



Post Title	Director of Mathematics
School / Organisation	Avanti Grange Secondary School
Location	Bishop's Stortford
Grade	L8 – L10
Contract Type	Permanent
Reports to	Assistant Principal – Curriculum
Preferred Start Date	1 st January 2027

MAIN PURPOSES OF THE JOB

The Director of Mathematics is accountable for the quality of mathematics education across the school and for the outcomes of every student who studies it. The post sits within the Extended Leadership Team and carries responsibility for setting the strategic direction of the subject and securing consistently excellent teaching, learning and assessment. It is rooted in the Avanti Schools Trust ethos of *Educational Excellence, Character Formation, and Spiritual Insight*.

The postholder will lead the design and delivery of an ambitious, carefully sequenced mathematics curriculum from Year 7 to Year 13 that builds secure fluency, reasoning and problem-solving. This includes post-16 mathematics in Avanti 6 | Bishop's Stortford, preparing students for the most demanding university courses and careers. Success in the role requires expert subject knowledge, a deep understanding of how students learn mathematics, and the leadership to turn that understanding into consistently strong practice in every classroom. The postholder will build, develop and hold to account a high-performing team, attract and retain talented mathematics teachers, and work proactively with families, the Trust and external partners in the best interests of students.

As a member of the Extended Leadership Team, the Director of Mathematics will contribute to the strategic leadership of the whole school, not only the department. They will hold whole-school responsibilities, agreed with the Head of School on appointment and reviewed annually, allocated to draw on their particular expertise and to meet the priorities of the School Development Plan. They will also play a full part in whole-school self-evaluation, improvement planning and quality assurance, and be a visible and credible leader across the school community.

They will carry out their duties in line with statutory requirements, the Teachers' Standards, and the Avanti Schools Trust commitment to safeguarding and promoting the welfare of children and young people.

RESPONSIBILITIES OF THE JOB

Strategic leadership of mathematics

- Set a clear and ambitious vision for mathematics that is understood by staff, students and families and aligned with the School Development Plan and Trust priorities.
- Lead the department in producing, implementing and evaluating an annual Department Development Plan with clear success criteria and measurable impact.
- Be accountable for outcomes in mathematics at Key Stages 3, Key Stage 4 and Key Stage 5, reporting on standards and progress to the Senior Leadership Team, the School Stakeholder Committee (Governors) and the Trust as required.
- Analyse national, Trust and school performance data to identify priorities, set challenging targets and evaluate the impact of the department's work.
- Keep abreast of national developments in mathematics education, including reforms arising from the Curriculum and Assessment Review, and ensure the department's provision anticipates and responds to change.



Whole-school leadership

- Serve as an active member of the Extended Leadership Team, contributing to strategic planning, self-evaluation and decision-making across the school.
- Hold whole-school responsibilities, agreed with the Head of School on appointment and reviewed annually. These will be allocated according to the postholder's expertise and the priorities of the School Development Plan, and may include areas such as numeracy across the curriculum, personal development, early career teacher development, or the achievement of disadvantaged students.
- Lead each whole-school responsibility through a clear action plan with defined success criteria, evaluating impact and reporting to the Senior Leadership Team.
- Contribute to whole-school quality assurance beyond mathematics, including lesson visits, work scrutiny and learning walks.
- Undertake leadership duties as part of the Extended Leadership Team rota, including supervision, school events and parental engagement.
- Represent the school with parents and carers, the School Stakeholder Committee, the Trust and external partners as required.

Curriculum design and provision

- Lead the design, sequencing and regular review of an ambitious mathematics curriculum from Year 7 to Year 13 that secures fluency, mathematical reasoning and problem-solving for all students.
- Lead the development of post-16 mathematics in Avanti 6 | Bishop's Stortford, including A Level Mathematics and Further Mathematics, working closely with the Director of Sixth Form.
- Ensure that schemes of work, resources and assessments are of consistently high quality, informed by research, and used consistently by every teacher of mathematics.
- Oversee student groupings, examination tier entries and specification choices, ensuring decisions are made in students' best interests and reviewed regularly.
- Provide stretch and enrichment for all students, including participation in national competitions such as the UKMT Mathematical Challenges and a clear pathway for the highest attainers.
- Work with other subject leaders to secure accurate and consistent mathematical methods, vocabulary and numeracy across the curriculum.

Teaching, learning and assessment

- Secure consistently high-quality teaching across the department through clear, shared expectations of classroom practice grounded in the evidence on how students learn mathematics.
- Lead a programme of instructional coaching and subject-specific professional development that improves the practice of every teacher, including non-specialists teaching mathematics.
- Establish a coherent assessment model that gives accurate and timely information on what students know and can do, and ensure it informs planning, feedback and intervention.
- Ensure the needs of all students are met, including disadvantaged students and those with SEND, EAL or high prior attainment, working with the SENDCO to translate support plans into subject-specific strategies.
- Lead targeted intervention for students at risk of underachievement, particularly in examination years, and evaluate its impact rigorously.
- Oversee examination preparation, entries and assessment arrangements, working with the Examinations Officer to meet all awarding body requirements.

Quality assurance and accountability

- Lead department self-evaluation in line with the school's quality assurance calendar, drawing on lesson visits, work scrutiny, student voice and assessment information.
- Hold colleagues to account for the quality of teaching and for student outcomes, providing support and challenge and addressing underperformance promptly in line with Trust policy.
- Ensure internal assessments are standardised and moderated so that assessment information is reliable.
- Report regularly and candidly to the Senior Leadership Team on the quality of provision and the impact of improvement actions.



Leadership and development of staff

- Line manage the mathematics team, building a cohesive, high-performing department that embodies the school's vision of Educational Excellence, Character Formation, and Spiritual Insight.
- Conduct appraisal in line with Trust policy, setting ambitious objectives and supporting colleagues to meet them.
- Lead the recruitment, induction and retention of mathematics staff, ensuring trainees and early career teachers are well mentored, supported and assessed.
- Deploy staff effectively and oversee day-to-day staffing within the department, including cover arrangements when colleagues are absent.
- Engage with Trust-wide networks, the local Maths Network and subject associations to bring external expertise into the department and share effective practice beyond it.

Teaching

- Teach mathematics to a consistently high standard across the age and ability range, modelling excellent classroom practice for colleagues.
- Be accountable for the attainment, progress and outcomes of students taught.
- Use assessment and knowledge of students' starting points to plan well-sequenced, inclusive lessons and provide precise, regular feedback.
- Set prep (homework) and independent study that consolidates and extends students' understanding.

Behaviour, safety and safeguarding

- Maintain high expectations of behaviour across the department, applying school policy consistently and supporting colleagues to do the same.
- Act as a positive role model, demonstrating the attitudes, values and conduct expected of students and staff.
- Promote and safeguard the welfare of children and young people, following all school and Trust procedures and reporting concerns promptly to the DSL.

Communication and partnership

- Communicate clearly and professionally with parents and carers about the mathematics curriculum and students' progress, including through information evenings and published guidance.
- Promote and celebrate the achievements of students and the department within the school and beyond.
- Work constructively with other Avanti Schools Trust schools, sharing expertise and contributing to Trust-wide improvement in mathematics.

Resources

- Manage the department budget effectively, securing value for money and prioritising spending in line with the Department Development Plan.
- Ensure the department's learning environment and resources support high-quality teaching and learning.

Professional development

- Review the impact of your own leadership and teaching, refining approaches where necessary.
- Engage fully in professional development, including leadership development such as National Professional Qualifications where appropriate.

Other duties

- Uphold the ethos, policies and practices of the school, demonstrating high standards of attendance and punctuality.
- Undertake any other reasonable duties requested by the Head of School.

This job description is not your contract of employment or any part of it. It has been prepared only for the purpose of School organisation and may change either as your contract changes or as the organisation of the School is changed. Nothing will be changed without consultation.



PERSON SPECIFICATION			
Criteria		Requirement	
		Essential	Desirable
1.	Degree in mathematics or a closely related subject	✓	
2.	Qualified Teacher Status	✓	
3.	National Professional Qualification (such as NPQLTD or NPQSL), or evidence of equivalent leadership development		✓
4.	Successful experience of leading mathematics as Head of Department, Second in Department or equivalent, with demonstrable impact on outcomes	✓	
5.	A sustained track record of excellent mathematics teaching at Key Stages 3 and 4, securing strong progress and outcomes	✓	
6.	Experience of teaching A Level Mathematics	✓	
7.	Expert subject knowledge and a secure understanding of how students learn mathematics, informed by current research	✓	
8.	Experience of designing, sequencing and reviewing an ambitious curriculum and assessment model	✓	
9.	Proven ability to improve the quality of teaching through coaching, feedback and professional development	✓	
10.	Experience of line managing staff and holding colleagues to account for performance	✓	
11.	Able to use data rigorously to diagnose underperformance and to plan, implement and evaluate effective intervention	✓	
12.	A clear commitment to raising the achievement of disadvantaged students and those with SEND	✓	
13.	Capacity and appetite to lead beyond the department, bringing expertise that can be deployed across the school as part of the Extended Leadership Team	✓	
14.	Experience of leading a whole-school initiative or area of responsibility		✓
15.	Up to date knowledge of national developments in mathematics education, including curriculum and assessment reform		✓
16.	Experience of working with a Maths Hub, subject association or awarding body, including as an examiner		✓
17.	Effective and compelling leadership style that secures the buy-in of stakeholders and sustains high standards through change	✓	
18.	Excellent organisational skills and the ability to prioritise and delegate	✓	
19.	Resilience and the ability to maintain a clear strategic direction while managing day-to-day challenges	✓	
20.	Vision aligned with the Avanti Schools Trust's emphasis on educational excellence coupled with embedded character development and spiritual insight; able to work within the framework of the Trust's Ethos Handbook	✓	
21.	Commitment to the safeguarding and welfare of all students	✓	



FURTHER INFORMATION

Due to the nature of this role, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. In making your application, it is essential you disclose whether you have any pending charges, convictions, bind-overs or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and, in the event of the employment being taken up; any failure to disclose such convictions will result in dismissal or disciplinary action. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment. Further information can be found in the *Child Protection and Safeguarding Policy* on the Avanti Schools Trust website.