



Head of Mathematics

Full-time (part-time would be considered)

MPS/UPS + TLR 1B (£12,041)

Start date: September 2025

Presdales School is a single sex comprehensive school in Ware for girls aged 11-18, with boys welcomed into the Sixth Form. We are a school which values all students, irrespective of their age and ability and helps them to exceed expectations through high quality teaching and learning and the opportunity to take part in a wide variety of activities which will enrich their educational and personal development beyond the classroom.

We provide a caring environment where all students are supported, as well as challenged, to ensure that there is no limit to their potential. We prepare our students for a world that is constantly changing by encouraging them to be independent learners who are determined, confident and who never give up.

Alongside academic excellence there is a strong focus on enjoyment, excellent behaviour and respect for all.

The school is committed to safeguarding and promoting the welfare of young people and expects staff to share this commitment. All posts are subject to a safer recruitment process which includes enhanced criminal records and barring checks, scrutiny of employment history, referencing and other vetting checks, including online searches.

Closing date for applications:

9.00am, Monday 28th April 2025

We expect to interview:

TBA

Please submit:

- A letter of application, no more than two sides of A4, outlining how you meet the person specification
- A completed application form (available on the school website)

Presdales School is committed to ensuring inclusion, diversity and equality of opportunity. We welcome applications from all suitable candidates and encourage those from underrepresented groups, and/ or with protected characteristics, to apply.

You can post your application to the school, or send by email to:

recruitment@presdales.herts.sch.uk

Please note that CVs will not be accepted. Prospective applicants are welcome to visit the school prior to the application process. Please contact the Head's PA at the above email address if you wish to arrange a visit.



Head of Mathematics

We are looking for a dynamic and innovative Head of Maths who can inspire our dedicated team. The ideal candidate will have a proven track record in teaching and leadership, a passion for driving academic excellence and fostering a love of mathematics in students. You will be a strategic thinker with the ability to innovate, ensuring the delivery of a high-quality curriculum that meets the needs of all learners. Strong communication skills, a collaborative approach and a commitment to continuous professional development are essential. If you are a visionary leader who is committed to creating an environment where both staff and students can thrive, we would welcome your application.

The Mathematics department at Presdales School provides high quality teaching leading to students achieving strong outcomes above national averages.

The department is a team of 9 dedicated Maths specialist teachers which include two key stage leads who lead on their respective curriculum areas. The successful candidate will be expected to lead a key stage. As a team, we have collectively developed our own 7-year curriculum from Year 7 to Year 13, ensuring clear progression from the moment students join us in Year 7 until they leave us in either Year 11 or Year 13. We have 4 dedicated Maths classrooms, one of which also has 20 desktop computers.

We are fully committed to supporting students with their learning and offer a range of lunchtime and after school support sessions including lunchtime drop-ins for each key stage, A level Masterclasses to support our KS5 students with exam technique and The Maths Paper Society for Year 11 to support them in becoming more familiar with and skilled at exam papers. We enter all levels of the UKMT Maths challenges and often have students progressing to follow-on rounds. We also take part in the Hertfordshire Maths Team Challenge each year. Our Sixth Form students support our younger learners, either in class, similar to a teaching assistant, or during lunchtime support sessions.

At Presdales School, we aim to provide a Mathematics curriculum which:

- is accessible to all and supports and challenges all learners, regardless of prior attainment or background
- is carefully **planned and sequenced** to allow for progression within topics and across strands of mathematics
- supports students in developing their **procedural fluency** through frequent recall of facts, formulae and key rules
- explicitly focuses on the development of students' **reasoning skills** through regular verbal rehearsal and in writing involving questions that require thinking about the 'how' and 'why'
- provides regular opportunities for students to develop their **problem solving skills** through exposure to multi-topic questions and unfamiliar problems which require them to draw on knowledge from their long-term memory
- includes **early exposure to algebra** by transitioning from working with numbers to generalising and working with variables and unknowns
- promotes relentless insistence on use of **correct language** and **subject specific vocabulary**, resulting in students 'speaking like mathematicians'
- promotes teachers to proactively present **common misconceptions and errors**, generating discussions around why these are not mathematically correct
- includes explicit use of the **concrete-pictorial-abstract** approach to ensure a real depth and conceptual level of understanding, fading scaffolds and models as students move from novice to expert learners
- encourages teachers to use **consistent methods and approaches** to topics and concepts to support students' transitions between classes, year groups and teachers
- includes **regular formative assessment** in the form of knowledge checks, reasoning and problem solving skill checks, low stake multiple choice quizzes and mini whiteboards to check for understanding
- embeds **retrieval practice** to ensure learning sticks, through lesson starters, homework tasks and interleaving of topics as students work through the curriculum
- fosters a **love of maths** and an **appreciation of how mathematics** underpins virtually all the practical developments in science, IT and economics which have formed our modern world.



Person Specification

Head of Mathematics

We are looking for a candidate who is able to demonstrate the following essential or *desirable* requirements.

Qualifications

- A good honours degree
- Qualified teacher (QTS)
- A commitment to on-going professional development with evidence of further study or professional training

Knowledge and Experience

- Successful teaching of Mathematics to A Level
- Evidence of adding value to current students
- Knowledge of current educational developments in subject and implications
- Good understanding of how students learn and how to raise standards of achievement
- Evidence of active involvement in own professional development
- *Experience of using data systems such as SISRA/4Matrix/ALPS*

Leadership and Management

- Ability to contribute to the recognition and effective use of the talents of the teaching team
- Effective management of student behaviour within the department
- Ability to take difficult decisions and convey outcomes clearly and sensitively
- Ability to foster an open, fair and equitable culture within the department

Skills and Abilities

- Able to communicate well, both in writing and orally
- Excellent organisational skills
- Good ICT skills and be able to use them in own teaching
- Able to manage time effectively and work to deadlines
- An excellent classroom practitioner
- Ability to work alongside other leaders to achieve a shared vision

Personal Qualities

- Committed to safeguarding and promoting the welfare of young people
- Excellent record of attendance and punctuality
- Ability to work well within a team
- Ability to work under pressure and meet deadlines
- The ability to motivate others
- Positive attitude
- Self-motivated and hardworking
- Creative
- Sense of humour



Job Description

Head of Mathematics

Vision and Purpose

- To lead and manage the department (including responsibility for a key stage), maintaining and striving to continually improve standards
- To teach across the age and ability range, as and when experience allows, and to provide a learning environment that enables all students to make progress regardless of their starting points
- To share the responsibility of all staff to ensure that our students are challenged, encouraged, nurtured and developed as all-round young people
- To develop and enhance the teaching practice of others.

Main Responsibilities

- Teach across the full range of age and abilities
- Committed to safeguarding and promoting the welfare of young people
- Lead by example with high quality teaching
- Monitor and evaluate the progress of students in the department in line with school policies, and lead on actions to address underachievement
- Support and develop staff within your team
- Actively engage in the performance management process to develop staff and monitor standards
- Ensure that there is a high quality curriculum for the department that is fit for purpose, up to date, engaging and can be accessed by all students
- Ensure that the department evaluation and improvement plans are completed and are implemented effectively
- Communicate effectively both orally and in writing with students, staff, parents and governors
- Have a commitment to your own continued professional development
- Lead department meetings
- Ensure that the department budget is utilised effectively and within budget
- Attend middle leaders' meetings and contribute with others to the realisation of the school improvement plan and provide input for the school evaluation document
- Organise resources within the department effectively
- Be a form tutor as required
- Take responsibility to complete all safety checks, e.g. online training, when directed
- Ensure that all students have equality of opportunity
- Promote the school's ethos and culture within the department and wider community
- To comply with the school's Health and Safety policy

Whilst this job description is current, and every effort has been made to explain the main duties and responsibilities of the post, each individual task may not have been identified. Employees will be expected to comply, following consultation, with any reasonable request from the Headteacher to carry out tasks and duties that are of a similar level, but not specified in the job description.

recruitment@presdales.herts.sch.uk