



Subject Leader of Maths

April 2025

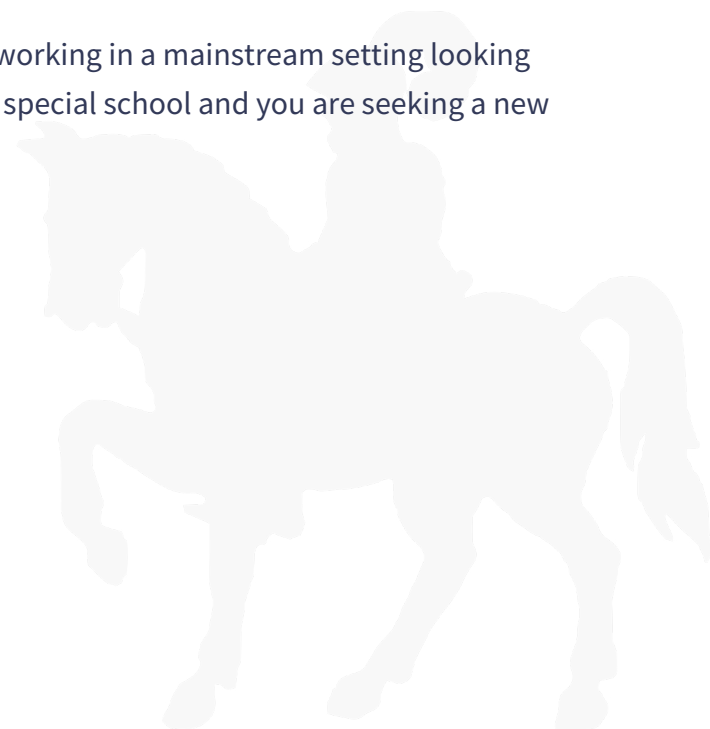
Looking for a Career That Truly Makes a Difference?

Thank you for visiting our school page! Whether you're browsing job opportunities or actively searching for an exciting new role for September 2025, we're delighted you're here. What you'll read below is just a glimpse into what makes **Alderman Knight School** such an inspiring and rewarding place to work. By the time you finish, we hope you'll be eager to explore our current career opportunities!

Why Alderman Knight?

Alderman Knight is a special school, with a unique approach. The school is based in **Tewkesbury, Gloucestershire**—easily accessible from Junction 9 of the M5. But what truly sets us apart isn't our location—it's our people, our passion, and our purpose.

Whether you're a middle leader or a maths teacher working in a mainstream setting looking for a fresh challenge or you are already working in a special school and you are seeking a new direction, this is a place where you can thrive.



What Makes Us Different?

- **Our Purpose Built approach and Site-**

We have 242 pupils aged from 7 to 19 years, across KS2 to KS5, supported by 108 dedicated staff. In our purpose built environment, and supported by passionate and dedicated staff, they are able to achieve highly and every day they exceed their own and their families expectations.

- **A Supportive & Nurturing Environment-**

Every pupil at our school has previously attended a mainstream setting but needed a more personalised approach. Our pupils are neurodiverse, with a range of special educational needs and disabilities. All share a love for learning. With the right environment and dedicated, talented staff, they thrive, exceed expectations, and achieve incredible success.

- **High Aspirations, Outstanding Outcomes-**

Pupils at Alderman Knight achieve exceptionally well, with many earning GCSEs and other qualifications that support their progression into further education, apprenticeships, internships, or employment.

- **A Team That Loves What They Do-**

Staff asked what makes the team special, have summed it up perfectly:

- 'There is an incredible team of staff who work together tirelessly, to ensure aspirations and outcomes for pupils are second to none.'
- 'The staff truly look out for each other and are dedicated to providing the best support possible for our whole school community.'
- 'There is a real sense of community and AKS has really helped to grow my career.'

- **Ofsted wrote in April 2024-**

'Alderman Knight is an exceptional school. Adults place the needs of the child at the heart of all they do. Pupils flourish at this school and are proud to be part of it. Staff create an atmosphere that is warm, calm and productive.'

Do I Need Special School Experience?

Absolutely not! If you're working in a mainstream setting and are looking for a fulfilling role, or you are already in a specialist setting but are looking for a new and different challenge, Alderman Knight could be the perfect fit. Many of our staff have made the move from mainstream and have never looked back!

What we do need are educators who are:

- Passionate about making a real impact
- Motivated to help young people with SEND achieve their full potential
- Effective communicators and have the confidence and willingness to work with the whole school community and wish to become involved in all aspects of school life.

Join a Team That Invests in You!

At Alderman Knight, we believe that when our staff grow, our pupils thrive. That's why we provide:

- High-quality CPD to develop your expertise
- Opportunities to progress and take on leadership roles
- A supportive, energetic team with high expectations and even higher rewards

Explore Your Future at Alderman Knight!

Ready to take the next step? Come and join a school where being part of our team, is more than a job—it's a life-changing experience!

Best wishes,



Clare Steel

CLARE STEEL
Headteacher



The Role

We are seeking a Subject Leader of Maths who is confident in leading and managing the teaching of numeracy and mathematics across the school, from Primary to Post-16. The successful candidate will ensure that all pupils, achieve exceptional progress in Maths.

At KS4 and KS5, pupils study GCSE Maths and Entry Level Maths, with some pupils also studying higher-level GCSE Maths. As the Subject Leader, you will:

- Lead and manage the teaching and learning of Maths across KS3, KS4, and KS5
- Work alongside the Second in Maths and the Primary Maths Lead Teacher to develop a high-quality, inclusive Maths curriculum
- Advise and work closely with the Senior Leadership Team to ensure Maths is effectively integrated into the wider school curriculum
- Deliver lessons of the highest quality, supporting pupils to make excellent progress regardless of their starting points
- Lead a team of passionate professionals to deliver a curriculum that is relevant and meets the needs of all pupils, including those with a wide range of SEND

While experience in a special school is not essential, the school is looking for a teacher who is passionate about working with young people with additional needs and is committed to providing high-quality teaching in a SEND setting.





What We're Looking For

We're seeking a highly motivated and energetic individual who:

- Has the necessary knowledge, skills, and experience to teach Maths across KS3, KS4, and KS5
- Is confident in leading a department and working collaboratively to improve outcomes for students
- Has experience teaching pupils with a range of SEND, and is committed to helping them achieve their full potential
- Can consistently deliver lessons that are engaging, creative, and tailored to the individual needs of students
- Is passionate about the importance of numeracy and has a strong desire to make a difference in the lives of young people





Why Alderman Knight School?

Alderman Knight offers a supportive and inclusive environment where staff and students work together to achieve excellence.

Benefits of joining the school include:

- A bright, accessible, and welcoming school environment designed to meet the needs of pupils with SEND
- High staff well-being with a strong focus on support and professional development
- A close-knit community of dedicated staff, where teamwork and collaboration are highly valued
- Professional development opportunities to build on your strengths and develop new skills
- Involvement in the wider school community, giving you a chance to make an impact beyond the classroom

Additional Benefits:

- Teachers' Pension Scheme
- Health and well-being support including access to an Employee Assistance Programme
- Convenient location next to the M5, with easy access to local amenities and the Cotswolds
- On-site parking
- Cycle-to-work scheme



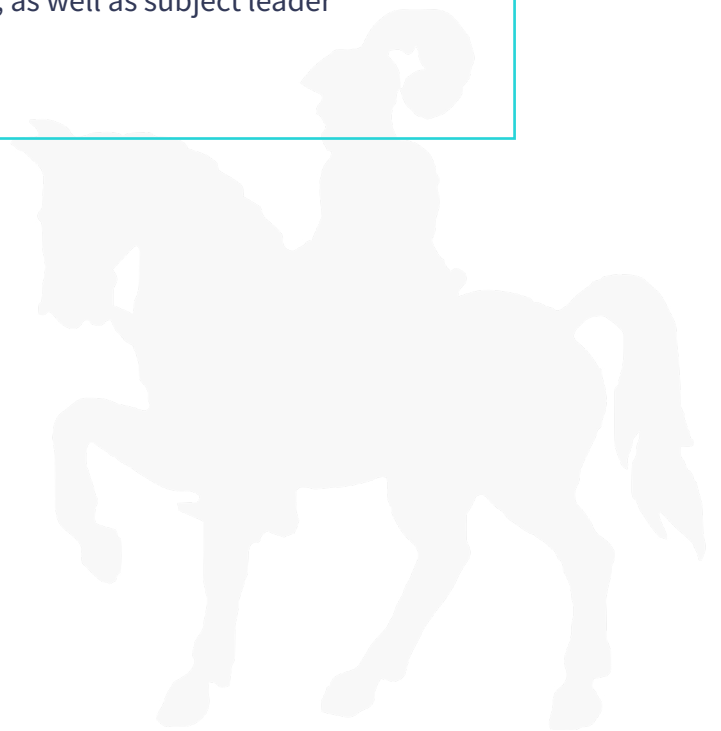


Job Description

Post Title:	Subject Leader of Maths
Report to:	Line Manager as designated by Headteacher
Salary:	MPS/ UPS + 1 SEN point + TLR 2C
Non-Contact:	3 days/ year [to be negotiated with HT] Plus minimum PPA and LMT time

Please note:

- The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document and reflect the fact that staff will receive a Teaching and Learning Responsibility Payment [TLR2C] for this post.
- The post holder will have general class teacher, as well as subject leader responsibilities.
- The post holder will not be a form tutor.





Purpose of Job

To work as part of the school community to help ensure all children are provided with the very best learning opportunities and experiences and as a result make the best possible progress. This will be achieved through focused leadership, management and teaching of Mathematics and numeracy.

The post holder will therefore be required:

- To teach children with a wide range of special educational needs.
- Work with and advise the Senior Leadership Team and other teachers on the preparation, development and delivery of Mathematics and numeracy within a broad, balanced and relevant curriculum including associated activities tailored to meet the wide-ranging needs of pupils across the school.
- As a class teacher undertake related pastoral and administrative duties and be responsible for the welfare and discipline of the class and to liaise regularly with the Senior Leadership Team.

Receives reports from:

Other subject leaders as appropriate [e.g. for any relevant cross-curricular work that will support self- evaluation of standards and achievement in specific subject area.]

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The post holder will work closely with and provide support for all teachers who teach the specific subject area[s] for which they have whole school responsibility.



The post holder will have responsibility for working with and supporting all teachers and teaching assistants in raising the standards of numeracy across the school

The post holder will have responsibility for deploying appropriately and directing the work of teaching assistants and any other personnel working within the class

Main Duties and Responsibilities as a Subject Leader

- Lead the development, implementation, regular review and update of the subject policy and aims and objectives in line with whole school policy.
- Establish an agreed scheme of work throughout the school that ensures coverage of the statutory requirements of the National Curriculum, reviewing this annually and updating as necessary in the light of the changing needs of the pupils in the school.
- Establish and implement a system for effective record keeping and assessment that is in line with the school policies for assessment, recording and reporting and that meets all statutory requirements
- Develop and maintain cross-curricular links

Lead, develop and enhance the teaching practice of other staff through:

- Dissemination of good practice in teaching of this subject.
- Monitoring and moderating teachers' planning as directed by the Senior Leadership team.
- Monitoring, evaluating and reviewing the impact on teaching and learning of improved resources and increased staff competency.
- Work with the Senior Leadership team to review standards and achievement, identify strengths and areas for development and set targets as appropriate.
- Produce a subject report and subject development plan to support the school's annual review of standards and achievement and target setting meeting each autumn. [The subject plan will include targets for future improvement linked to the school's self- evaluation and school development plan].



- Attend Governors' meetings when invited to provide information on standards and achievements and developments in this subject across the school.
- Plan Inset for staff as required in this subject.
- Share good practice/ expertise with other schools and agencies and seek support from external agencies and schools as appropriate to improve curricular offer and outcomes.

Part 2 | Main Duties and Responsibilities as a Class Teacher

TEACHING AND LEARNING

- To undertake a teaching timetable as required by the Senior Leadership Team.
- To support curriculum developments across the school and participate in the development of schemes of work, materials and resources as required to meet the needs of the children across the school and within individual teaching groups.
- To plan and prepare engaging lessons effectively to ensure they meet the needs of the children within the group.
- To deliver lessons in an enthusiastic and imaginative way so as to engage and motivate all pupils.
- To teach according to pupils' individual educational needs including the setting and marking of work so facilitating positive pupil development.
- To organise the classroom and learning resources to create a positive learning environment
- To assess record and report on the development, progress and attainment of children within the teaching group.
- To ensure whole school monitoring and evaluation procedures are supported and the progress of pupils within the teaching group is effectively tracked and appropriate action taken if necessary.





GENERAL

- To promote the general progress and well-being of individual children and of any class or group of children with which they are working.
- To maintain and promote high standards of conduct and behaviour at all times across the school and in line with school policy.
- To monitor attendance and take action as appropriate.
- To lead and manage the EHCP review process for pupils in your tutor group supported by the EHCP coordinator and Pastoral staff.
- To provide or contribute to oral and written assessments, reports and references relating to individual children or groups of children as required including profiles, individual education plans and annual reviews.
- To liaise and communicate effectively with all staff within the school, parents/ carers, governors and external agencies as required. This will involve written and verbal communication and meetings in respect of the duties and responsibilities of the post and will ensure effective sharing of information that will support the teaching and learning of all pupils in the school.
- To play a part in school assemblies, school events and activities.
- To carry out supervision of pupils as detailed by the Headteacher.
- To be involved in contributing to whole school monitoring and evaluation of provision.



STAFF DEVELOPMENT/ TRAINING/ REVIEWS/ MEETINGS

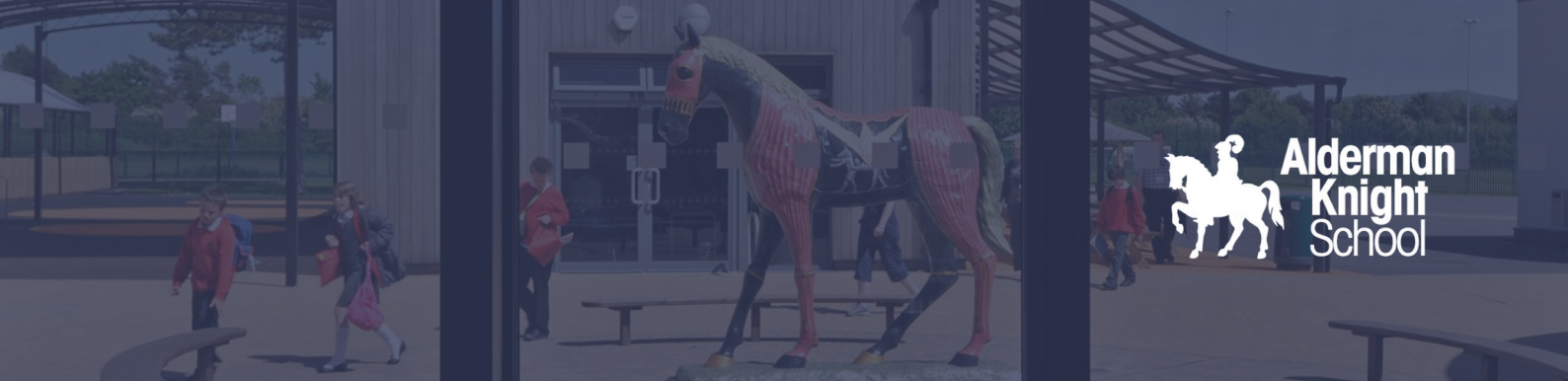
- To lead team meetings and attend staff meetings and briefings as required.
- To participate in whole school and key stage events.
- To be involved in the school's on-going self-evaluation of its effectiveness and monitor and evaluate methods of teaching and programmes of work accordingly.
- To participate if required in any scheme of staff development and performance review.
- To participate, as appropriate in further training and professional development.
- To work with staff across the school on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment and pastoral programmes.
- To be familiar with the requirements of the staff guidance and school policies.

It is intended that these job details give an overview of the duties and responsibilities of the post holder although clearly they do not as they stand, define all tasks within the role. It does not direct the particular amount of time to be spent in carrying them out and no part of it may be so construed.

In allocating time to the performance of duties and responsibilities, the post holder must use directed time appropriately, and have regard for the Teacher's Conditions of Employment document. In addition the job details are not necessarily a comprehensive definition of the post and the teacher maybe required to undertake such other tasks appropriate to the level of the appointment as required by the Head teacher. The job details, following discussion and agreement with the post holder, may be reviewed annually or earlier if necessary and it may be subject to modification or amendment after consultation with the post holder.

April 2025





Person Specification

Experience, Qualifications and Training	Essential	Desirable
Qualified Teacher Status and at least three years teaching experience.	×	
Evidence that quality of own teaching and learning opportunities leads to outstanding outcomes for young people.	×	
Experience of teaching children with a range of special needs and evidence of a range of teaching skills to meet their individual needs.	×	
Experience of teaching maths at the levels children at AKS are achieving.	×	
Experience of leading and managing staff.	×	
Experience of using remote education platforms e.g. Microsoft Teams.	×	
Experience of leading and managing maths within a school setting.		×
Additional relevant and recent training / qualifications to support the teaching of children with a range of special needs [particularly children with ASD].		×
Relevant experience, qualification and / or training that would enable the candidate to teach / lead more than one subject across the school.		×
Knowledge, Skills and Abilities	Essential	Desirable
Aware of current national initiatives impacting on role within school and able to incorporate new methodology into practice.	×	
A good knowledge of relevant polices/ codes of practice and awareness of relevant legislation.	×	

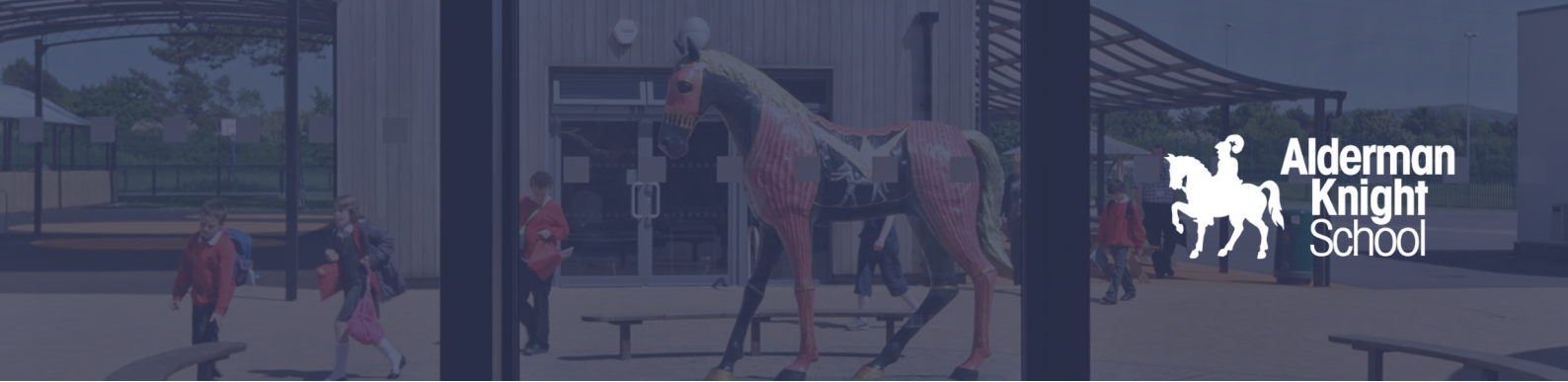


Person Specification

Knowledge, Skills and Abilities	Essential	Desirable
Clear understanding of self-evaluation and subject improvement planning and links with whole school improvement.	×	
Competent in assessing, recording and reporting.	×	
Good knowledge and understanding of data analysis and competent in using data in identifying areas for actions including using data to set targets for improvement.		
Work constructively as part of a team, listen effectively and sensitive to the views of others.	×	
Ability to lead a team of staff and plan and deliver effective training, INSET and meetings.	×	
Able to effectively manage, deploy and direct the work of teaching and support staff as appropriate to promote learning.	×	
Use ICT and other technological equipment effectively to support and promote children's independence, communication and learning.	×	
Decision Making Skills	Essential	Desirable
Able to investigate, resolve problems and make decisions. This will include an ability to collect and weigh evidence, make judgments and take decisions in line with good educational practice.	×	
Able to think creatively and imaginatively to identify opportunities.	×	

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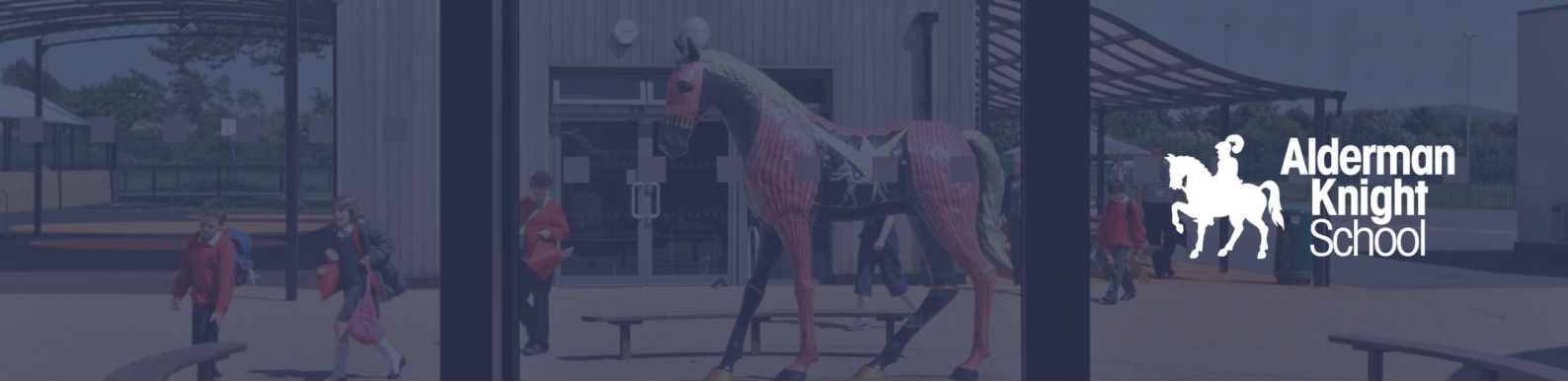
Communication Skills	Essential	Desirable
Able to communicate clearly and take into account the views of others.	×	
Able to communicate effectively both verbally and in writing with a range of audiences, especially parents.	×	
Able to negotiate and consult effectively.	×	
Able to articulate personal values in relation to education and sustain a point of view against differences of opinion.	×	
Self-management Skills	Essential	Desirable
Able to prioritise, plan time and organise work effectively and ensure deadlines are met.	×	
Can work on own initiative and identify areas for action and take the lead.	×	
Comfortable working under pressure towards deadlines.	×	
Self-motivating and able to set personal goals and actively seek learning opportunities to gain new skills and knowledge that will improve the learning outcomes of children.	×	
School Ethos	Essential	Desirable
Able to support the school's vision for an exceptionally high quality education that promotes spiritual, moral and cultural development as well as helping all pupils achieve the best possible academic outcomes.	×	



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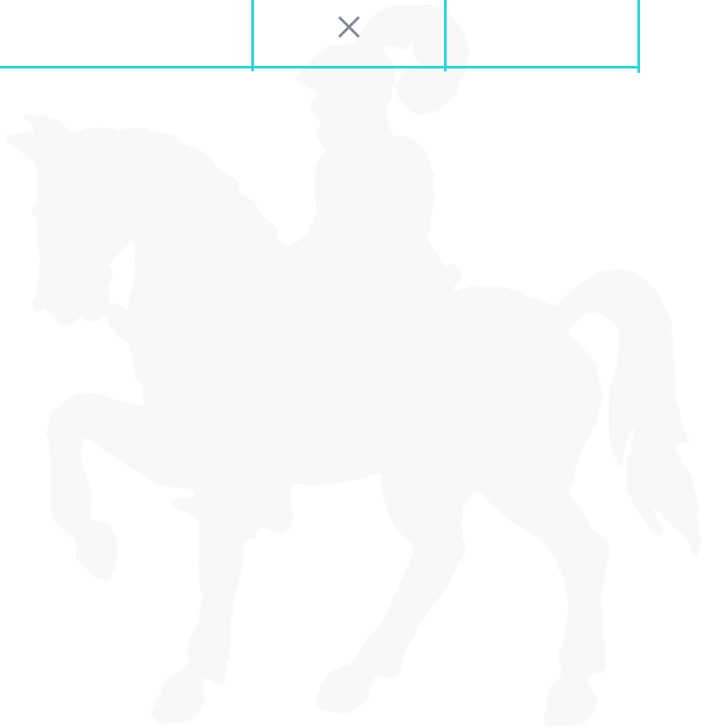
School Ethos	Essential	Desirable
Attitude and interactions with pupils, parents and all visitors promotes the positive and welcoming atmosphere that the school is renowned for.	×	
Actively seeks out opportunities to support the school and work with all stakeholders so that Alderman Knight is a community focused and inclusive setting.	×	
Demonstrate a desire and ability to develop and promote an ethos across all roles in school that promotes good relationships and high achievement whilst maintaining high standards of behaviour.	×	
Personal Attributes	Essential	Desirable
Take a real pride in work and ensuring the department is the best it can be!	×	
Adaptable to changing circumstances and ideas.	×	
Demonstrates energy, enthusiasm, determination and commitment to the job and the school.	×	
Reliable and positive.	×	
Able to lead people confidently and for them to be happy to follow.	×	
Hard working – prepared to go the extra mile to make sure the job is done to the very highest standard.	×	
Honest and confident to challenge colleagues as appropriate as well as support.	×	





Person Specification

School Ethos	Essential	Desirable
Highly motivated, energetic and committed with a real desire to teach children and young people with a range of additional and often challenging needs.	×	
Consistently expects and achieves high expectations in terms of learning and behaviour of all children.	×	
Competent and confident in own ability to carry out all duties as given within job details.	×	
A good sense of humour with an ability to be flexible and respond willingly and appropriately to new situations.	×	
Every day is a new day.	×	





Mission Statement

"Learning and Achieving Together."



Vision Statement

Our school strives to be a dynamic and vibrant centre of excellence, deeply embedded in the local community and recognised for its unwavering commitment to pupils with special educational needs. We are dedicated to equipping every child with the skills, confidence, and resilience needed to lead safe, happy, healthy, and fulfilling lives.



The Aim of the School

"To provide a supportive learning community that enables all children to thrive."

How We Achieve This

- **PERSONALISED LEARNING:**

We provide a rich, engaging, and individualised curriculum designed to foster self-confidence, resilience, and a strong sense of self-worth—preparing pupils for a successful transition into adulthood as responsible, active members of society.

- **STRONG FAMILY PARTNERSHIPS:**

We actively collaborate with parents, carers, and families, ensuring their voices are heard and their involvement shapes the educational journey. This partnership strengthens both student support and wider family engagement.

- **EMPOWERED STAFF:**

We invest in our staff by recognising their strengths, supporting their growth, and providing meaningful professional development to enhance their skills and impact.

- **COMMUNITY COLLABORATION:**

We work closely with local schools and community partners to expand opportunities, celebrate diversity, and unlock the full potential of every pupil.

How To Apply

Panoramic Associates Ltd is acting as an employment agency to Alderman Knight School on this appointment.

For a more in-depth conversation about the role please contact **Ollie Trepte**, Senior Consultant, who is leading on the process. Ollie can also enable conversations with the school and visits as required.

We hope you will consider making an application for this fantastic opportunity. To make an application, you will need the following:

- A CV which is tailored for this role.
- Supply of details for one reference (not from current employer) that we can contact during the application process

Alternatively, you can submit your CV direct to our consultants.



Ollie Trepte

o.trepte@panoramicassociates.co.uk

