Teacher of Mathematics
Recruitment Pack



A welcome from our Principal, Ms Scarlett O'Sullivan



Dear Applicant,

It is my great pleasure to be the Principal of our wonderful school. Barclay Academy has a long and much-valued history in the local community, and we are incredibly proud of that heritage. We are a warm and caring school, with excellent subject-specialist teachers and a strong, knowledge-rich curriculum. Our goal is to ensure that every student has the best possible opportunities so they can achieve their ambitions and thrive in the future.

As a proud member of Future Academies, we are committed to high standards and continuous improvement. We are particularly pleased with the progress the school has made in recent years, as reflected in our most recent Ofsted outcome.

Thank you for your interest in the Teacher of Mathematics role.

Future Academies is passionate about diversity and inclusivity. We welcome applications from individuals with the skills and experience to fulfil the requirements of the job description, and whose values and qualities align with those in the person specification. We encourage applications from candidates of all backgrounds, regardless of any protected characteristic.

If you believe you have the skills, experience, and attributes we are looking for, we encourage you to apply. We very much look forward to meeting you.

If you would like to discuss the role in more detail or organise a pre-application visit, please do not hesitate to contact Tasmila Anjum, Head of Mathematics, on: t.anjum@barclay.futureacademies.org

We strongly encourage prospective candidates to visit the school and meet with the Principal to gain a real sense of the school's culture, community, and ambitions.

We look forward to receiving your application.

Best wishes,
Ms Scarlett O'Sullivan
Principal
Barclay Academy

Guided by our motto, libertas per cultum - 'freedom through education' - we believe that a first-class education is the key to unlocking a lifetime of freedom and opportunity. Our mission is to help Students discover and develop their talents, interests, and skills, empowering them to lead rich and fulfilling lives.

JOB DESCRIPTION

Job Title	Teacher of Mathematics
Line manager	Head of Mathematics
Working pattern	32.5 hrs/wk
Salary	MPS 1 - 6 (£34,069 - £46,940) or UPS 1 - 3 (£49,134 - £52,835) Starting point dependent on experience
Place of work	Barclay Academy, Walkern Road, Hertfordshire, SG1 3RB **Please note that you will be required to attend other Trust locations on occasion.**
Right to work	This appointment is subject to verification of the right to work in the UK. Where the successful candidate has worked or been resident overseas in the last five years, such checks and confirmations will be required in accordance with the statutory guidance
Staff benefits	Future Academies recognises its employees as the most important asset and critical to its success. To demonstrate this all staff are offered the following benefits: • A supportive ethos and concern for the well-being of all colleagues. • Excellent CPD opportunities and career progression. • Employer Contributions to Local Government or Teachers Pension Scheme. • Mintago – employee benefits platform. • Employee Assistance Programme. • Access to a Virtual GP • Eye Care Voucher scheme. • Partnership with YellowNest - Salary sacrifice childcare. For further information regarding our staff benefits, please visit our website.
Probation period	The post holder will be required to complete a 4-month probation period

PURPOSE OF THE ROLE

We are seeking to recruit a full-time Teacher of Mathematics. The Teacher of Mathematics will ensure that high-quality learning takes place and that outstanding attainment and progress are secured at all key stages.

MAIN RESPONSIBILITIES AND TASKS

Teaching and Learning

- Plan and deliver engaging, challenging, and inclusive lessons.
- Maintain high expectations of student behaviour, achievement, and presentation.
- Use a range of teaching strategies to meet the needs of all learners.
- Set high-quality classwork and homework that supports progress.
- Use assessment effectively to inform teaching and improve student outcomes.
- Prepare students successfully for internal and external examinations.

Achievement and Standards

- Monitor and track student progress, identifying underachievement early.
- Implement intervention strategies to support students in making strong progress.
- Provide timely, constructive feedback in line with academy policy.
- Ensure all students are challenged and supported to achieve their full potential.

Curriculum Development

- Contribute to the development and review of schemes of learning and curriculum resources.
- Keep up to date with developments in education and examination specifications.
- Support curriculum enrichment opportunities, including trips, competitions, and wider learning activities.

Pastoral and Professional Responsibilities

- Act as a form tutor if required.
- Promote high standards of behaviour in line with academy expectations.
- Build positive relationships with students, parents, and colleagues.
- Attend parents' evenings, open evenings, meetings, and academy events.
- Participate fully in the academy's performance management and professional
- development programme.

Safeguarding

- Safeguard and promote the welfare of children and young people.
- Maintain an up-to-date understanding of safeguarding policies and procedures.
- Report concerns in accordance with academy safeguarding processes.

Other

- To promote the aims, values and ethos of the trust and uphold the trust Data/GDPR policy.
- To adhere to all Academy policies and procedures.
- To participate in any appropriate meetings with colleagues and parents.
- To participate in performance management arrangements with the Trust.
- To attend training courses as required and lead by example on CPD.
- To be responsive to school/ needs, demonstrating speed of response through
- own actions and proactively proposing ideas and solutions.
- To carry out any other duties appropriate to the post as required.

No job description can be entirely comprehensive, and roles develop organically over time. The post holder will be expected to undertake similar duties, commensurate with the level of the post and at the discretion of the Line Manager, as the Line Manager shall from time-to-time reasonably require.

PERSON SPECIFICIATION

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
Training, Qualifications and Experience: On their application form, candidates will demonstrate that they have the following training, qualifications, and school experience:	
• QTS • Academic qualification in the relevant Subject • Excellent subject knowledge	• Courses of further study relevant to the post • Evidence of active involvement in professional development • Experience using school based HR • systems such as SIMS or BROMCOM
Personal and professional qualities: In their statement of suitability and during the selection process, candidates will demonstrate:	
• The ability to deal calmly, professionally and effectively with a diverse group of people at all levels both within and outside the Trust • Excellent communication and presentation skills • Excellent use of IT systems such as Excel, Word, Office 365 & PowerPoint • An understanding of and commitment to the ethos of the Academy and the wider Trust • The ability to work to tight deadlines • Excellent organisational skills, ability to prioritise work for self and others • Excellent team skills and ability to network effectively • The ability to remain discreet when privy to confidential information • An understanding of their responsibility to safeguard & promote the welfare of children	

WHAT CAN WE OFFER YOU?

1	Colleagues who care about the children they serve and each other.
2	A curriculum that is centrally resourced and locally owned.
3	An evidence-based hybrid CPD offer, striking balance between central input and local tailoring to context.
4	Bespoke leadership development opportunities with the chance to be involved in a year-long programme including executive coaching.
5	A thoughtfully crafted staff benefits offer through our partner, Mintago, including tax-free childcare, cycle to work vouchers, virtual GP access and much more.
6	A two-week October half term with no reduction in holidays elsewhere.
7	Integrated instructional coaching through StepLab, enabling feedback, which is timely, developmental and low-stakes.
8	Access to a generous enrichment fund, outside of the school funding envelope, through a bidding process to our charity sponsor, Future.
9	We lean into the size of our MAT. With 11 schools, we are small enough for you to know everybody, and big enough for you to lean on them for support.
10	We treasure staff voice and use SchoolSurveys to get benchmarked data on how our staff feel and what they think. 83% of staff feel their line manager make them do their job better, against a contextual benchmark of 69%.

APPLICATION PROCESS

1. **Applying for the role**

- To apply for the post, please visit our website - Vacancies - FaceEd (face-ed.co.uk)
- Applicants should complete the online application form via Sam Recruit. Applicants should also complete the 'Personal Statement' section of the online form to the best of their ability and use this section to demonstrate how they meet the requirements set out in the person specification. Please ensure specific examples are included.
- Applications must be received no later than Noon on **10th December.** Applications after this date will not be considered.

2. **Interview Process**

- The interview process will take place as soon as possible after shortlisted has been completed. The interview will include a formal interview and may include practical tasks related to the knowledge and skills required for the role.

3. **Notification & Feedback**

- Candidates that have taken part in interviews will be notified as soon as possible – please ensure that you have provided day and evening numbers on which you can be reached.
- Unsuccessful candidates will be given the opportunity to receive professional feedback.

4. **Taking up the post**

- The successful candidate will take up the post as soon as possible.

5. **Additional information**

- For further information please email HREnquiries@futureacademies.org and a member of the HR team will contact you.

6. **Safer Recruitment Statement**

Future Academies is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We are committed to safer recruitment, and all appointments are subject to satisfactory pre-employment checks, including an Enhanced DBS check with Children's Barred List information, online searches in accordance with Keeping Children Safe in Education (KCSIE), and any other statutory checks relevant to the role.

This post is exempt from the Rehabilitation of Offenders Act 1974. Shortlisted candidates will be required to complete a self-declaration of relevant criminal record information and any other information that may make them unsuitable to work with children. Candidates are not required to disclose cautions or convictions that are protected under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975, as amended.

It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children. Please refer to the Trusts Policy on the Recruitment of Ex-Offenders for further information.