



Recruitment Pack

SECOND IN MATHS

JANUARY 2026

<https://mynewterm.com/jobs/146367/EDV-2026-CHA-00454>



Vision

To achieve academic excellence, develop character,
and raise aspirations for all at **Castle Hall Academy**



**Academic
Excellence**



**Develop
Character**



**Raising
Aspirations**

Key Drivers



Heart

Developing a
**strong moral
compass**



Mind

Developing our
**capacity to
think**



Communication

**Communicating with
people and cultures
outside of ourselves**

Mission

To become an academy
‘where hearts and minds connect’



Academic Excellence



Developing Character



Raising Aspiration

At Castle Hall we work hard every day to deliver academic excellence, develop character and raise aspirations in everything we do. We exist to tackle educational disadvantage. We have high expectations of students and teachers and strive to become better every day creating exceptional learners.

Learning is the most important thing that happens in the academy and our exceptional classroom culture is key to supporting exceptional learning at Castle Hall. The position of Second in Maths offers the right candidate, an opportunity to deliver the curriculum effectively to secure improvements which raise levels of student aspiration and achievement. As a Maths faculty we epitomise the Academy's vision of 'Academic Excellence, Developing Character and Raising Aspiration'.

The Maths faculty is a high performing team with strong values, work ethic and mutual sense of purpose. The team care about the little things, enjoy collaborative working and share unrelentingly high standards. You will have access to a coach and a highly regarded professional development programme.

We have a broad, balanced and sequenced five-year curriculum, which values knowledge retention and application building upon individual starting points that enables ambitious endpoints for all. Everyone in the Academy makes sure that all students acquire knowledge and skills to achieve the vision, enabling success at the Academy and beyond.

We have invested significantly in our buildings and environment in recent years with upgrades to all teaching rooms, new heating and windows as well as refurbishment to our science block and a brand-new gymnasium.

We value staff wellbeing and are constantly seeking ways to support and develop our staff body. We have no staff meetings outside of the Academy Day and also, have a 1:25pm finish on a Friday.

I am proud to be Headteacher at Castle Hall Academy. I believe that all students deserve access to a world-class education. We have worked hard over the last 5 years to improve the provision for our students and community and the students at Castle Hall are now making excellent progress. I tell students frequently how lucky I am to be part of such a fantastic Academy with amazing students, if you too would like to be able to say the same then Second in Maths could be the job for you!

A handwritten signature in black ink, appearing to read 'Paul Brook'.

Paul Brook
Headteacher



Academic Excellence



Developing Character



Raising Aspiration

Teaching & Learning at Castle Hall Academy

I do, We Do, You Do

Our teaching model is built around Rosenshine's Principles of Instruction and follows I Do, We Do, You Do. Teachers ensure that they model excellence before scaffolding and guiding students to produce the best quality work possible. This enables students to then produce outstanding work during their independent practice.

Coaching

Coaching lies at the heart of our professional development. We provide staff, across all roles, with the time and space to take part in meaningful professional conversations with a trained coach. The ability to reflect on what we do and how we do it, and to collaborate with our peers, drives our approach to school improvement, and in particular to classroom expertise.

Subject Specialism

We use every opportunity to connect students with subject specialists both inside and outside the school. The through-school approach helps us to offer students the chance to see their learning through the eyes of experts and to experience learning which has been developed and delivered by specialists.

Professional Development

All teaching staff have access to professional development and coaching built into their day. We believe that the best professional development is not a one-off event but a process and this best happens during the Academy Day and not after-school. There is opportunity for development and practice in our Mastery lesson in the morning and subsequently throughout the day. Many of our staff also access external courses including NPQs.

Mastery

We pride ourselves on our students knowing and remembering more. As a result of this, we have a 30-minute period of collective learning in the mornings where students get a chance for knowledge retrieval, maths practice and for staff to give any key messages and shape culture for the rest of the day.

Reading

Reading, and literacy, form central pillars of our approach with students. Students have the opportunity to be read to for 20 minutes every morning to develop their reading and also their cultural capital. We expect every member of our Academy community to talk in full sentences at all times to support our drive for improved oracy and, subsequently, literacy levels.



Academic Excellence



Developing Character



Raising Aspiration

High expectations of students...

We have high expectations of our students and expect them to be displaying the characteristics of good learners at all times to ensure success in all aspects of their life at Castle Hall Academy.



Characteristics of Exceptional Learners



Reasoning

I ask questions about my learning and independently work things out for myself.



Resilience

When things get challenging, I never give up and learn from my mistakes.



Responsibility

I choose to do the right thing even when nobody is watching.



Respect

My behaviour is exceptional. I show respect for all in my community.



Reflection

I take every opportunity to review and develop my learning and behaviour.

Work hard, be kind and follow staff instructions - everybody, everyday



Academic Excellence



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Job Description

Post: Second in Maths

Purpose

To challenge educational and social disadvantage by working with the Head of Faculty to achieve the highest possible standards and preparing all our students to lead successful lives.

Duties and Responsibilities

- In consultation with the Head of Faculty, plan, design and produce teaching materials and resources that are appropriate to age and ability and are in accordance with the Academy Improvement Plan.
- Support the Head of Faculty to act upon department/faculty priorities in collaboration with line management in order to build and lead a cohesive and highly effective team.
- Support the Head of Faculty to maintain an effective quality assurance process.
- Support the Head of Faculty to complete review documentation including department/faculty data analysis and subsequent planning.
- Facilitate the exceptional progress and well-being of any individual or group of students.
- Lead weekly team meetings as required
- Deputise for the Head of Faculty
- In accordance with schemes of work, plan, deliver and review lessons which are appropriate to the age and ability of the students to facilitate progression in students' learning.
- Ensure that teaching is broad, balanced, relevant, motivational and appropriately differentiated in order to maximise the academic potential of all students.
- Support the management of behaviour within the team: overseeing and completing all duties effectively.
- Ensure that assessment is both regular and thorough and that records of assessment are accurate.
- Provide feedback that moves learning forward.
- Support the Head of Faculty to manage the faculty's classrooms and teaching equipment to create a positive learning environment that makes effective use of available resources.
- Ensure that homework is set, where appropriate, and monitored.
- Support the Head of Faculty to complete all exam entry requirements and effectively manage the faculty budget.
- Manage own workload and that of others to allow an appropriate work / life balance.
- Work in effective partnership with other leaders in the Trust.
- Support students throughout the day by fulfilling pastoral responsibilities.
- Engage fully in the academy appraisal process to fulfil personal potential and be able to participate effectively in the implementation of the academy's goals and improvement plan.
- Attend meetings / training and carry out administrative tasks and duties as specified on the academy calendar.
- Consistently implement all academy policies.
- Contribute to decision-making and consultation procedures.
- Report any safeguarding concerns immediately to a Designated Safeguarding Lead.
- Carry out any other reasonable duties as requested by the Headteacher.

This job description is not necessarily a comprehensive definition of the post. It will be reviewed annually.



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Person Specification

Post: Second in Maths

Attributes	Essential	Desirable	How Identified
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Good honours degree 	<ul style="list-style-type: none"> • Relevant CPD 	<ul style="list-style-type: none"> • Application • Certification
Experience	<ul style="list-style-type: none"> • Values driven • Strong teaching ability backed up by good outcomes • Teaching that challenges and supports students • Data driven planning 	<ul style="list-style-type: none"> • Working in a school with a similar context • Responsibility within a school 	<ul style="list-style-type: none"> • Application • Interview • References
Knowledge and skills	<ul style="list-style-type: none"> • High expectations which motivate and challenge students • Excellent subject knowledge • Effective use of formative assessment • Behaviour management to support the academy's culture • Commitment to safeguarding 	<ul style="list-style-type: none"> • Coaching and practice • An understanding of cognition in education 	<ul style="list-style-type: none"> • Application • Interview • References
Character	<ul style="list-style-type: none"> • Strong moral purpose and drive for improvement • Mission-aligned • Motivated, enthusiastic and flexible • Excellent interpersonal skills • Good sense of humour • Desire to develop yourself • Ability to receive and act on feedback • Strong attention to detail • Ability to work under pressure • Commitment to the full life of the academy 	<ul style="list-style-type: none"> • Willing to offer extra-curricular activities 	<ul style="list-style-type: none"> • Application • Interview • References





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