

## **JOB DESCRIPTION**

**Name:**

**Post:** **Lead Practitioner for Mathematics**

**Reporting to:** **Vice Principal**

**Accountable to:** **Principal**

**Academy:** **All Saints Academy**

### **Main Purpose of the Post:**

1. The Lead Practitioner for Mathematics is to provide high quality Leadership and Management commensurate with the needs of Ambitions Academies Trust.
2. The Lead Practitioner is accountable to the Principal for ensuring the educational success of the Academy within the overall framework of the Trust's strategic plan as well as the individual Academy's Raising Achievement Plans (RAP). The Lead Practitioner is accountable for supporting the Academy to develop and ensure the quality of education. He/she should create a culture of constant improvement within a collaborative professional learning environment and be an inspirational leader, committed to the highest achievement for all in every area of the Academy's work. The Lead Practitioner for Mathematics is line managed by the Assistant Vice Principal.

### **Specific Duties**

#### **The Lead Practitioner for Mathematics will:**

- Plan, deliver and review the Numeracy Strategy in line with the priorities of the Academy
- Liaise with support staff and line manage the Learning Resource Manager to ensure high quality interventions are working effectively
- Ensure new teachers to the academy receive an induction that supports their understanding of our pedagogy and Numeracy culture.
- Support teachers requiring the delivery of the Numeracy Strategy, to include planning and delivery of INSET and briefings
- Strengthen student voice with regard to teaching and learning within the Academy
- Communicate with parents to promote our culture of Numeracy within the community

## Shaping the future (Strategic Leadership)

### The Lead Practitioner for Mathematics will:

- Under the leadership of the Principal implement the shared vision and strategic plan for the Academy which is responsive to the communities it serves. At the core of this will be the educational, personal and spiritual development of the pupils.
- Work with the Assistant Vice Principal to develop and implement a specific Academy RAP for Literacy which identifies priorities and targets for ensuring that pupils achieve high standards and make good progress, increasing teachers' and support staff's effectiveness and securing school improvement.
- Ensure that raising aspirations, achievement and attainment are achieved through an inclusive, sustainable and innovative lifelong education environment.
- Develop positive relationships and collaborative partnerships with the Trust.
- Develop positive and sustainable relationships with local academies, schools and other education providers to raise standards within and beyond the Academy.
- Secure the commitment of parents and the wider community to the vision and direction of the Academy.
- Work with all stakeholders to generate enthusiasm and commitment.
- Draw on the experience of the Assistant Vice Principal as a critical friend.
- Challenge, motivate and empower others to attain ambitious outcomes.

## Leading Literacy

### The Lead Practitioner will:

- Effectively implement Ambitions Academies Trust policy as agreed with the Senior Team
- Secure and sustain an effective, innovative Numeracy Strategy throughout the Academy by monitoring and evaluating the quality of support staff and standards of pupils' achievement, using benchmarks and setting targets for improvement. This should include pupils with special educational or linguistic needs in order to set and meet challenging, realistic targets for improvement.
- Provide an example of excellence as a leading classroom practitioner to inspire and motivate other staff.
- Create a culture of challenge, support and high expectations.
- Use pupil performance data to guide and inform parents/carers as required.

## Raising aspirations, achievement and attainment

### The Lead Practitioner should:

- Articulate and ensure the Academy has the highest ambition for the progress, attainment and spiritual development for every child, placing social justice at the heart of the Academy's work.
- Address the needs and aspirations of each pupil through personalised learning and mentoring.
- Use data to set and monitor challenging targets.
- Challenge practice to ensure a stimulating learning environment.
- Ensure Academy-wide priorities are consistently and effectively implemented.

## Developing self and working with others

### The Lead Practitioner for Mathematics will:

- Treat everyone within the Academy fairly and equitably.
- Develop a culture of personal accountability and responsibility that recognises both excellence and supports appropriate strategies to deal with under performance.
- Ensure a high standard of professional learning, including joint practice development for all staff and for self to motivate and enable all staff to carry out their roles to the highest standard based on assessment of need.
- Work with all staff to build creative, effective teams.
- Sustain their own motivation and sense of purpose and that of other staff.
- Develop and maintain respect across all stakeholders, inspiring individuals to contribute positively to shared ideas and plans for the Academy.
- Develop the capacity of staff, through coaching and other appropriate means, particularly with regard to comprehension, fluency and vocabulary acquisition
- Liaise with feeder schools to ensure smooth transition to All Saints Academy
- Build links with post-16 providers to support literacy

## Leading the Organisation

### The Lead Practitioner will support the Executive/Associate Principal and Vice Principal to:

- Provide dynamic, consistent and motivational leadership, ensuring the successful delivery of the vision, ethos, aims and objectives of the Academy.
- Lead by example, be personally visible and committed whilst adopting a strong, collaborative and flexible leadership style.
- Establish collaborative and open relationships with all stakeholders.
- Ensure critical evaluation of the Academy's performance.
- Ensure that communication channels exist, enabling all staff to receive information they need in order to carry out their professional duties effectively.
- Ensure structures deliver pupil progression, attainment and achievement.
- Plan, allocate, support and evaluate work undertaken by groups, teams and individuals ensuring clear delegation of tasks and devolution responsibilities in a manner consistent with their conditions of service, ensuring a reasonable balance for each teacher and other members of staff.
- Implement the Trust performance management framework for line-managed staff.
- Ensure the Academy environment is of a high standard and reflects the aspirations of the community.
- Ensure effective use of financial, technological and other resources.

## Securing Accountability

### The Lead Practitioner will:

- Report to the Assistant Vice Principal to enable him/her to meet his responsibilities.
- Ensure all staff they lead have clearly defined responsibilities and accountabilities.
- Establish strong support staff regards teaching and learning and behaviour management.
- support the Vice Principal to implement robust Academy self-evaluation and quality assurance procedures.

- establish mechanisms for reporting to all key stakeholders at agreed intervals within areas of specific responsibility/ies.

## Supporting the Work of the Ambitions Academies Trust

### The Lead Practitioner will:

- create strong partnerships with the Trust.
- develop strong, positive relationships with colleagues in the Trust, contribute to collaborative work across the Trust and support other staff participating in Trust work.
- participate in the Trust and sector-wide activities in order to share best practice, contribute to the development of the Trust strategies as appropriate and policies and promote the Academy and the Trust in a local and national context.

## Leading in the Community through Collaboration

### The Lead Practitioner will work with the Vice Principal to:

- create and maintain an effective partnership with parents/ carers.
- develop community engagement, promoting a continuous culture of change and nurturing creativity for all.
- strengthen the Academy’s positive image in the wider community.
- develop the Academy’s extended school provision.
- actively support the diversity of the Academy’s communities and pupils.

## Safeguarding

### The Lead Practitioner will:

- Take responsibility for ensuring that all Academy safeguarding policies and procedures are understood and followed.
- Take responsibility for keeping up-to-date about national safeguarding requirements

This job needs to be considered in the context of a changing and evolving Academy and therefore the duties detailed here will need to be adjusted to meet the needs of a changing organisation.

**Signed:** ..... **Date:** .....  
**Postholder**



**Signed:** ..... **Date:** .....  
**Chief Executive Officer**

*One copy to be retained by member of staff and one kept on file at Trust.*

**THIS POST IS EXEMPT FROM THE REHABILITATION OF OFFENDERS ACT 1974**

**AMBITIONS ACADEMIES TRUST IS COMMITTED TO PROVIDING A SAFE,  
SUPPORTIVE AND STIMULATING ENVIRONMENT FOR ALL ITS PUPILS  
FOLLOWING SAFEGUARDING CHILDREN 2004 GUIDELINES**

**Outstanding Achievement for All**