

## JOB DESCRIPTION

**Title:** Lead Teacher of Mathematics

**Grade:** EMS Main Scale + Responsibility Point 3

### Job Purpose

Lead the team of Mathematics teachers, sustaining an open and collaborative ethos whilst striving, together, for excellence. Work closely with colleagues to ensure exceptional provision for students through teaching, learning and assessment, enabling able and enthusiastic students to maximise their potential whilst enhancing their love of learning. Form a vision for Mathematics outreach, focused on impact and aligned with the School's mission and vision; actively pursue the development and delivery of the programme, supporting teachers in their outreach roles.

### Main Responsibilities

#### Leadership of Teaching, Learning and Assessment

##### Collaborative Leadership

Lead the Mathematics Team with a focus on collaboration and team cohesion, ensuring that everybody is valued and included. Recognise and utilise the unique strengths of individual staff members, creating a supportive environment where teaching practices are shared and developed collectively. Demonstrate kindness, empathy, and a focus on the well-being of all staff, fostering a culture where each team member feels cared for and valued.

##### Evidence-informed Practice

Lead the Mathematics teachers in crafting a curriculum and developing pedagogy that meet the needs of EMS students: develop students' independence, mastery of content, depth of understanding and joy in learning. Critically review research evidence and examples of best practice, using them to inform developments. Be outward-looking, seek to learn from and share with others, exploring opposing ideas with curiosity and openness.

##### Effective Assessment and Feedback

Guide the team in developing assessment strategies that support student progress and growing independence. Use data and feedback as tools for reflection and adaptation, ensuring that mistakes are seen as learning opportunities rather than setbacks.

##### Whole-School Approach

Lead teachers in embracing the opportunity to develop teaching and learning in collaboration with those from other subject areas, supporting the effective implementation of whole-school process and initiatives. Ensure the development of Mathematics teaching and learning is done so with careful regard to the Physics, Computer Science and Enrichment Curriculum, making cross-curricular links explicit, forming an integrated curriculum which prepares students with the skills and knowledge needed to excel when they leave EMS.

##### Culture of Learning

Give teachers the freedom and support they need to enable them to excel. Promote a culture of continuous reflection and development, encouraging openness and honesty. Embrace mistakes as part of the learning process

and provide a safe space for teachers to reflect on their practice, learn from their challenges, and evolve. Encourage staff to seek feedback, adapt their approaches based on evidence, and approach professional development with curiosity and optimism, finding joy and fulfillment in the process.

### **Reflective Leadership**

Demonstrate a commitment to ongoing professional development by modelling reflective practice in both teaching and leadership. Share your own experiences of learning, acknowledging mistakes and setbacks. Inspire the team to approach challenges with openness, patience, and a belief in continuous improvement, fostering an environment where everyone feels empowered to take risks, make mistakes, and learn from them.

### **Development of Mathematics Outreach**

#### **Partnership Working**

Foster relationships with the School's sponsors (The University of Exeter and Exeter College), the network of Maths Schools (U-Maths), other Mathematics education providers (eg AMSP, UKMT, Maths Hub etc) and schools within the catchment area. Seek opportunities for collaborative working towards the School's mission to raise the aspirations and achievements of mathematically able young people in the South West of England. Deliver outreach activities at EMS, online and across the catchment area.

#### **Focus on Impact**

Collaborate with outreach staff to review the effectiveness of Mathematics outreach, using evidence to determine the impact of programmes. Use this to identify areas for development and priorities for the coming years which will inform the School's outreach strategy.

#### **Equality, Diversity and Inclusion**

Be relentlessly determined to improve equity of access to STEM education. Ensure Maths programmes are promoted and delivered in such a way as to ensure everyone feels safe and valued. Innovate with the aim of increasing participation and progress for those from underrepresented groups in STEM.

#### **Inspirational Leadership**

Inspire and equip teachers with the skills, experience and beliefs that enable them to effectively deliver outreach and find fulfilment in doing so. Champion the cause of outreach, sharing case studies of impact and demonstrating the life-enhancing changes teachers make through its delivery. Be a role model in your delivery of outreach, personifying commitment and enjoyment in the pursuit of making a positive difference.

### **Wider Professional Duties**

Promote a teaching, learning and working environment that is free from discrimination and where all students and staff are encouraged to express their individuality.

Be responsible for safeguarding and promoting the welfare of students.

Undertake such additional duties as may be reasonably required commensurate with the level of responsibility within the School at any of the School's, College's or University's sites or place of work.

Promote and conduct your professional duties and responsibilities within the parameters of the School's agreed values and aims.