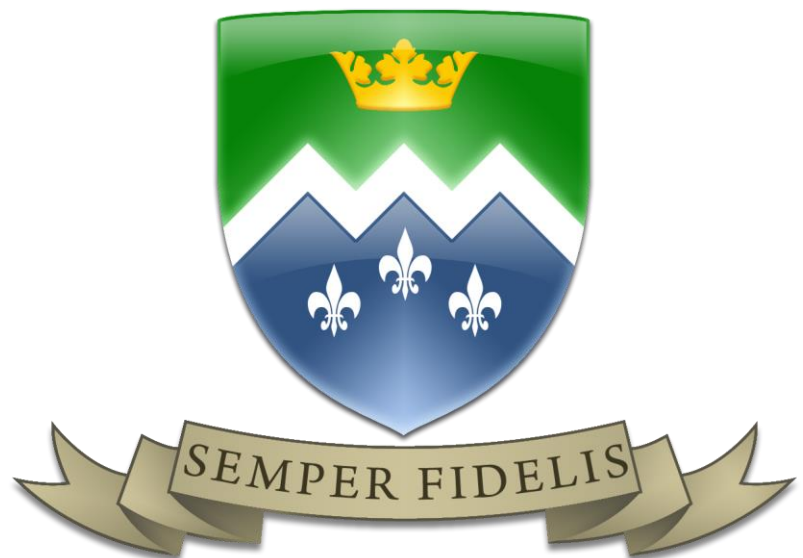


ST MARY'S CATHOLIC ACADEMY

Head of Mathematics Application Pack



Diocese of Lancaster
Education Service
Euntes in mundum



Closing date:
Tuesday 12th May 2026 – midday

Shortlisting date:
Thursday 14th May 2026

Interview date:
Wednesday 20th May 2026

Welcome to St Mary's Catholic Academy

Thank you for considering St. Mary's Catholic Academy for the next stage in your career. We are seeking to appoint a talented Head of Maths. This is a full time role from 1st September 2026. The post would suit an outstanding, experienced teacher, with some experience of subject leadership within a Maths department.

St Mary's is a highly regarded oversubscribed Catholic Academy in Blackpool in the Diocese of Lancaster. The school is very much a Catholic family where everyone works together to support and challenge one another to be the best they can be.

Our Catholic Ethos founded on the hallmarks of:

Catholic

is key to our success. Students and staff are all encouraged, as our mission statement states, to grow in wisdom, understanding, self-esteem and closeness to God. Many of our staff and students are Catholic or Christian, we are joined by a number of staff and students who aren't, anyone is welcome become and be part of our family as long as they are willing to support and contribute to the ethos and success of the Academy.

Caring

Community

Challenge

As Head Teacher, I believe that a happy, highly trained and well supported staff is the key to our success. Staff at St Mary's received a full induction programme and access our outstanding weekly professional development. All teaching staff also have 70 minutes of additional non-contact time per fortnight to focus on their own area of interest in enhanced professional development. New staff are also supported by regular, weekly coaching meetings and support from their subject areas; a range of leadership development programmes is also available.

St Mary's is designated as Blackpool's research school and provides staff with the opportunity to benefit from the latest research and evidence in education. Everything we do, whether that be our innovative key stage 3 reading programme; our approach to revision and practice homework; or the design of our professional development curriculum for teachers; is researched evidence based.

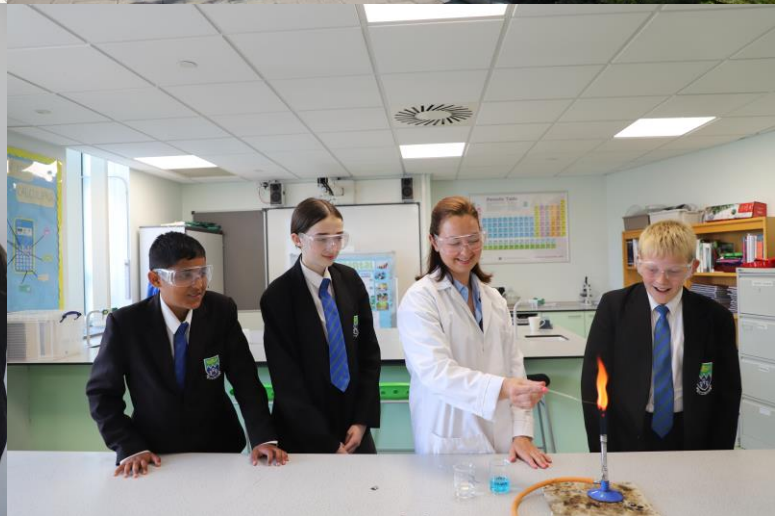
Staff wellbeing is also a key part of our success as a school. A hard-working staff should be well supported and cared for to allow them to meet the demands made of teachers in a modern context. All staff are provided with their own personal laptop and extensive training and the support of colleagues. Staff are able to take advantage of the Schools Advisory Service Wellbeing package which offers access to Counselling, 24-hour GP helpline, Health advice and support, Physiotherapy advice and a range of other services. A well-resourced support team of IT technicians, admin staff, chaplaincy staff and site staff work hard to make sure the Academy runs smoothly and that teaching staff are well supported to focus on our core business of teaching. Workload issues are regularly discussed with our staff committee and policies around marking, assessment, reporting and home work are carefully designed to try and manage the workload for staff. An email protocol ensures staff are not disturbed by emails in an evening and small gestures like tea, coffee and biscuits served by our amazing housekeepers, free access to the school fitness suite; free annual flu jabs; a car valet service and regular staff social events all help to make our Academy and Trust a rewarding place to work. All of this work takes place in state of the art facilities. St Mary's was lucky enough to benefit from a 22.5 million point partial rebuild and refurbishment, we are so lucky to work in one of the best school building in the region.

Staff retention is high at St Mary's because staff are valued and in return work hard to ensure our students achieve the best possible outcomes. If what you have read so far is exciting and you feel that St Mary's is a community in which you will thrive and make a positive contribution to our ethos and journey, then we would love to receive your application. You will find more information about St Mary's and information specific to this role and the application process in the rest of this document. You can also find further information out about the Academy on our website.

Yours faithfully,



Mr. Simon Eccles
Headteacher



Catholic - Caring - Community - Challenge

CEO Welcome

Dear Applicant,

Thank you for your interest in the role of Head of Maths at St. Mary's Catholic Academy. St. Mary's is part of the Blessed Edward Bamber Catholic Multi Academy Trust (BEBCMAT).

This is a fabulous opportunity for you to join us and work with a fantastic group of committed staff who believe strongly in education and working to improve the life chances of our children and young people.

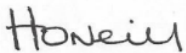
The core principles of the Trust are to educate the whole person, aiming for excellence and working together for the Common Good. Through collective responsibility, united in our Catholic faith, the Trust strives to enable each school to thrive spiritually, academically and financially so that all of the children and young people can 'belong, engage and become' – and reach their full potential by realising their God-given talents.

The Trust works in partnership as one family of schools, whilst maintaining and celebrating the uniqueness of each individual school and the community it serves. We are a values-driven Trust. Our core values of Trust, Respect, Faith, Hope and Service are our hallmarks. These values underpin all of our relationships; between staff, pupils, families, our wider parishes and local communities.

In our Trust, we welcome people who share our vision and our absolute commitment to our pupils, our staff, our families, parishes and the wider communities we serve.

If you believe you have the knowledge, skills and experience to make a positive contribution then we would welcome an application from you.

Yours sincerely,



Helen O'Neill
Chief Executive Officer

What others say about St. Mary's

OFSTED

A full Ofsted Inspection of St Mary's in May 2022 was extremely positive and confirmed that St Mary's Catholic Academy continues to be good in all areas. Inspectors noted in relation to curriculum that: "Leaders have ensured that pupils follow a suitably ambitious curriculum. Pupils achieve well overall. This includes pupils with special educational needs and/or disabilities (SEND) and disadvantaged pupils. Students in the sixth form receive an especially strong quality of education." They were also pleased to see in relation to behaviour that: "Pupils behave well in lessons and around the school. They are polite and well mannered. They enjoy positive relationships with one another." We were pleased that inspectors noted the strength of personal development: "Pupils benefit from a strong programme of personal development. This includes age appropriate relationships and sex education and health education. Pupils learn about other cultures and beliefs. Teachers prepare pupils well for life in modern Britain." and our focus on the well-being and development of staff: "Leaders are passionate about supporting the wellbeing of staff. They put a strong emphasis on professional development, including research. They care for their staff. Teachers appreciate the efforts made by leaders to reduce their workload. Staff enjoy working at the school."

You can read full copy of the report here: <https://files.ofsted.gov.uk/v1/file/50187176>

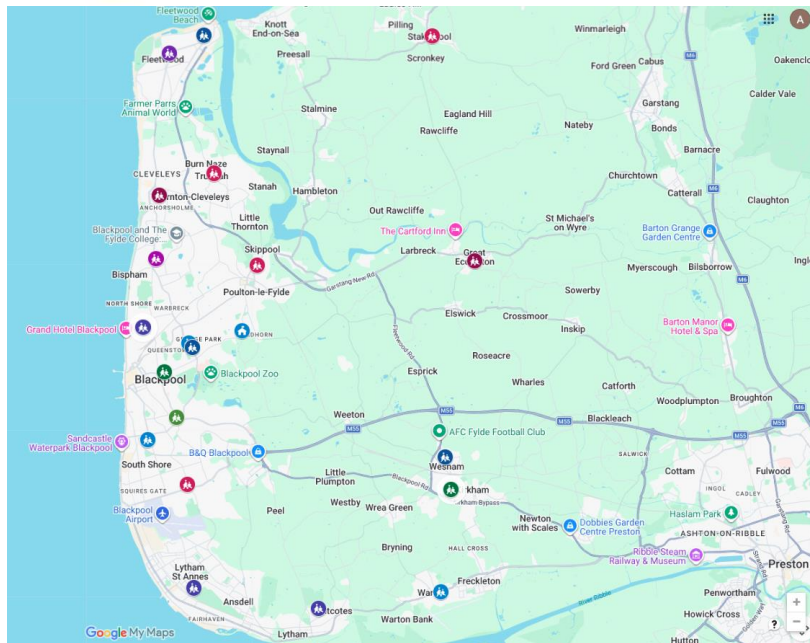
Diocesan Section 48 inspection

Our 2023 Diocesan Inspection Report in graded us as "Good". The Academy was graded as "Outstanding" in Catholic life and mission and Collective worship. A copy of the full report is available on the Academy website. Some of the inspector's findings were:

- The school has exceptionally high standards of pastoral care and support for its students. Through the extensive range of services, student welfare is given the highest priority.
- Provision for chaplaincy, as well as the impact this team make on the lives of the students and staff, in and beyond the school is outstanding.
- Sixth form core religious education is very strong and strengthens the distinctive offer to Catholic students.
- The headteacher, leadership team, governors and trust board show a great dedication to the development of St Mary's as an inclusive and caring school. The highest priority is given to Christian formation and academic success.
- A very strong commitment to Catholic social teaching is evident throughout this community and students proactively engage in charity work.
- The strong sense of community is a defining characteristic and visitors often remark on the warm and inclusive atmosphere, extending to individuals of all faith backgrounds, making them feel part of the Catholic community.

Trust Schools

	Christ the King Catholic Academy		Holy Family Catholic Primary School, Blackpool
	Holy Family Catholic Primary School, Warton		Our Lady of the Assumption Catholic Primary School
	Our Lady Star of the Sea Catholic Primary School		Sacred Heart Catholic Primary School
	St Bernadette's Catholic Primary School		St Cuthbert's Catholic Academy
	St John's Catholic Primary School, Poulton		St John Vianney Catholic Primary School
	St Joseph's Catholic Primary School		St Kentigern's Catholic Primary School
	St Mary's Catholic Academy, Blackpool		St Mary's Catholic Primary School, Fleetwood
	St Mary's Catholic Primary School, Great Eccleston		St Peter's Catholic Primary School
	St Teresa's Catholic Primary School		St William's Catholic Primary School
	St Wulstan's & St Edmund's Catholic Primary School		The Willows Catholic Primary School



What we offer - Benefits

Living Wage Employer



As an employer, we pay the real Living Wage so you can always be sure that you'll earn no less than the current rate.

Pension Scheme



Teaching staff: You will be enrolled into the Teachers' Pension Scheme.
Non-teaching staff: You will be enrolled into the Local Government Pension Scheme.

Health and Wellbeing



We offer access to free and confidential wellbeing services including GP service, counselling, mindfulness support and physiotherapy.

Death in Service



Should the worst happen, your nominated beneficiary will receive a payment of 3 x your annual salary if you are part of the pension scheme (TPS or LGPS).

Flu Jab



Our Trust offers all employees a flu vaccination. Employees can arrange their own vaccination and reclaim the cost up to the value of £15.00.

Travel to Work Scheme



We offer discounted travel via Blackpool Transport for the use of buses and trams.

How to apply

Prior to applying

If you are unclear about any aspect of the application process or you would like any additional information about the school or the role, please contact the school:

Telephone - 01253 396286

or

Email - admin@st-mary.blackpool.sch.uk

Application process

Please follow the link below to our careers page and complete your online application:

<https://mynewterm.com/school/St-Mary's-Catholic-Academy/141257>

Evidence will be drawn from:

- Letter in support of application.
- Application Form.
- Task.
- Response to questions during interview.
- References.

Letter of application should:

- Be clear, concise and well presented.
- Demonstrate how you meet the person specification.
- Describe your vision for leading the Mathematics Department and improving outcomes at St Mary's.
- Be no more than two sides of A4 in length.

Closing date for applications: **Tuesday 12th May 2026 – midday**

Shortlisting date: **Thursday 14th May 2026**

Interview date: **Wednesday 20th May 2026**

Post Details:

Grade: Teachers' Pay Range

Salary: Teachers' Pay Range with TLR1b £13,283.00 per annum

Contract: Permanent

Hours: Full Time

Start Date: 1st September 2026

Information for candidates

Maths Department Information

PERSONNEL

The staffing from September 2026 is:

Mrs Rhea Stephenson -	Assistant Headteacher - Line manager of Maths
Vacancy -	Head of Maths
Miss Natalia Hankovics -	Second in Maths
Miss Lynne Burdekin -	Teacher of Maths - coordinator of Key Stage 5 Mathematics
Mrs Jess Dennehy -	Teacher of Maths
Mr Alexander Hayler -	Teacher of Maths
Mrs Timea Matene-Ronyai -	Teacher of Maths
Mr David Middleton -	Teacher of Maths, Research Fellow
Mr Lee Morton -	Teacher of Maths
Mr Scott Wilson -	Teacher of Maths & ICT
Mr Daniel Yates -	Teacher of Maths
Vacancy -	Teacher of Maths

CURRICULUM

At St Mary's the mathematics department equip students with the mathematical and numerical skills they need to be successful academically, whilst preparing them for life beyond the classroom. We believe that every student can be successful in mathematics and our goal is to ensure the best outcomes for all learners.

We have an ambitious mathematics curriculum which is rich in skills and knowledge. Our curriculum is underpinned by three key principles. In line with the aims of the KS3 National Curriculum, we believe all students should be able to reason mathematically, solve problems and be fluent with facts.

At St Mary's we create mathematicians who think, act and speak with purpose and confidence. Teachers promote oracy and develop confidence by encouraging pupils to talk openly about mathematics and to explain their thinking. Staff and students use complex mathematical vocabulary to communicate their ideas and create arguments and conjectures.

We believe it is essential that students are fluent in the fundamentals of mathematics. We promote fluency through varied and frequent practice and by introducing increasingly complex problems over time. We use low floor, high ceiling tasks that enable students to be successful whilst stretching the more able. Students should feel confident in tackling both familiar and unfamiliar problems by using their knowledge and skills to break problems down into smaller steps. This approach is used in order to build resilience, deepen understanding and develop conceptual understanding.

Our pedagogy is underpinned by a mastery approach meaning we teach for understanding. Our curriculum is a well sequenced spiral curriculum which bases future teaching on previous learning. Teachers clearly model mathematical procedures with consistency as agreed within the scheme of learning and calculations policy. This approach is consistent with the latest educational research.

Information for candidates

Maths Department Information

Key Stage 3:

All students follow the United Learning curriculum. Teachers use the resources to ensure that a coherent curriculum is delivered and all students have the opportunity to achieve their potential.

Key Stage 4:

All students follow the White Rose mathematics curriculum and study for GCSE Mathematics. The exam board we use is Edexcel

Key Stage 5:

The department offers five A-Level courses;

Edexcel A-Level Mathematics

Edexcel A-Level Further Mathematics

Job Description

HEAD OF MATHEMATICS DEPARTMENT

Responsible to: Assistant Headteacher

The Head of Mathematics Department has a key leadership role across the Academy and within the Mathematics Department. S/he has a responsibility for helping preserve the existing strengths of St. Mary's Catholic Academy and providing day to day leadership in order that the Mathematics Department can fully contribute to the Academy's Mission & Vision. These duties must be discharged in such a manner as to actively enhance the Catholic nature of the Academy and further develop its distinctive mission with the Catholic Church.

This job description should be read alongside and in full understanding of the document "What Makes an Outstanding Leader at St. Mary's".

The key ideas guiding a Head of Department are:

Connectedness

S/he gets everyone in the Mathematics Department into the St. Mary's boat in pursuit of the Academy's stated Mission and Vision. S/he realises and ensures everyone in the Mathematics Department understands that the whole is always more important than and takes precedence over the needs of the individual department. We are interdependent, connected and no team is an island.

Authority

S/he is persistent and insistent that policies and procedures are consistently, properly and fully implemented. Within the authority given s/he leads and guides the staff in the Mathematics Department and further distributes leadership within it. S/he is a powerful people developer.

Accountability

S/he holds the Mathematics Department to account for high standards of learning and achievement, enriching relationships, personal development and the well being of all. S/he has an "abundance mentality" believing that very high academic achievement, outstanding pastoral care and enriching faith and personal development are powerful allies.

Capacity Building

S/he maximises and fully engages the resources available - people, technology, learning spaces, capitation – to build the capacity within the Mathematics Department that enables it to contribute to the delivery of the Academy's stated Mission and Vision.

The key terms included in a Head of Department's role are:

Leading

This identifies the person with the ultimate responsibility, accountability and decision making powers within a specific area for the identified issue in accordance with the Academy's mission, vision, policies, systems, procedures or norms. The leader will be responsible for co-constructing the vision, policies, systems and procedures, with Mathematics Department staff, students and senior leaders as appropriate. The term also includes the management of the specified issue as described below.

Job Description

Managing

This requires the planning, implementing, monitoring and evaluating of the specified issue in accordance with the Academy's policies, systems, procedures or norms. The issue will have a designated leader usually at a more senior level.

Co-ordinating

Ensuring that staff with the designated responsibility lead and manage the specified issue in accordance with the Academy's policies, systems, procedures or norms. There is also a requirement to ensure there is coherence across the Mathematics Department staff.

Implementing

Ensuring that the specified issue is put into practice in accordance with the Academy's policies, systems, procedures or norms.

CORE RESPONSIBILITIES

Key Outcomes

1. A caring, Catholic ethos built on high quality relationships.
2. A shared vision throughout the Mathematics Department.
3. A positive learning culture and consistently high standards of attainment and achievement throughout the learning house and its departments.
4. Independent and interdependent learners.
5. Elimination of all unsatisfactory teaching and increased proportions of excellent and very good teaching.
6. Elimination of all poor behaviour and increased proportions of excellent and very good behaviour.
7. An oversubscribed Academy with high numbers of post-16 students studying subjects within the learning house.
8. A well-disciplined and stimulating learning environment in which the unique talents and contributions of each individual is recognised and celebrated.
9. Promotion and safeguarding of the welfare of all students

These key outcomes will be achieved by:

A. Developing a Common Mission and Shared Vision through:

Leading the continuous development of the Mathematics Department through contributing to the learning house annual development planning process that is fully congruent with the Academy's Development Plan.

Managing effective formal and informal communication systems within the Mathematics Department.

Managing the active promotion of the Academy's Sixth Form to students taught within the Mathematics Department who would benefit from a high quality post-16 advanced level education within a caring, Christian community.

Job Description

Implementing the Academy's agreed policies, systems and processes (for example Curriculum, Teaching & Learning, Assessment, Marking, Reporting, Gifted & Talented, SEN, Discipline, Rewards, Detention, Promoting Positive Behaviour, Activities & Events) as line manager to Mathematics Department teaching and support staff.

Assisting, Senior Leaders/Headteacher, with the implementation of the Academy's agreed Personnel Policies (for example Performance Management, Disciplinary, Capability, Grievance and Sickness Absence Management) as line manager to Mathematics Department teaching and support staff as required.

Implementing the Academy's Safeguarding Policies and procedures.

B. Developing a commitment to learning in the Mathematics Department by:

Leading the development of transformational learning and teaching that produces consistently high levels of achievement for all, aspirational attitudes from staff and students and independent and interdependent learners (4Cs Learner).

Leading the full implementation of Cognitive Acceleration Programmes within the Mathematics Department.

Leading the development of programmes of study, schemes of work and lesson plans, within the Mathematics Department, which fulfil and enrich the requirements of the national curriculum, examination specifications requirements and assist in the development of students spiritually, morally and socially.

Leading the development of high quality assessment programmes, marking, data analyses and student tracking procedures in the Mathematics Department to identify underachievement and implement strategies to raise individual student's achievement and attainment.

Leading the development of/maintaining an exciting extra-curricular provision within Mathematics Department.

Managing student discipline within the Mathematics Department through recognising and rewarding positive student behaviour and dealing appropriately with unacceptable behaviour using the Academy's agreed systems and procedures.

C. Leading the Development of the Mathematics Department's staff by:

Managing high quality professional development opportunities for Mathematics Department staff, including mentoring and coaching staff, newly qualified teachers and students on teaching practice.

Assisting with the implementation of procedures for appointing staff to the Mathematics Department.

Implementing Performance Management Policy & procedures as the reviewer to members within the Mathematics Department in the Performance Management Cycle and making pay progression recommendations as required.

Job Description

D. Monitoring, Evaluating and Challenging the work of the Mathematics Department by:

Leading within the Mathematics Department the process of validated self-review including:

- The annual review of examination results.
- The production and analysis of data sets and subsequent remedial actions required.
- The monitoring and evaluation of the quality of teaching and learning.
- The monitoring and evaluation of student progress.
- Student voice opportunities to enrich the data set available for evaluation.

ADDITIONAL RESPONSIBILITIES

Assisting the Senior Head of Learning House with the effective and efficient deployment of Mathematics Department staff during the timetabling process in liaison with other Heads of Subjects.

Co-ordinating all necessary administration with respect to examinations and departmental functioning to ensure it is carried out correctly and promptly.

Managing the work to be completed by attached support staff.

In addition, to the specific duties outlines above you will be expected to carry out the duties of a Teacher as stated in the current School Teachers' Pay and Conditions Document.

These responsibilities will be reviewed in the light of the Academy's development plan and changing needs.

Person Specification

Head of Maths

The Governors of St Mary's Catholic Academy are seeking to appoint a highly skilled teacher with leadership and management experience. They will demonstrate a clear commitment to promoting the highest possible standards of achievement and developing excellent relationships with staff and students across the full age and ability range at St. Mary's. The person appointed will have a professional and personal profile that most closely matches the specification given below:

QUALIFICATIONS

- Qualified teacher status at graduate level.
- Maths Degree/Degree containing substantial Maths element.
- Recent professional development relevant to the post.

EXPERIENCE

- Leadership & management of curriculum, people and resources within a Maths Department.
- Leadership of Maths curriculum initiatives/developments that have shown significant impact/sustained excellence with respect to the standards of attainment achieved by students.

SKILLS, KNOWLEDGE and APTITUDE

- A clear philosophy for the teaching of Maths.
- Successful classroom practitioner with a record of very good examination results.
- Ability to use ICT in the planning and delivery of Maths.
- The ability and desire to teach Maths to A-level.
- Understanding of effective leadership and management and the ability to apply them.
- Knowledge and understanding of the different ways in which students learn and evidence of having successfully applied them to raise student attainment.
- Knowledge of current issues affecting 11-18 schools.
- Effective communicator – verbally and in writing.

PERSONAL QUALITIES

- Ability to form good relationships with both colleagues and students.
- Commitment to actively supporting the distinctive ethos of the school.
- Commitment to the development of extra-curricular activities.
- Resilience, commitment, ability to work under pressure and a sense of humour.
- An excellent attendance and punctuality record. (Please note that excellent attendance is considered to be 95% attendance over the past two academic years. Governors will take note of one off illnesses/absences and individual circumstances).
- High expectations of all students.
- Enthusiasm for career development.

The standard contact time for a Head of Maths is 36 periods out of 50 including a period of PSHE with your form.

Safeguarding Information

Introduction

The Blessed Edward Bamber Catholic Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people in its schools. The Trust complies with the statutory legislative requirements and guidance that seeks to protect children, including 'Keeping Children Safe in Education' guidance. In order to meet this responsibility, we follow a rigorous selection process to discourage and screen out unsuitable applicants.

Safer Recruitment

Job descriptions and person specifications make reference to safeguarding and child protection. All posts are subject to satisfactory completion of enhanced Disclosure and Barring Service certificate (DBS) checks. All advertisements include a safeguarding statement and commitment.

Application Stage

All applicants are scrutinised to verify identity and academic qualifications, Professional references are requested using our standard pro-forma for short-listed candidates. As a minimum, references should be from the two most recent employers and a Parish Priest if applicable. References are checked against previous employment history and gaps in employment. Professional references must be obtained from work email addresses. Our standard reference proforma makes reference to suitability to work with children and young people. The application form requires applicants to complete a disclosure of any criminal convictions.

Short listing

Only those candidates meeting the criteria outlined in the person specification will be shortlisted. All short-listed candidates will be subject to an online search as part of our safer recruitment due diligence.

Interview

Shortlisted candidates will take part in an interview and selection process. Candidates will be asked to address any discrepancies or gaps in their employment history. Candidates will be reminded of their responsibility to disclose any criminal convictions if they have not already done so. Proof of identity, qualifications and right to work in the UK must also be provided at interview.

Appointment

An enhanced Disclosure and Barring Service Certificate (DBS) will be required for all appointed posts. Other pre-employment compliance checks will be carried out. This post is subject to satisfactory references which will be requested prior to interview, an enhanced Disclosure and Barring Service (DBS) check, online searches, medical check, evidence of qualifications plus verification of the right to work in the UK. For teaching positions, barred list checks and prohibition from teaching checks will also be carried out. For leadership positions, section 128 checks will be performed. All staff will receive a comprehensive induction programme covering all aspects of safeguarding and health and safety.

Probation

All new staff will be subject to the trust probation procedures for a period of 6 months. The probation period is to enable the assessment of an employee's suitability for the job and which includes a review of the performance of new staff in relation to duties, skills, qualifications and experience outlined in the job description and person specification. This will also include an employee's suitability to work with children and young people and their commitment to safeguarding and child protection.

Equal opportunities

BEBCMAT recognises the value of, and seeks to achieve a diverse workforce. BEBCMAT takes positive steps to create an employment culture in which people feel confident of being treated with fairness, dignity and respect, irrespective of their differences. The Trust is committed to the elimination of unlawful discrimination and to the promotion of good relations between all.

General Data Protection Regulation

BEBCMAT is committed to ensuring that the privacy of an individual is protected. By signing a contract of employment, the employee is agreeing to the Trust processing their personal data, including 'sensitive personal data' as defined in the General Data Protection Regulation (GDPR), for the purposes of the operation, management, security and/or administrations, as well as complying with applicable laws, regulations and procedures. The information you provide (except Equality Monitoring Information) may be shared with partner organisations that provide services to the Trust. A full list of these organisations is available on request from the CFO.



Blessed Edward Bamber
Catholic Multi Academy Trust