



# St Cuthbert Mayne

*Educating for life in all its fullness*

## Job Information Pack



## Welcome from our Headteacher

Thank you for your interest in the advertised post of Associate Assistant Headteacher for Maths and Numeracy at St Cuthbert Mayne School. This is a permanent, full time contract starting in September 2026.

We are seeking to appoint an Associate Assistant Headteacher who will have the responsibility for leading Maths and whole school numeracy.

We are looking for an Associate Assistant Headteacher who:

- has a proven track record of successful middle leadership and is ready to take the next step in their career
- is an exceptional Maths teacher and knows what strong Maths teaching looks like
- has a strong sense of moral purpose and a belief that all children can succeed in Maths regardless of their starting point or background
- has a clear vision for what an exceptional Maths department looks like and knows the steps they will take to build this
- knows what an ambitious Maths curriculum looks like and how this should be delivered through high quality first teaching
- can develop a hard working team of good teachers into great teachers through high quality CPD
- has a proven track record of raising standards and improving student outcomes
- is an effective communicator and a strategic thinker
- works effectively as part of a team and a wider network of leaders

If you believe you can make a difference to the quality of education that our students receive and believe you can enable all our students to live life to the full both now and in the future, then we want to hear from you.

*James Down*

Headteacher

## About St Cuthbert Mayne School

St Cuthbert Mayne School is a Joint Roman Catholic & Church of England School that welcomes all students from across Torbay and South Devon, regardless of their faith background. Our school community is made up of students and staff from Christian and non-Christian backgrounds, who are respectful of our Christian ethos.

There are currently over 1000 students on roll and the school is growing in size year on year. The teaching accommodation is of mixed age but well-resourced and maintained. Over recent years there has been some significant capital investment made to improve the school accommodation.

Our vision at St Cuthbert Mayne School is - Educating for life in all its fullness. We aim to deliver excellence in education and want the very best outcomes for all our students so that they can achieve their fullest potential. Equally, we want all our students to develop personally so that they can be courageous advocates and make a positive difference in the world. While some schools feel pressured to make artificial choices between academic rigour and the wellbeing of their students, we believe there is no such distinction. A good education must promote life in all its fullness.

At the heart of our vision is our desire to serve the most vulnerable in our community so that they feel that they belong, are valued and can achieve great things. Currently, 43% of our school community come from an under resourced background and 16% of our students have a special educational need. 22% of our school community are also mobile pupils who have joined us after the normal transition times.

In June 2025, the school was inspected by Ofsted and received a Good judgment across all inspection areas. This followed a highly successful Section 48 inspection in September 2024, which inspected the Christian life and mission of the school. The school achieved the highest judgement grade in this inspection. We were delighted that both inspectors recognised the good work that goes on in our school.

It is an exciting time to join us on our journey to provide an exceptional education for all students. We have a relentless focus on ensuring that our children have access to an ambitious and engaging curriculum that equips them with the essential knowledge and skills they need so that they live life to the full both now and in the future. This curriculum is implemented through clear our pedagogical principles which underpin our approach to teaching in the school.

Regardless of your role in school, we are committed to developing all our staff through regular coaching and a wide range of professional development opportunities both in school and through external partners such as the South West Institute for Teaching (SWIFT), Leading Schools South West, The Devon Research School, The Church of England National Society for Education and diocesan Education services. Our school is not part of a Multi Academy Trust but we are proud to work in partnership with Education South West Multi Academy Trust (ESW) as part of a strong family of schools to ensure all children live great lives.

To find out more about our school please visit our website: <https://www.st-cuthbertmayne.co.uk/>

## Contractual Details

Salary	£64,688 - £71,331
Grade	L 10 - L14
Start date	September 2026
Contact Type	Permanent

## Application Process

Full details about this post and how to apply on our website can be found at:

<https://st-cuthbertmayne.co.uk/vacancies/>

The closing date for this post is: **10 am on Monday 27th April**

The interview date for this post is: **Friday 1st May**

**St Cuthbert Mayne School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to undertake a Disclosure and Barring Service Check and references will be taken for all shortlisted candidates. Social Media and Online Behaviour Checks will also be completed for all shortlisted candidates as part of our duty in KCSIE.**

**St Cuthbert Mayne School is an equal opportunities employer and as such we do not discriminate based on age, gender, disability, race or any other equal opportunities criteria.**

## Job Description - Associate Assistant Headteacher - Maths & Numeracy

**Responsible to:** Headteacher and the Governing Body

**Salary:** Leadership Scale L10 - L14

### Key Purpose of Job

- To develop and lead a high performing Maths Department that provides an exceptional quality of education in Maths and enables all students to achieve great outcomes.
- To promote high standards of Maths and numeracy across the school

### Associate Assistant Headteacher - Key Roles and Responsibilities

In partnership with the Deputy Curriculum Leader for Maths and the Lead Practitioner for Maths the Associate Assistant Headteacher will:

- Implement and review an ambitious, well sequenced and knowledge rich curriculum that enables all students to achieve their full potential
- Lead, develop and implement teaching, learning and assessment initiatives and strategies throughout the department, that improves the teaching practice of all members of staff and therefore raise student attainment
- Be a model of excellent practice, maintaining a clear focus on outstanding delivery to learners ensuring a centre of best practice and excellence. Demonstrate excellent and innovative pedagogical practice and deliver demonstration lessons
- Lead the review of high quality teaching resources, schemes of learning and home learning tasks to be used within the department to ensure cohesion of student experience and a high standard of consistency and quality
- Challenge and support underperforming teachers within the department to enable them to improve their practice
- Take a lead role in improving the effectiveness of assessment practice within the department, analysing statistical information to evaluate the effectiveness of teaching and learning and the progress of students
- Take a lead role in developing, implementing, and evaluating policies and practice that lead to school improvement
- Contribute to the whole school professional development programme for teaching staff

- Undertake research into best practice in other schools and research and evaluate innovative curricular practices and draw on research outcomes and other sources of external evidence to inform own practice and that of colleagues
- Be an excellent practitioner to deliver outstanding student outcomes and to support colleagues in achieving the same
- Take a lead role within the Department, working closely with other practitioners in determining and developing policies, procedures, and practice, promoting collective responsibility for their implementation to ensure high achievement through effective teaching and learning
- Design and implement a Department Improvement Plan that reflects the school and department ambitions
- Build positive relationships with external partners and work in partnership with them to support school improvement.
- Lead and manage the Maths department and ensure the department is fully compliant with school policies and procedures
- Manage the department budget and resources effectively to maximise student progress
- To keep up to date with the latest educational developments in your subject area
- To engage in networks and partnership opportunities
- Ensure that there is a culture of high expectations of student behaviour and attitudes within your department
- To work with stakeholders to monitor and evaluate the work of the department
- To use pupil performance data to identify strengths and areas of development to inform department improvement
- Play a full part in the leadership of the school as a member of the senior leadership team

## Teaching

All Teaching Staff are expected to meet and demonstrate the relevant National Standards for Teachers available at: <https://www.gov.uk/government/publications/teachers-standards>

## Roles and Responsibilities

1. **Set high expectations which inspire, motivate and challenge students**
  - establish a safe and stimulating environment for students, rooted in mutual respect

- set goals that stretch and challenge students of all backgrounds, abilities and dispositions
- demonstrate consistently the positive attitudes, values and behaviour which are expected of students.

## **2. Promote good progress and outcomes by students**

- be accountable for students' attainment, progress and outcomes
- be aware of students' capabilities and their prior knowledge, and plan teaching to build on these
- guide students to reflect on the progress they have made and their emerging needs
- demonstrate knowledge and understanding of how students learn and how this impacts on teaching
- encourage students to take a responsible and conscientious attitude to their own work and study.

## **3. Demonstrate good subject and curriculum knowledge**

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain students' interest in the subject, and address misunderstandings
- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject
- if teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
- if teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.

## **4. Plan and teach well-structured lessons**

- impart knowledge and develop understanding through effective use of lesson time
- promote a love of learning and children's intellectual curiosity
- set home learning and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired
- reflect systematically on the effectiveness of lessons and approaches to teaching
- contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

## **5. Adapt teaching to respond to the strengths and needs of all students**

- know when and how to differentiate appropriately, using approaches which enable students to be taught effectively
- have a secure understanding of how a range of factors can inhibit students' ability to learn, and how best to overcome these

- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support students' education at different stages of development
- have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

## **6. Make accurate and productive use of assessment**

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- make use of formative and summative assessment to secure students' progress
- use relevant data to monitor progress, set targets, and plan subsequent lessons
- give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback.

## **7. Manage behaviour effectively to ensure a good and safe learning environment**

- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
- have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them
- maintain good relationships with students, exercise appropriate authority, and act decisively when necessary.

## **8. Fulfil wider professional responsibilities**

- To promote the Christian ethos of the school
- To follow and adhere to all school policies and procedures
- Be aware of the responsibility for personal Health, Safety and Welfare and that of others who may be affected by your actions or inactions.
- Be aware of the need for good life/work balance for all staff.
- To make maximum use of opportunities to promote a culture of first attention to positive behaviour.
- Promote the health, welfare and emotional well-being of all students and staff
- Promote equality of opportunity for all students and staff
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- deploy support staff effectively
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- communicate effectively with parents with regard to students' achievements and well-being.
- To undertake any task as directed by the Headteacher that is commensurate with the post

## Personal and Professional Conduct

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:

- treating students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- having regard for the need to safeguard students' well-being, in accordance with statutory provisions
- showing tolerance of and respect for the rights of others
- not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- ensuring that personal beliefs are not expressed in ways which exploit students' vulnerability or might lead them to break the law.
- Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.
- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

## Health and Safety

- Be aware of the responsibility for personal Health, Safety and Welfare and that of others who may be affected by your actions or inactions.
- Be aware of the need for good life/work balance for all staff.
- Cooperate with the employer on all issues to do with Health, Safety & Welfare including this as a standing item on departmental agendas.
- Ensure regular risk assessments are carried out as per school policy and refer to relevant parties.

## School Ethos and Values

- To conduct oneself in a manner befitting a teacher at all times, ensuring behaviours that display positivity to others.
- To make maximum use of opportunities to generate a culture of celebration and praise amongst the staff and students of the School.
- Promote the health, welfare and emotional well-being of all students and staff.
- Promote equality of opportunity for all students and staff.

## Other

- All staff must commit to Equal Opportunities and Anti-Discriminatory Practice.

- The post-holder is expected to familiarise themselves with and adhere to all relevant policies and procedures.
- Take responsibility for personal health and wellbeing, modelling good work.life balance to colleagues, staff and students.

### **Safeguarding**

St Cuthbert Mayne School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

**Roles and job descriptions are subject to an annual review.**

## Person Specification: Associate Assistant Headteacher - Maths & Numeracy

The following list is indicative of the kind of person we are looking for but **not all of these criteria are essential**. However, please do try to give evidence of how you fulfil the majority of these requirements in your application.

Person Specification	Essential	Desirable	Evidence based
<b>Qualifications</b>			
Qualified Teacher Status	Essential		Application Certificates
Honours Degree or equivalent	Essential		Application Certificate
Recent participation in a range of relevant professional development e.g. NPQ programmes		Desirable	Application Certificate
<b>Professional Experience and Knowledge</b>			
Experience of leading a high performing Maths curriculum team	Essential		Application Interview
Successful teaching as evidenced through great outcomes for students	Essential		Application Interview
Understanding of what makes an ambitious and well designed Maths curriculum	Essential		Application Interview
Understand how assessment is used to adapt and develop the curriculum	Essential		Application Interview
Understand how the curriculum can be adapted to meet the needs of vulnerable students such as those with SEND.	Essential		Application Interview
Effective behaviour management strategies	Essential		Application interview
Experience of teaching at Key Stage 3, 4 and 5	Essential		Application Interview
Up to date knowledge of the latest educational research and how this is used to improve the teaching of Maths	Essential		Application Interview
Experience of developing others through coaching		Desirable	Application Interview
Experience of data analysis to target intervention		Desirable	Application Interview
Experience of teaching in Christian school.		Desirable	Application Interview
Experience of leading Collective Worship		Desirable	Application Interview

Experience of working in partnership with diocesan education teams		Desirable	Application Interview
Experience of SIAMS and Canonical Inspections (S48 Inspection)		Desirable	Application Interview
Experience of working in collaboration with other educational bodies and the wider community to develop positive relationships		Desirable	Application Interview
In-depth knowledge and experience of Child Protection and Safeguarding procedures	Essential		Application Interview
<b>Professional skills</b>			
Ability to communicate effectively orally and in writing to a range of audiences	Essential		Application Interview
Well-developed interpersonal skills	Essential		Application Interview
Strong commitment to team working and partnership	Essential		Application Interview
<b>Personal Qualities</b>			
Committed to the development and maintenance of good relationships with staff, parents, students, governors, and the community	Essential		Interview
Positive, passionate and enthusiastic outlook, embracing risk and innovation	Essential		Interview
Good organisation skills	Essential		Interview
A sense of humour	Essential		Interview
Committed to leading extra curricular activities	Essential		Application Interview
Demonstrate respect and empathy towards others	Essential		Interview
Resilience, perseverance and optimism in the face of difficulties and challenges	Essential		Interview
Ability to be consistently decisive and focused on solutions	Essential		Interview
Commitment and dedication to social justice, equality and excellence	Essential		Interview
Capacity to be flexible, adaptable and creative	Essential		Interview

Committed to the CPD of self and others in the school	Essential		Application Interview
Committed to a collaborative school vision of excellence and equity that sets high standards for all and welcomes and secures the support of others in achieving it	Essential		Interview
Willingness to develop/be sensitive towards the Christian ethos of the school	Essential		Interview
The ability to form and maintain appropriate relationships and personal boundaries with children and young people in line with the safeguarding and child protection policy and staff code of conduct	Essential		Interview
<b>Equal opportunities</b>			
Candidates must demonstrate an awareness and understanding of equal opportunities	Essential		Application Interview