



The Elms Academy

The best in everyone™

Part of United Learning

# Candidate Application Pack

# Lead Practitioner Maths

CLOSING DATE: Friday 30<sup>th</sup> January 2026



# WELCOME



Dear Candidate,

Thank you for your interest in The Elms Academy, a close-knit, warm and diverse community with a strong collaborative culture where everyone seeks to bring out the best in each other, and a commitment to high standards in everything we do. The highest expectations of students and real academic rigour are combined with a strong focus on developing the whole child. There is a culture in which every single child matters and must be supported to achieve their full potential.

As an inner-London community school, our pupils reflect the diversity of the local area with nearly twice the national average proportion of those who qualify for Pupil Premium. Therefore, all staff at the academy are driven by a strong mission to provide educational excellence to every single student.

The Academy has cultivated a friendly and welcoming environment for all its staff, with a strong collaborative culture that has community at its heart. Our teachers feel empowered, supported and are provided with the highest-quality professional development and effective performance management. We pride ourselves on ensuring that every member of staff is supported to be the best they can in the classroom and to achieve their career aspirations. That helps us to build our own talent pipeline. We have made staff wellbeing a priority by promoting good physical and mental health and listening to the feedback from all staff. As part of United Learning, all staff benefit from a host of additional core benefits, access to tailored CPD and a wealth of resources and curriculum expertise.

Here is the opportunity for you to join one of the most happy and successful schools in United Learning and to be part of the incredible journey that The Elms Academy has been on. I look forward to meeting you.

**Amy Welch, Principal**

# ADVERT

**Job Title:** Lead Practitioner Maths

**Start Date:** September 2026

**Salary:** Inner London United Learning Teachers' Pay Scale

**Accountable to:** Head of Maths

## About the Role

We are seeking an exceptional and experienced Maths teacher to join our team as a **Lead Practitioner**. This is an exciting opportunity for someone with a proven track record of raising achievement and driving excellence in teaching and learning.

As Lead Practitioner, you will not only deliver outstanding lessons across Key Stages 3, 4, and 5, but also play a pivotal role in shaping the teaching practice of others. You will inspire colleagues, lead innovation, and support the development of high-quality teaching across the department and beyond—striking the right balance between challenge and support while holding others to account for improvement.

## Key Responsibilities

- Deliver engaging, high-quality lessons that challenge and motivate students across Key Stages 3–5.
- Design and implement a well-structured, stimulating curriculum aligned with national standards.
- Lead and support the development of teaching practice within the Maths department, introducing innovative approaches to curriculum design, assessment, and pedagogy.
- Mentor and coach colleagues at all career stages, sharing best practice and fostering a culture of continuous improvement—providing both challenge and support to drive professional growth.
- Monitor and analyse student progress, implementing strategies to maximise attainment and progress in Maths at KS3 and KS4.
- Contribute strategically to whole-school priorities as part of the Teaching & Learning team.
- Inspire a love of Maths in all students through creative and impactful teaching.

## About You

The ideal candidate will:

- Hold QTS and a good honours degree in Maths or a related subject.
- Be an outstanding classroom practitioner with strong subject knowledge and evidence of excellent student outcomes.
- Have experience in coaching and developing colleagues, inspiring and motivating them to improve their practice while maintaining accountability.
- Demonstrate a commitment to raising standards and ensuring every student reaches their full potential.
- Lead by example, inspiring both staff and students through passion and professionalism.

## Safeguarding Commitment

The Elms Academy is committed to safeguarding and promoting the welfare of children, and all staff are expected to share this commitment. An Enhanced Disclosure and Barring Service (DBS) check will be required for all successful applicants.

## About United Learning

United Learning is a subsidiary charity of United Church Schools (UCS), a not-for-profit organization dedicated to managing schools that provide students with high-quality education.

**MORE PAY, MORE TIME, MORE SUPPORT**

# Job Description

## Job Purpose

The Lead Practitioner for Mathematics will play a central role in driving excellence in teaching and learning across the department and the wider school. This position combines outstanding classroom practice with strategic leadership responsibilities. The postholder will:

- Deliver consistently high-quality Mathematics teaching across Key Stages 3–5, ensuring lessons are engaging, challenging, and inclusive.
- Champion best practice in pedagogy, leading curriculum innovation and embedding evidence-based approaches to teaching and learning.
- Develop the capacity of colleagues through coaching, mentoring, and targeted professional development, fostering a culture of continuous improvement.
- Use data intelligently to monitor student progress, identify trends, and implement strategies that maximise attainment and close achievement gaps.
- Contribute to whole-school priorities, working collaboratively with senior leaders to enhance teaching and learning provision beyond the Maths department.

## Key Responsibilities

### **Teaching & Learning**

- Plan and deliver exceptional lessons that inspire curiosity, promote deep understanding, and secure strong progress for all learners.
- Model exemplary classroom practice, demonstrating innovative approaches to assessment, differentiation, and engagement.
- Support colleagues in developing effective lesson planning and assessment strategies, ensuring consistency and high standards across the department.
- Promote and embed evidence-based pedagogical approaches, encouraging reflective practice and continuous improvement.

### **Leadership & Development**

- Lead initiatives to improve teaching and learning in Mathematics, supporting staff through coaching, mentoring, and collaborative planning.
- Design and deliver professional development sessions within the department and across the school, sharing expertise and driving innovation.
- Contribute to the development of an ambitious and coherent Mathematics curriculum, ensuring alignment with national standards and the needs of all learners.
- Work closely with the Head of Department to raise attainment and progress, supporting strategic planning and departmental improvement.

### **Student Outcomes**

- Monitor and analyse student performance data, identifying areas for improvement and implementing targeted interventions.
- Lead strategies to close achievement gaps, ensuring disadvantaged learners make accelerated progress.
- Champion a culture of resilience, ambition, and excellence, inspiring students to develop a love of Mathematics and achieve their full potential.

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# Person Specification

## Qualifications

- Qualified Teacher Status (QTS).
- Good honours degree in Mathematics or a closely related subject.

## Experience

- Proven track record of delivering outstanding Mathematics teaching.
- Evidence of excellent student outcomes across Key Stages.
- Experience in coaching and mentoring colleagues.
- Experience in curriculum development and innovation.

## Skills & Knowledge

- Strong subject knowledge and understanding of current educational research.
- Ability to inspire and motivate both students and staff.
- Excellent communication and interpersonal skills.
- Skilled in using data to inform teaching and drive improvement.

## Personal Attributes

- Passionate about Mathematics and education.
- Committed to raising standards and closing achievement gaps.
- Professional, resilient, and solution-focused.
- Collaborative and able to lead by example.

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## Our Vision

At The Elms Academy, we are inclusive, ambitious, and committed to excellence. We inspire students to achieve their full potential and equip them with the skills needed for future success.

