for all our students and becoming the school of choice for Salisbury and the surrounding area. As our school continues to grow, due to increasing popularity, we are looking to expand our teaching team.

Our school ethos is built firmly on our values and vision, which you can find out more about in the enclosed recruitment information. Our aim is to develop open-minded, flexible, resilient individuals who **pursue ambitious goals, lead lives of purpose, and make a lasting impact on society.**

At Sarum Academy, we are committed to the professional development of our staff. We offer ongoing professional development, including valued support and training for colleagues new to the profession. Our staff benefit from a strong support network both within the school and within the Magna Learning Partnership Academy Trust. We provide a fantastic modern working environment with a wealth of resources, including full access to ICT, free onsite parking, a free onsite gym for staff, and dedicated teacher laptops and classrooms.

Sarum Academy is part of a Multi Academy Trust, known as the Magna Learning Partnership. This will afford the exciting opportunity to work with colleagues across the Trust all of which are local to Salisbury.

To apply for this position, you should complete the Application Form.

I hope you gain a sense of our ethos and values from the information contained in this Recruitment Pack. If you would like to have an initial phone conversation or online meeting with me, prior to applying, please contact Amanda Dixon at amanda.dixon@sarumacademy.org.

I very much look forward to receiving your application.

Toni Hayzen

Headteacher

Our Purpose

Vision

Pursue ambitious goals, lead purposeful lives, and make a lasting impact on society.

Why are we here?

At Sarum Academy, we draw inspiration from the Church of England's vision for education, which emphasises wisdom, hope, community, and dignity. These principles are deeply embedded in our ethos, guiding us to create an environment where every individual can thrive in body, mind, and spirit.

"Whatever you do, work at it with all your heart." - Colossians 3:23-24

Guided by faith and grounded in respect, our aim is to inspire all individuals to be ambitious, work diligently, and achieve excellence. We foster a culture that equips everyone with the character, knowledge, and skills to pursue ambitious goals, lead purposeful lives, and make a lasting impact on society. This is our vision.

Our Commitment to Students

Our staff are dedicated to fostering a sense of belonging, joy, and purpose for every student. We ensure holistic support—academically, emotionally, and spiritually. Our curriculum is enriched with opportunities for creativity, exploration, and reflection, supported by a strong pastoral system that nurtures wellbeing and character development.

As a Church of England academy, we encourage students to explore life's deeper questions, develop moral courage, and grow in faith. Together, we aim to shape individuals who embody wisdom, compassion, and hope, making a positive difference in the world around them.

Job Description

To deliver high-quality teaching across Key Stages 3 and 4, ensuring that students make strong progress and develop confidence, fluency and problem-solving skills in mathematics. The post-holder will contribute to the wider work of the department and the school, supporting high standards of achievement, behaviour and engagement.

Teaching and Learning

- Plan and deliver engaging, challenging and well-structured lessons across KS3 and KS4.
- Teach in line with departmental schemes of work and curriculum expectations.
- Set high expectations for all students, promoting excellent attitudes to learning.
- Use a range of effective teaching strategies to support understanding, retention and progress.
- Adapt teaching to respond to the strengths and needs of all learners, including SEND and disadvantaged students.
- Maintain a positive, safe, and purposeful classroom environment with effective behaviour management.

Assessment and Progress

- Assess, record and report on the progress and attainment of students in line with school policies.
- Provide timely, constructive feedback that supports student improvement.
- Use assessment information to inform planning and intervention.
- Contribute to moderation and standardisation processes within the department.
- Monitor student progress and implement strategies to close gaps in learning.

Curriculum Contribution

- Contribute to the development and review of schemes of work and teaching resources.
- Support the delivery of a coherent, ambitious, and well-sequenced Maths curriculum.
- Ensure curriculum materials reflect current examination specifications and best practice.



Pastoral and Student Support

- Promote high standards of behaviour, attendance and punctuality.
- Support the personal development and wellbeing of students.
- Fulfil the role of form tutor if required.
- Build positive relationships with students, parent, and carers.

Professional Responsibilities

- Uphold the professional standards expected of teachers.
- Engage fully in departmental and whole-school professional development.
- Participate in meetings, parents' evenings, and school events.
- Work collaboratively with colleagues to support school priorities.
- Maintain accurate records as required by the school.
- Safeguard and promote the welfare of children in accordance with school policies.

General Duties

- Carry out duties in line with the Teachers' Standards.
- Comply with school policies and procedures.
- Undertake other reasonable duties as directed by the Headteacher.



Person Specification



Essential

- Qualified Teacher Status (QTS).
- Strong subject knowledge in mathematics.
- Ability to teach Maths across KS3 and KS4.
- Effective classroom management skills.
- Commitment to high standards and student achievement.
- Strong communication and organisational skills.

Desirable

- Understanding or experience of a Maths Mastery approach.



Safer Recruitment & Equality

Safer recruitment and equality

Sarum Academy Safer Recruitment Procedure

Sarum Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All applicants will be subject to a full Disclosure and Barring Service check (DBS) before any appointment is confirmed.

Disclosure

Sarum Academy requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal record will not necessarily debar you from employment - this will depend upon the nature of the offence(s) and when they occurred.

Shortlisting

Only those candidates meeting the requirements of the Person Specification (evidenced in the Application Form) will be taken forward from application.

Interview

Those shortlisted will be invited to attend an interview process which may include (post dependent) lesson observations, tasks or role specific activities; further shortlisting may take place after lesson observations prior to moving forward to formal interviews with the Headteacher. During the interview process candidates will be asked to address any discrepancies, anomalies or gaps in their application form.

Reference checking

References from current employers will be taken up for shortlisted candidates and, where necessary, employers may be contacted to gather further information.

Probation

All staff will be subject to a probation period of four months. The Academy Trust may, at its discretion, extend this period for up to a further two months. During this probationary period your performance and suitability for continued employment will be monitored. At the end of your probationary period you will be informed whether you have successfully completed your probationary period.

A commitment to encourage diversity

Sarum Academy is committed to eliminating discrimination and encouraging diversity. Our aim is that our workforce will be truly representative of all sections of society and that each employee feels respected and able to give their best. To that end we are committed to provide equality and fairness for all in our recruitment and employment practices and not to discriminate on any grounds.