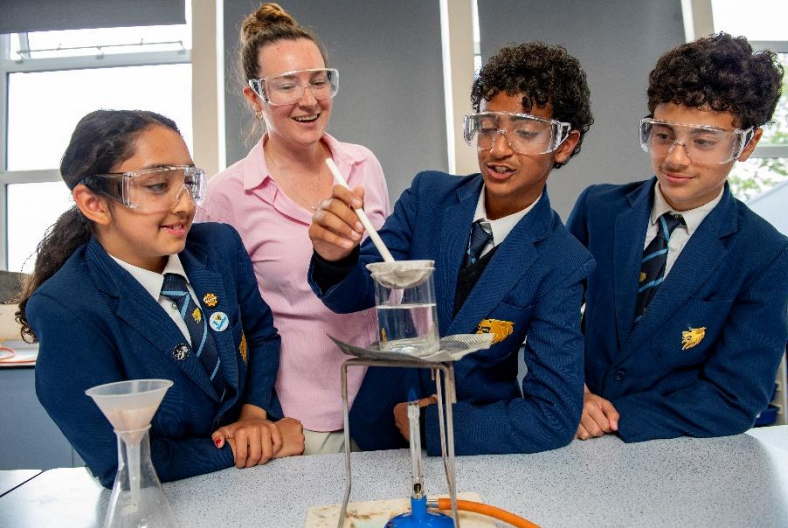




William Hulme's Grammar School

The best in everyone™

Part of United Learning



Candidate Pack

Second in Maths

(Full Time, permanent contract, commencing September 2026)

Closing Date:

Sunday 10 May at 11.59 pm

Interviews:

Friday 15 May 2026

Start Date:

1 September 2026



United Learning

The best in everyone™

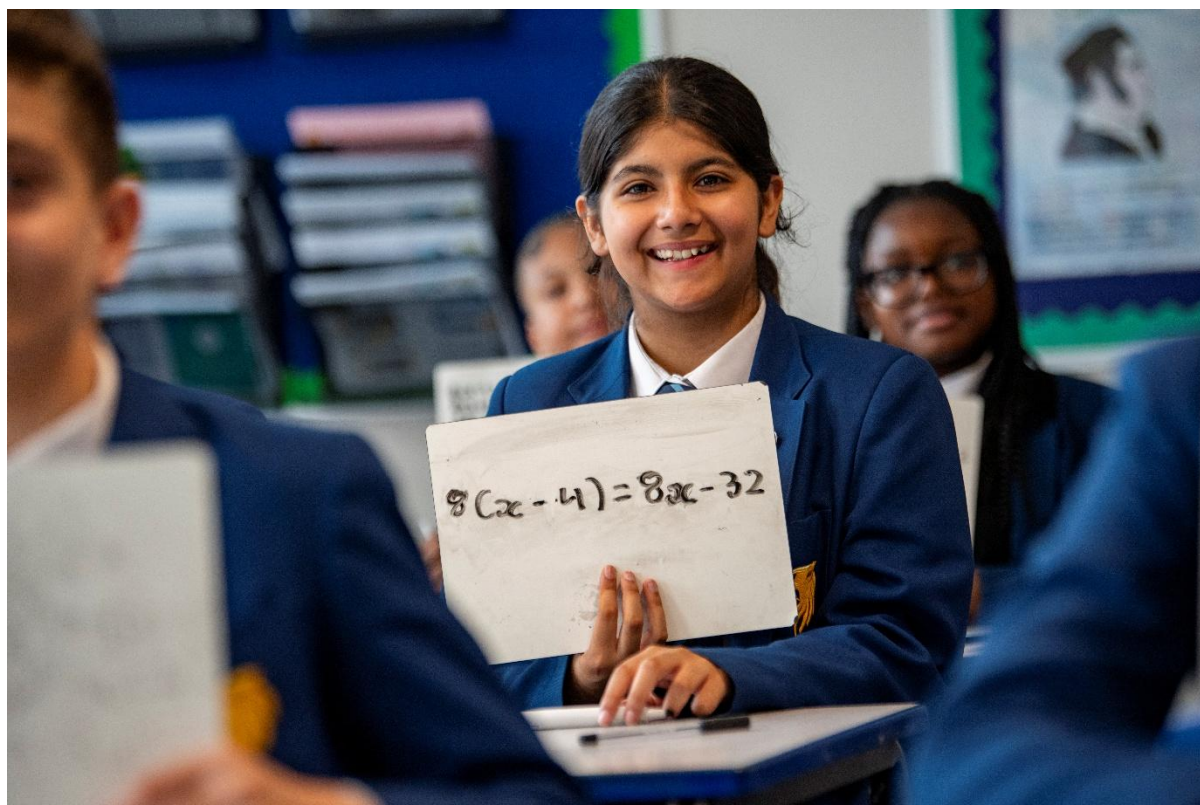


Overview of the Role

Thank you very much for your interest in applying to be Second in Maths at William Hulme's Grammar School (WHGS) – Secondary Phase.

We are looking for a well-qualified graduate of Mathematics with excellent subject knowledge and the ability to ignite curiosity, foster confidence, and empower young people to discover the beauty and power of Mathematics. Our ideal candidate will bring energy, creativity, and deep subject expertise to a thriving department with a record of strong outcomes. You will work proactively with the Head of Maths and other colleagues to lead and implement change ensuring that students achieve excellence at both GCSE and A Level. Above all, you will share our belief that every student deserves extraordinary opportunities, both in and beyond the classroom.

This is the ideal position for an ambitious and dynamic teacher who sets the very highest academic standards, demands exemplary behaviour and has endless enthusiasm. The successful candidate will be able to teach Mathematics at GCSE. An ability to teach Mathematics at A level is desirable, but not essential. If you are ready to make a measurable difference, inspire a culture of excellence, and shape the future of Mathematics alongside our Head of Maths, we would be excited to hear from you.





Why work for us?

William Hulme's Grammar School is the most over-subscribed school in Manchester and one of the most successful comprehensive schools in the country. WHGS is an all-through (3-18) Academy of over 1600 pupils with a wide range of abilities, ethnicities and backgrounds.

WHGS is part of United Learning, a large, and growing, group of schools aiming to offer a life changing education to children and young people across England. Our subject specialists, our Group-wide intranet, our own curriculum and our online learning portal all help us share knowledge and resources, helping to simplify work processes and manage workloads for an improved work-life balance.

As a part of United Learning, our academy benefits from shared resources, experiences, working practices and CPD opportunities that are second to none. This affords further opportunities for staff to provide a vital contribution in our pursuit to deliver the highest standards of educational excellence.

Our pledge, to all our academy teachers is that by working for us, you will benefit from **more pay, more time and more support**.

More pay:

- We pay an average of 5% above national scales – the best rates of pay in the sector.
- Cash towards medical treatment.
- Generous staff discount scheme.

More time:

- Three extra INSET days for planning.
- At least one paid personal day off a year.

More support:

- High quality training for your career.
- Exceptional curriculum resources.
- Expert subject advice.
- Support for your wellbeing.



“Teachers have strong subject expertise. They know the key knowledge that pupils need to learn . . . The school has effective processes in place to identify and meet the needs of pupils. Pupils with special educational needs and/or disabilities (SEND) are well supported.”



Ofsted, 2025



Our Framework for Excellence

United Learning Schools prioritise 5 key principles which represent our approach to education which lead to excellence when exemplified in the right way.



The Best from Everyone

Our aim is to bring out the best in everyone. So, we must expect the best from everyone, all the time. Every child is a special individual, capable of extraordinary things. Who can know the limits of any child's potential? So, we expect unreasonably – we constantly challenge children to do what they think they can't, to persist, to work hard and to be at their best.

From every adult we expect the same: that they are at their best, expect unreasonably of themselves, are determined and resilient and pass those expectations on to the children in all they do. We act with the utmost love, care and good faith – the highest standards come with the greatest attention to the wellbeing of all.

Our most important purpose is to teach young people things they would not learn outside school, which free them to think and act more powerfully in their lives. Words and numbers are our most powerful ways of representing the world. Mastery of language and fluent mathematical skills are therefore our top priority. We aim to prepare young people to make a success of their lives: a core entitlement to subject-based learning; the development of talents; an understanding of work and society.

Worthwhile learning is often hard. Inspiring teaching is what gives access to difficult concepts and the thrill of intellectual discovery. Powerful knowledge is not static or backward-looking. It includes the ability to critique, challenge the status quo, think and learn.

Powerful Knowledge

Education with Character

Academic success is very important. Exam passes are an important aspect of that. But there is more to a good education. Our schools also aim to develop character, compassion and service. Young people are expected to contribute to their school and to society; to try things which they think they cannot do; to persist in the face of difficulty; to become resilient in overcoming obstacles; to manage themselves; to work independently on things which challenge them; to work with others and in teams; to be courageous and caring; to lead.

We want young people to look back on a joyful schooling which has inspired and challenged them, given them wide opportunity and prepared them for the ups and downs of life.

Our children are leaders of the future. We expect them to start today – taking advantage of structured opportunities to lead and taking responsibility for themselves and others. Every adult in the school is a leader. In every word, tone and gesture, they set direction and expectation. We expect every adult to take responsibility and the initiative to do what is right for the children.

All those in formal leadership positions create the climate in which others work. They demand the highest standards, build a performance culture, develop their teams and create the space for others to lead. All leaders listen, grow relationships, act with integrity and care and expect the best from themselves and others in building a happy, confident school.

Leadership in Every Role

Continuous Improvement

However good we are, we can be better. We constantly look for improvements and implement them with pace. We look for ideas for improvement inside the organisation and out; we observe one another; we steal good ideas with pride and look to make them better; we work together to improve.

We always look at the evidence and are rigorous in evaluating impact. We stop or change things which aren't working; we improve things which are. We aim for high leverage: high impact for low effort and low cost. We constantly look to have more impact for less cost and effort and to spend every pound wisely.



Our Mission

Our mission is to establish William Hulme's Grammar School as the most popular and successful state school in the country, preparing our community for the future. We are working closely with parents and the wider community in our bid to achieve this ambitious aim of WHGS being:

- A great place to learn.
- A great place to work.
- A great place to grow and flourish.
- A great place to contribute to the wider community.

Our Values

Ambition Charter

I will:

1. Show **pride** in everything I do.
2. Be **enthusiastic** and say 'yes' to opportunities that come my way.
3. Show **resilience** by adapting to overcome obstacles.
4. Show **determination**, embracing failure and learning from my mistakes.
5. **Challenge** myself and step out of my comfort zone.

Compassion Charter

I will:

1. Be **kind** to everyone, including myself.
2. Be **inclusive**, understand, celebrate and embrace diversity.
3. Show **empathy**, by being open to others' point of view.
4. **Challenge** behaviour that I feel is unkind or morally wrong.
5. Be **generous** and help others within the school and local community.

Respect Charter

I will:

1. **Speak** with respect.
2. Respect the **school environment**.
3. **Behave** with respect.
4. Respect **other students' learning**.
5. Respect **my own learning**.



“The school has the highest expectations of pupils’ behaviour. In classrooms, learning takes place undisrupted. Pupils are engaged in their learning . . . Pupils benefit from highly personalised pastoral care which helps add to their sense of belonging.”





JOB DESCRIPTION

Second in Maths

Department:	Mathematics
Directly Reporting to:	Head of Maths
Purpose of Job/Role:	<ul style="list-style-type: none">■ To support the Head of Maths and to contribute to the leadership and development of the Maths Department.■ To teach Mathematics to students in KS3, KS4 and KS5.■ Raise standards of teaching, learning and student outcomes in Mathematics.■ Lead on a specific phase of the curriculum.■ To lead the Secondary Phase numeracy strategy

Key Responsibilities as a Teacher and Second in Mathematics

1. Be a model of excellence in the teaching of Mathematics.
2. Support the Head of Department to plan and deliver engaging Mathematics lessons at KS3–5, leading the curriculum for a specific phase.
3. Set homework, mark work, assess accurately, and provide clear next steps for students.
4. Maintain up-to-date subject knowledge and respond to national curriculum and assessment developments.
5. Work with the Head of Department to ensure a rich, balanced, inclusive Mathematics curriculum meeting United Learning expectations.
6. Lead curriculum development for a specific phase, review specifications/syllabi, and collaborate with other UL Mathematics departments.
7. Support the Head of Department to oversee target setting, tracking, and monitoring of progress for all students.
8. Use assessment and other data to inform teaching, plan interventions, and improve departmental outcomes.
9. Collaborate with the Head of Department to secure the highest standard of teaching and learning across the Mathematics department.
10. Support the Head of Department to implement and monitor QA procedures, including lesson observations and learning walks.
11. Provide coaching, guidance and CPD to departmental colleagues, including effective use of ICT.
12. With the Head of Department, lead induction and support for ITTs, ECTs and new staff.
13. Where appropriate, represent the department at meetings and communicate actions and information to colleagues. Contribute to regular departmental meetings with clear agendas, minutes and actions.
14. Contribute to the Department Improvement Plan.
15. Support the Head of Department with staffing matters, including recruitment, deployment and professional responsibilities.
16. Liaise with the Head of Department and senior leaders on timetabling, resources and implementation of academy policies.



17. Collaborate with the Head of Department to make external examination entries and ensure all exam processes are followed. Support the Head of Department to review examination results, analyse performance and implement strategies for improvement.
18. Ensure staff have access to relevant student data and use it effectively.
19. To oversee the Secondary Phase numeracy policy, co-ordinate and oversee targeted numeracy interventions.
20. Lead Mathematics contributions to whole-school ethos, SMSC, British Values and inclusive practice.
21. Support school events including open evenings, parents' evenings and key community activities.
22. Contribute to newsletters and publications showcasing department successes.
23. Promote safeguarding, equality, child protection and safe practice across all department activity.
24. Know and follow safeguarding policies, complete required training and ensure concerns are reported promptly.
25. Carry out before-school, during-school and after-school duties expected of a middle leader and support extra-curricular activities and wider school functions.
26. Engage in performance development processes and maintain ongoing professional learning.
27. Advising the Principal and Head of School on staffing issues, responsibilities within the department and appointments to the department.
28. To undertake any other duties, not detailed above, commensurate with the level of the post as required by the Principal, Head of School, or Line Manager.

Other Duties

1. Support the aims and ethos of the school and the implementation of school policies and procedures.
2. Be proactive in matters relating to health and safety and child protection and safeguarding including the completion of EduCare courses as required.
3. Set a good example in terms of dress, punctuality and attendance.
4. To work as part of the team, liaising, advising and consulting where appropriate.
5. Attend relevant Team/Departmental, Staff Meetings and Inset as required.
6. To participate in the school's PDR process.
7. To identify personal training needs and to attend appropriate internal and external in-service training.
8. To carry out Duties as part of the Duty Rota and assist at school functions and with extra-curricular activities.
9. To perform such other duties as may be required by the Principal/Head of School or Senior Leadership Team including line management of year groups.
10. To carry out all other reasonable duties in line with this position as requested by the Principal/Head of School.

Job Description Review

This job description will be reviewed as and when necessary, in accordance with the needs of the academy.

Date of Last Review: April 2026

Reviewed by: T H Copestake, Head of School (Secondary Phase)



PERSON SPECIFICATION

Second in Maths

Requirement	Essential/ Desirable	Method of Assessment
Qualifications		
A good honours degree in Maths.	E	Application Form Certificate Check
A postgraduate qualification in teaching.	E	
Further professional qualifications.	D	
Experience		
Experience in teaching Maths at KS3 and KS4.	E	Application Form
Experience of teaching Maths at A level.	D	
Knowledge and Skills		
Detailed knowledge of GCSE Maths specifications.	E	Application Form Interview Process Lesson Observation
Highly skilled practitioner, able to deliver a variety of teaching strategies.	E	
A strong enthusiasm for Maths.	E	
The ability to support pupils with SEND.	E	
Excellent lesson planning.	E	
Effective behaviour management and motivation.	E	
The ability to work easily with colleagues and to function as part of a team.	E	
ICT competent.	D	
Detailed knowledge of A level Maths specifications.	D	
Experience of using Arbor and 4Matrix.	D	
Personal Competencies and Qualities		
A readiness to become fully involved in the life of the whole 3-18 school, sharing the values of the school and United Learning.	E	Application Form Interview Process Lesson Observation
Well organised and willingness to organise extra-curricular activities both in and outside of the departments.	E	
Good inter-personal skills when dealing with pupils, parents, staff and the wider community.	E	
An ability to combine rigour and high expectations with personal tact and discretion.	E	
Understand and respect the importance of diverse cultures and faiths within the school, with a commitment to equal opportunities.	E	
The ability to form and maintain appropriate relationships and boundaries with young people.	E	



Requirement	Essential/ Desirable	Method of Assessment
Eagerness to try out new ideas and initiatives, both within and beyond the curriculum.	E	
Able to show innovation and flexibility.	D	
Motivation and Expectations		
To be up to date with current thinking in education.	E	Interview Process
Eagerness to participate in extra-curricular activities.	E	
Eagerness to promote Maths across the curriculum and to fuel further development of the department.	D	



TERMS AND CONDITIONS

Second in Maths

The Second in Maths will work under the direction of the Head of Maths at the school's premises on Spring Bridge Road.

Hours of Work

This is a permanent contract and is full time, (37.5 hours per week, excluding lunches).

Salary

Salary will be paid in accordance with the United Learning Teachers' Pay Scale from £36,400 to £53,040 per annum FTE, depending on previous years' experience. A TLR will be payable in addition.

Pension

The Second in Maths will be enrolled automatically into the Teachers' Pension Scheme (TPS).

Rewards and Benefits

- We offer a variety of staff benefits including gym, cycle and car lease schemes. You will also have access to an Employee Assistance Programme which provides independent, confidential advice 24 hours a day. Details of the full suite of benefits can be found on the Rewards and Benefits section on the United Hub.
- Following completion of six months' service with United Learning, you will be enrolled into the Westfield Health Cash Plan which enables you to claim money back towards the cost of essential healthcare, such as trips to the optician, dentist or physiotherapist, and access to an online GP. The Westfield platform also offers a range of discounts including, retail and entertainment discounts.

Preconditions including Disclosure of Criminal Background

Any offer of employment will be subject to satisfactory outcomes of:

- Confirmation of suitability to work with children (Enhanced DBS check)
- Two professional references
- Proof of identity and eligibility to work in the UK
- An overseas check, if applicable
- Confirmation of your qualifications
- Prohibition Order Check
- Prohibition from Management check
- Completion of a Disqualification declaration
- Pre-employment Medical Check



Key Benefits Summary

An overview of the benefits available to colleagues in Academy schools on **United Learning contracts**:



Westfield Health, Health Cash Plan

Available after 6 months' service. Money back on essential health care, inc. opticians, dentists, flu vaccinations, physiotherapists. Annual limits apply, also available for dependent children up to the age of 22. Staff can upgrade to increase cover or add additional adults once per year.



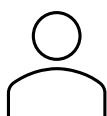
Doctor Line

Available after 6 months' service. Round the clock advice from a GP from any location in the world via phone and video appointments.



Westfield Rewards

Available and free for all staff. Get discounts and rewards from hundreds of leading retailers, restaurants and destinations. Choose from one-off vouchers, reloadable discount cards or receive cashback.



Employee Assistance Programme

Available and free for all staff. Confidential and independent helpline for up to 6 structured sessions, available 24/7/365. Covers stress, depression, medical advice, legal advice, financial worries, bereavement, family difficulties and many more.



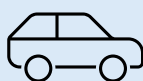
Flu Vaccines

Available to all staff. If you are a member of the Health Cash Plan the cost of the vaccine can be claimed via the system. If you are not a part of this scheme please check with your HR lead.



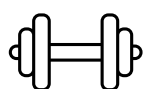
Cyclescheme Salary Sacrifice

Available to all staff, as long as they have at least a 12-month employment contract. Deductions taken from monthly salary so would be subject to National Minimum Wage checks



Car Lease Salary Sacrifice

Available to all staff, as long as they have at least a 12-month employment contract. Deductions taken from monthly salary so would be subject to National Minimum Wage checks



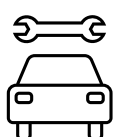
Gym Membership (Gymflex)

Available to all staff. Allows you to spread the cost of an annual gym membership over a year through payroll deductions



Will Writing

All staff are offered a completely free basic will through The Life Cover People.



RAC Discount

Available to all staff. United Learning have partnered with RAC Vehicle Benefits to provide a substantially discounted offer for vehicle Breakdown Cover. Cover can be purchased directly from Vehicle Benefits for up to four vehicles.

You will be provided with more information on all of these benefits during your induction to United Learning. For any specific information please liaise with your HR contact.



How to Apply

Please apply through the William Hulme's Grammar School website:

<https://www.whgs-academy.org/work-for-us/vacancies>

United Learning is an equal opportunities employer. We are working hard to become a more diverse organisation – which is key to our commitment to bringing out the best in everyone. We welcome applications from everyone committed to this ethos and would particularly welcome applications from black and minority ethnic candidates, who are currently under-represented in the Group as a whole.

We always appoint on merit. We are open to discussing flexible working options.

The school is fully committed to the safeguarding of children and all staff will be subject to an enhanced DBS disclosure and full child protection/safeguarding training. The school's Safeguarding Policy can be found here:

[Safeguarding Children and Child Protection Policy](#)



“Pupils thrive in this diverse and welcoming school. Pupils feel a true sense of belonging to this special community. Individuals are valued and nurtured. Differences are celebrated.”
Ofsted, 2025