

**Position: Head of Maths****Contract type:** Permanent – Full Time Teaching Staff– 32.5 hours per week TTO**Salary:** MPS/UPS + GSKEB TLR1d (£17,216.00)**Start Date:** As soon as possible

Are you an ambitious, inspiring Maths leader who can drive excellent outcomes and motivate a team? Do you want to lead a high-performing department in a school with a clear vision and strong values? King Edward VI King's Norton School for Boys is seeking to appoint an enthusiastic, strategically minded Head of Maths following the successful promotion of our current post-holder — an exciting internal career progression that highlights the strength and development culture of our school.

King Edward VI King's Norton School for Boys is committed to 'Striving for all of our boys to reach their full potential in a high performing school'. Our STRIVE values (Self-discipline, Teamwork, Resilience, Initiative, Vision, Endeavour) and six development pillars shape daily practice. We were graded Good at our last Ofsted inspection and continue to focus on curriculum sequencing, high-quality classroom teaching and ensuring that all of our students, including our disadvantaged and most vulnerable, make progress in line with or above expected.

We are looking for a motivated and effective leader to:

- Lead and develop the Maths department to secure excellent progress and attainment across Key Stages 3 and 4.
- Design and implement a coherent, sequenced Maths curriculum that builds fluency, reasoning and problem solving.
- Improve teaching and assessment so misconceptions are identified and addressed at point of learning.
- Line-manage and develop staff, deploy specialist expertise equitably and grow departmental capacity.
- Use data precisely to set targets, monitor impact and evaluate interventions (including for disadvantaged and SEND students).
- Promote numeracy across the school and lead enrichment, transition and partnership work with primary and post-16 providers.

The successful candidate will:

- Have Qualified Teacher Status and a proven record of excellent classroom practice and improving student outcomes in Maths.
- Have experience of leading or acting as second in department (desirable) with strong curriculum and assessment knowledge.
- Be skilled in coaching, performance management and targeted CPD to raise colleagues' classroom practice.
- Demonstrate strong data-analysis skills, excellent communication, and the ability to foster a collaborative, inclusive department aligned to our STRIVE values.

Why work with us

- This is a school that invests in staff and promotes internal career development.
- We have a strong commitment to professional development and evidence-informed practice.
- There is a supportive SLT with clear strategic priorities linked to the school's vision.
- There are opportunities to lead transition, enrichment and connections across the King Edward VI Multi Academy Trust.

### **Application details**

Please complete the school's application form and return to [recruitment@knbs.co.uk](mailto:recruitment@knbs.co.uk). Applications will be considered on receipt.

Application deadline: 9:00am on Wednesday 21<sup>st</sup> May 2026. We do not intend to consider any application that arrives after **9:00am** on Wednesday 21<sup>st</sup> May 2026.

If you would like a tour of the school or an informal conversation with a member of our team, please call 0121 628 0010 or email [enquiry@knbs.co.uk](mailto:enquiry@knbs.co.uk)

King Edward VI King's Norton School for Boys is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The successful candidate will be subject to all necessary pre-employment checks, including an enhanced DBS, verification of identity and right to work, relevant qualifications and two suitable references. Shortlisted candidates will be subject to an online search as part of due diligence. This post is exempt from the Rehabilitation of Offenders Act 1974 and subsequent amendments.

We look forward to receiving your application — join us and lead Maths in a school that supports career progression and strives for excellence for every student.

### Job Description

<b>Post Title</b>	<b>Head of Maths</b>
<b>Post Holder:</b>	
<b>Purpose:</b>	<ul style="list-style-type: none"> <li>• To raise standards of student attainment and achievement across the Maths department and to monitor and support student progress.</li> <li>• To be accountable for student progress and development within Maths.</li> <li>• To lead, manage and develop high-quality teaching and learning in Maths so that all students reach their full potential.</li> <li>• To develop and enhance the teaching practice of others in the department.</li> <li>• To ensure the provision of an appropriately broad, balanced, relevant and sequenced Maths curriculum in line with the school's vision and OFSTED expectations.</li> </ul>
<b>Reporting to:</b>	SLT Link for Maths
<b>Responsible for:</b>	The provision of a full learning experience and support for students.
<b>Liaising with:</b>	Headteacher / SLT, Heads of Faculty, Heads of Subject, Heads of House, Student Support Team, SENDCo, relevant non-teaching support staff, parents/carers, external agencies (e.g. LA, exam boards, curriculum partners)
<b>Working Time:</b>	32.5 hours per week – Term time.
<b>Salary/Grade</b>	MPS/UPS + GSKEB TLR1d (£17,216.00)
<b>Disclosure level</b>	Enhanced

<b>MAIN (CORE) DUTIES</b>	
<b>Operational / Strategic Planning</b>	<ul style="list-style-type: none"> <li>• Lead the strategic development and implementation of the Maths Department Development Plan, ensuring alignment with the whole-school development priorities (Quality of Education, Achievement, Inclusion, Leadership).</li> <li>• Lead the planning and preparation of high calibre and ambitious schemes of work and resources that deliver a coherent, sequenced Maths curriculum from Key Stage 3 to Key Stage 5 (where applicable).</li> <li>• Monitor and evaluate the quality of teaching, learning and assessment across the department through learning walks, work scrutiny and data review; set clear improvement priorities and support staff to address them.</li> <li>• Use performance data to set targets, track progress and put in place timely, measurable interventions for individuals and groups (including disadvantaged students, SEND and those with high prior attainment).</li> <li>• Ensure statutory requirements and examination board specifications are met and maintained.</li> </ul>
<b>Curriculum Provision</b>	<ul style="list-style-type: none"> <li>• Ensure that the Maths curriculum is broad, ambitious and sequenced to build knowledge and fluency, reasoning and problem solving.</li> </ul>

	<ul style="list-style-type: none"> <li>• Promote numeracy across the school and support colleagues in embedding mathematical skills in other subjects.</li> <li>• Ensure assessment practises in Maths are consistent, informative and aligned to the school's assessment policy so misconceptions are identified and addressed at point of learning.</li> </ul>
<b>Curriculum Development</b>	<ul style="list-style-type: none"> <li>• Keep the department's curriculum under regular review to ensure relevance, coherence and progression in line with curriculum research and best practice.</li> <li>• Lead on implementation of evidence-based approaches to teaching Maths (e.g. modelling, deliberate practice, retrieval) and ensure these approaches are embedded across the department.</li> <li>• Develop and maintain productive relationships with external providers (exam boards, maths hubs, local schools) to enhance curriculum provision and staff development.</li> </ul>
<b>Staffing</b>	<ul style="list-style-type: none"> <li>• Line manage and deploy Maths teaching and support staff effectively to meet curriculum needs and to ensure equitable access to specialist expertise for all students.</li> <li>• Lead performance management and staff development for the department; identify professional development needs and organise targeted CPD and coaching.</li> <li>• Ensure new staff are effectively inducted and supported to meet departmental expectations.</li> </ul>
<b>Quality Assurance</b>	<ul style="list-style-type: none"> <li>• Implement and adhere to the school's quality assurance processes; contribute to faculty and whole-school self-evaluation and improvement plans.</li> <li>• Monitor the impact of departmental initiatives on student outcomes and use this evidence to inform next steps.</li> <li>• Ensure consistent application of the school's marking and feedback policy within the department.</li> </ul>
<b>Management Information:</b>	<ul style="list-style-type: none"> <li>• Maintain accurate records and provide timely reports for MIS, SLT and governors on student attainment, progress and intervention outcomes.</li> <li>• Use assessment and tracking information to identify trends, report on progress against targets and inform resource allocation.</li> </ul>
<b>Communications:</b>	<ul style="list-style-type: none"> <li>• To communicate effectively with the parents of students as appropriate.</li> <li>• Where appropriate, to communicate and co-operate with persons or bodies outside the school.</li> <li>• To follow agreed policies for communications in the school.</li> <li>• To liaise with partner schools, higher education, Industry, examination boards / awarding bodies and other relevant organisations.</li> <li>• Communicate effectively with parents/carers about curriculum, assessment, progress and intervention strategies (e.g. at parents' evenings, review days and through written reports).</li> <li>• Work collaboratively with pastoral and inclusion teams to support students whose barriers to learning sit outside the classroom.</li> </ul>
<b>Marketing &amp; Liaison:</b>	<ul style="list-style-type: none"> <li>• To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings, review days and liaison events with partner schools.</li> </ul>

	<ul style="list-style-type: none"> <li>• To contribute to the development of effective subject links with external agencies.</li> <li>• To actively promote the development of effective subject links with external agencies.</li> <li>• Represent the department at open evenings, recruitment events and transition activities; promote the subject to prospective students and parents.</li> <li>• Develop links with local primary schools, post-16 providers and employers to enhance students' mathematical experiences and pathways.</li> </ul>
<b>Management of Resources:</b>	<ul style="list-style-type: none"> <li>• To identify resource needs and to contribute to the efficient/effective use of physical resources.</li> <li>• To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the School, department and the pupils.</li> <li>• Manage departmental budget, resources and equipment efficiently and transparently.</li> <li>• Identify resource needs (textbooks, digital subscriptions, manipulatives) and make recommendations to SLT for procurement.</li> </ul>
<b>Student progress and development:</b>	<ul style="list-style-type: none"> <li>• To monitor and support the overall progress and development of students within the department.</li> <li>• To monitor students' progress and performance in the subject area in relation to expected grades set for each individual; ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary.</li> <li>• To ensure the school's behaviour management system is implemented in the faculty so that effective learning can take place.</li> <li>• Promote and support extracurricular Maths opportunities (clubs, competitions, enrichment, KS5 extension).</li> </ul>
<b>Teaching:</b>	<ul style="list-style-type: none"> <li>• To teach students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere.</li> <li>• Ensure high-quality planning, assessment and feedback are evident in all classes.</li> <li>• To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.</li> <li>• To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.</li> <li>• To ensure that ICT, Literacy, Numeracy and school subject specialism(s) are reflected in the teaching/learning experience of students.</li> <li>• To undertake a designated programme of teaching.</li> <li>• To ensure a high-quality learning experience for students which meets internal and external quality standards.</li> <li>• To prepare and update subject materials.</li> <li>• To use a variety of delivery methods which will stimulate learning appropriate to students' needs and demands of the syllabus.</li> <li>• To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.</li> <li>• To undertake assessment of students as requested by external examination bodies, departmental and school procedures.</li> </ul>

	<ul style="list-style-type: none"> <li>• To mark, grade and give written/verbal and diagnostic feedback as required.</li> </ul>
<b>Additional Duties:</b>	<ul style="list-style-type: none"> <li>• To play a full part in the life of the school community, to support its distinctive ethos and to encourage and ensure staff and students follow this example.</li> <li>• Promote the welfare of students and comply with all safeguarding and child protection requirements.</li> <li>• Undertake any other duties as reasonably requested by the Headteacher or SLT.</li> </ul>
<b>Other Specific Duties:</b>	
<ul style="list-style-type: none"> <li>• To continue personal development as agreed.</li> <li>• To support the school in meeting its legal requirements for worship.</li> <li>• To promote actively the school's corporate policies.</li> <li>• To promote the welfare of children for whom you are responsible for or whom you come into contact with.</li> <li>• To undertake any other duty as specified by STPC not mentioned in the above.</li> <li>• To understand and act in accordance with the school's equal opportunities policies.</li> <li>• To comply with the school's Health and safety policy and undertake risk assessments as appropriate.</li> </ul> <p>Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request to undertake work of a similar level that is not specified in this job description.</p> <p>Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.</p> <p>The school will endeavour to make any necessary reasonable adjustments to the job and the working environment for any employee who develops a disabling condition.</p>	
<p>This job description is current at the date shown, but following consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job which are commensurate with the salary and job title.</p>	

**Person Specification:**

	<b>Desirable</b>	<b>Essential</b>	<b>Method of Assessment</b>
<b>Qualifications and Experience</b>			
Qualified teacher status (QTS) with a strong background in Maths.		<b>X</b>	Application
Proven experience of successful teaching in Maths at secondary school level.		<b>X</b>	Application
Experience in a leadership role within a Maths department or curriculum area. E.g. Curriculum lead / second in department / TLR post holder.		<b>X</b>	Application / Interview
Evidence of continuous professional development, particularly in curriculum design, assessment, and pedagogy.		<b>X</b>	Application / Interview
Familiarity with preparing for OFSTED inspections and using inspection findings to drive improvement.		<b>X</b>	Application / Interview
<b>Knowledge and understanding</b>			
Deep knowledge of the Maths curriculum, including key concepts, knowledge, and skills, with the ability to design and implement a broad, coherent, and sequenced curriculum.		<b>X</b>	Application / Interview
Strong understanding of effective assessment practises and feedback strategies that promote student progress and address misconceptions.		<b>X</b>	Application / Interview
Awareness of current educational research and best practises in Maths teaching and learning.		<b>X</b>	Application / Interview
Understanding of safeguarding, inclusion, and promoting equality and diversity within the curriculum and department.		<b>X</b>	Application / Interview
Knowledge of strategies to develop mathematical literacy and reasoning across the curriculum		<b>X</b>	Application / Interview
<b>Skills and Abilities</b>			
Excellent leadership and management skills, with the ability to inspire, motivate, and support staff to achieve high standards.		<b>X</b>	Application / Interview

Ability to develop a shared vision for the Maths department that aligns with the Maths Department and school's vision and values.		X	Application / Interview
Strong organisational skills, including effective resource management and coordination.		X	Application / Interview
Ability to analyse data to monitor student progress and use this to inform teaching and intervention strategies.		X	Application / Interview
Effective communication and interpersonal skills to engage with students, staff, parents, and governors.		X	Application / Interview
Capacity to foster a positive and inclusive learning environment that encourages student engagement and personal development.		X	Application / Interview
<b>Personal Attributes</b>			
Commitment to the school's vision of "Striving for all of our boys to reach their full potential in a high performing school."		X	Application / Interview
Embodies the school's STRIVE values: Self-discipline, Teamwork, Resilience, Initiative, Vision, and Endeavour.		X	Application / Interview
Passionate about Maths education and student achievement.		X	Application / Interview
Resilient, adaptable, and proactive in addressing challenges and leading change.		X	Application / Interview
Strong sense of integrity, fairness, and respect for all members of the school community.		X	Application / Interview
<b>Additional Requirements</b>			
Willingness to contribute to the wider life of the school, including extracurricular activities and community engagement.		X	Application / Interview
Commitment to safeguarding and promoting the welfare of students.		X	Application / Interview