



Yate Academy



YATE ACADEMY

RECRUITMENT PACK



Proud to be part of the

GREENSHAW
LEARNING TRUST

Yate Academy,
Sundridge Park
Yate
BS37 4DX



Telephone: 01454 333560

Email: info@yateacademy.co.uk

Dear Candidate,

Thank you for your interest in the role of Director of Maths at Yate Academy. For a number of years the Mathematics department at Yate Academy has been amongst the highest performing in the country for progress at Key Stage 4. Since opening our Sixth Form last year we have been extremely excited to also offer A-level Mathematics and Further Mathematics.

We are looking for an inspirational candidate who can help the department continue its success at Key Stage 4 and replicate this in A-Level Mathematics and Further Mathematics. You will be an exceptional teacher of all key stages with an unwavering drive to ensure that every child achieves the very best outcomes no matter their individual circumstances. If this sounds like you, we want to hear from you.

We are proud members of the Greenshaw Learning Trust, a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing our own distinctive character. At Yate Academy we firmly believe in disruption free learning and in fostering an environment where all children are able to learn and all teachers are able to teach. We believe our students deserve the highest expectations and high quality teaching is central to everything we do. As such all staff have dedicated intellectual preparation time as part of their allocated contact time. This deliberately facilitates the sharing of knowledge, best practice and planning.

We also understand the pressures on school staff and the lack of flexible working options in many schools compared to other industries. The academy is currently undergoing a trial year in which every member of staff is allocated one afternoon every two weeks (pro rata) as flexible working time. If you are a diligent professional with high standards who values exceptional student behaviour and a workplace which truly prioritises learning, we want to hear from you.

The Trust is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

As one of the highest performing multi-academy trusts in the country, we currently have schools across South London, Berkshire, Surrey, Gloucestershire and South Gloucestershire, and Plymouth. We are continuing to grow and have further schools joining us on a regular basis.

We strive to be an inclusive and diverse employer and we encourage applications from underrepresented demographics. We recognise the need to achieve a good work-life balance and encourage discussions regarding flexible working across our schools and Shared Service teams. We aim to create the conditions under which our colleagues are able to thrive and to deliver exceptional work for the young people and communities which we

serve. To get a feel of life at Greenshaw Learning Trust, please download our 'Why you should work for GLT' recruitment brochure on our jobs portal.

Yate Academy is committed to safeguarding and promoting the welfare of children and young people, therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

The school website provides a clear picture of our aspirations and our vision: however, please do not hesitate to contact us to seek further information from our School HR Manager, Kariann Pickford: KPickford@yateacademy.co.uk. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.



Yours sincerely

Eddie Rakshi, Headteacher

ABOUT OUR SCHOOL

At Yate Academy, we have built our ethos on a strong set of core values which underpin everything that we do. Our aim is to give students at Yate Academy a better chance of success than if they attended any other school in the country.

Leadership, resilience & citizenship run through all aspects of school life.

Leadership

We set a high standard, we set the standards for others. We lead by example; we lead the way.

Resilience

We work hard. We never give up, we keep going and never give up.

Citizenship

We are kind, polite and honest. We make a positive impact on others. We make a positive contribution to our school community.

Department Information

At Yate Academy we have a thriving maths department, which includes trainees through to leaders in the subject. From September 2025 students are studying maths, economics & further maths. With some students deciding to study mathematical subjects into higher education.

Our maths curriculum is ambitious in all areas for our students. Both the curriculum and lessons are knowledge and vocabulary rich so that students build on what they already know to develop powerful knowledge.

Knowledge is sequenced and mapped coherently so that students make meaningful connections and deepen their subject knowledge. Lessons are broken down into small connected steps that gradually unfold the concept, providing access for all students and leading to a generalisation of the concept and the ability to apply the concept to a range of contexts.

Fluency enables students to quickly and efficiently recall facts and procedures and have the flexibility to move between different contexts and representations of mathematics.

Variation is twofold. It is firstly about how the teacher explains and models the concept being taught, often in more than one way (preferred method), to draw attention to critical aspects, and to develop deep and holistic understanding. It is also about the sequencing of the episodes, activities and exercises used within a lesson and follow up practice, paying attention to what is kept the same and what changes, to connect the mathematics and draw attention to mathematical relationships and structure.

TERMS AND CONDITIONS

CONTRACT

Permanent

The successful applicant will take up the post on 1st September 2027. If an earlier start would be preferable this can be discussed at the interview stage.

SALARY

Salary calculated in line with the Lead Practitioner Scale Points 5 -9. There is the potential for further remuneration for an exceptional candidate.

There may also be the opportunity for additional whole school responsibility.

HOURS OF WORK

32.5 hours per week

PLACE OF WORK

Yate Academy, Sundridge Park, Yate, BS37 4DX.

PENSION SCHEME

Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Teachers' Pension Scheme or a Personal Pension Scheme.

HOLIDAY ENTITLEMENT

Subject to Working Time provisions of the School Teachers Pay and Conditions Document your holidays coincide with periods of school closure.

PROBATION PERIOD

New employees are required to complete a six-month probationary period.

STATUTORY CHECKS

All employment offers are made subject to checks in line with Government guidance (some of which are dependent upon the role/individual). These include: online checks, evidence of identity and right to work in the UK, an enhanced Disclosure and Barring Service check, overseas criminal record check if the successful candidate has worked or resided overseas in the last five years, confirmation of a satisfactory medical report, satisfactory references, evidence of qualifications, DfE teaching/management barred list check.

JOB DESCRIPTION

Post:	Director of Maths
Responsible to:	Deputy Principal
Responsible for:	Head of Mathematics, Trainee Maths Teachers, Teachers of Maths, Second in Maths

ROLE OVERVIEW

As the Director of Maths you will have excellent subject knowledge and will facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential. You will also implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.

MAIN DUTIES AND RESPONSIBILITIES

- Teaching Maths up to Key Stage 5.
- To oversee/organise curriculum delivery within the Maths department.
- Make available full, up-to-date schemes of work, for the subject within the Learning Area.
- Encouraging the selection of suitable teaching and learning approaches and subject matter in providing a differentiated approach to students.
- To lead, develop & enhance the teaching practice of others including participation in performance management/appraisal arrangements.
- Monitor and analyse the academic performance of students on an ongoing basis and provide relevant reports when requested.
- Devise and implement appropriate intervention strategies.
- To share and support the school's responsibility to provide and monitor opportunities for academic growth for both yourself and that of your direct reports.
- As a leadership role within the Maths department, arrange department meetings, intellectual preparation and lead on all aspects of curriculum development
- Working collaboratively with colleagues in the Maths Department and across the Greenshaw Learning Trust to plan lessons which ensure outstanding progress for all students.
- Adhering to the school's principles of teaching, learning and assessment.

TEACHING, LEARNING AND STUDENT PROGRESS

- To undertake a designated programme of planning and teaching across all key stages (KS3, 4 and 5) and to teach consistently high-quality lessons.
- To be a role model for students, inspiring them to be actively interested in your subject.
- To ensure the effective/efficient deployment of classroom support.
- To maintain discipline in accordance with the school procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and home learning.
- To lead, monitor and evaluate the assessment and feedback to students in line with whole school and department policy.

- To follow department monitoring and tracking systems relating to student's attainment, progress and achievement.
- To mark, grade and give written/verbal and diagnostic feedback as required.
- To undertake assessment of students as requested by external examination bodies, curriculum areas and school procedures.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To update professional knowledge and expertise as appropriate to keep up to date with developments in teaching practice and methodology.
- To liaise with the relevant pastoral leaders to ensure the implementation of the Student Support system.
- To prioritise and manage time effectively, ensuring continued professional development in line with the role.
- To follow the school policies and procedures.

STAFF DEVELOPMENT

- To continue personal development in the relevant areas, including subject knowledge and teaching methods.
- To engage actively in the Performance Management process.
- To participate in whole school professional learning programmes.
- To take part in the staff development programme by participating in arrangements for further training and professional development.

SAFEGUARDING

- Be keenly aware of the responsibility for safeguarding children and to help in the application of the Safeguarding Policy within the school.
- Comply with the school's Safeguarding Policy to ensure the welfare of children and young persons.

Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects staff and volunteers to share this commitment.

The duties and responsibilities in this job description are not restrictive and you may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.

PERSON SPECIFICATION

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples, within their application.

	Essential	Desirable
Qualifications and training		
Good Hons. Degree	x	
Qualified Teacher Status	x	
Willingness to undertake further CPD	x	
Relevant postgraduate studies	x	
Evidence of wider professional development		x
Skills and experience		
Previous experience as a Director of the subject or subject Head		x
Excellent classroom practitioner	x	
Excellent communicator – sensitive, compassionate and effective	x	
Knowledge of strategies to inspire and improve outcomes for students	x	
Outstanding organisational skills to ensure efficient and effective implementation of the role	x	
Knowledge of strategies to recognise and reward efforts and achievements and the ability to encourage students to become self-reliant and independent learners	x	
Detailed knowledge of current curriculum and pedagogical developments in the teaching of your subject and the wider curriculum	x	
Ability to teach A-level Maths and Further Maths	x	
Understanding of Exam Board specifications	x	
Personal attributes		
Able to establish good working relationships with a wide range of people - students, colleagues and parents	x	
A passion and desire to drive things forward	x	
Commitment to high standards and expectations	x	
A willingness to become involved in all aspects of school life	x	
Committed to the safeguarding of children	x	

THE RECRUITMENT PROCESS

APPLICATION

To apply for a vacancy, please register for an online account and complete the online application form on the GLT website. In the application form you should demonstrate how you meet the requirements set out in the person specification. Include specific examples which support your application. You will have the opportunity to upload additional documents in support of your application if required.

Please ensure you enter your correct email address when registering for your online account. This is the email address we will use to contact you about your application.

Applications must be received no later than 11.59pm on **Sunday October 4th**. Applications received after this date will not be considered. We reserve the right to interview candidates as applications are received and close the advert prior to the closing date should an appointment be made.

INTERVIEW PROCESS

Interviews will take place in the week beginning **Monday October 12th**. Shortlisted applicants will be invited by email to attend an interview. References may be taken up after shortlisting. Please indicate on your application form if you are happy for us to do so. As part of your interview, you may be asked to undertake a practical test related to the knowledge and abilities in the person specification.

TAKING UP POST

The successful applicant will take up the post on 1st September 2027. If an earlier start would be preferable this can be discussed at the interview stage.



GREENSHAW
LEARNING TRUST



ORU Sutton,
7 Throwley Way,
Sutton SM1 4AF



020 3988 0218



info@greenshawlearningtrust.co.uk



www.greenshawlearningtrust.co.uk



Yate Academy

YATE ACADEMY



Sundridge Park
Yate, Bristol
BS37 4DX



01454 333560



info@yateacademy.co.uk



www.yateacademy.co.uk