



# Lead Practitioner of Numeracy APPLICATION PACK

Dear Colleague

Welcome to Kingsway Park High School and thank you for your interest in us.

Kingsway Park High School is proud to be a vibrant, inclusive and diverse school with approximately 1350 students, 47 different nationalities and 25 spoken languages. We have state-of-the-art facilities, and we provide an individualised and unique curriculum offer for all students regardless of their starting point, gender, ethnicity, faith or need.

We care for, nurture and develop the whole child while improving aspirations, learning and achievement for all. In addition to ensuring each student's academic potential, we also prepare them to be socially responsible citizens who can flourish in society and give back to their local community. We seek to remove any barriers of inequity, which prevent equality of opportunity so that all students can aspire and be inspired to realise their dreams.

Our school has a strong sense of community, purpose and belonging. We value our students and recognise that success looks and feels different for each one of them. However, what is consistent is our team of passionate, enthusiastic and committed staff who work relentlessly in the pursuit of excellence for the students and community we serve.

We have a strong commitment and belief in developing staff at all levels. We seek to recruit and retain colleagues whose drivers match our school ethos and are committed to their own professional development. Successful candidates will receive a high-quality induction, appraisal, continuous development programmes (including nationally recognised leadership qualifications), and opportunities to contribute to whole school impact projects throughout their Kingsway careers.

I hope you find this application pack helpful in making your decision to apply for this exciting career opportunity. If you have any questions for us, do get in touch, we are always here to help.

I would like to thank you for your application, investment of time and - whatever the outcome - I wish you well in the future.

Yours sincerely



**Simon Ward**  
**Headteacher**

# Making your application

I hope that when you read this pack you are inspired to apply for the post.

## Application

1. Complete the Altus Education Partnership application form.
2. Provide a supporting statement of no more than one side of A4 which should address the criteria in the person specification.
3. Send your completed application form by email to [recruitment@altusep.com](mailto:recruitment@altusep.com)

## Deadline

The deadline for the post is **3<sup>rd</sup> July 2025** (to arrive no later than 12.00 midday).

Interviews are expected to take place **10<sup>th</sup> July 2025**.

## Shortlisting

Regrettably, we are unable to inform candidates who have not been shortlisted. If you do not hear from us, please consider your application unsuccessful this time.

## Salary

The post will be paid on the **Teachers Lead Practitioner Pay Scale LP1 – LP6 (£50,025 - £56,593)**

## Start Date

**September 2025**

## For an Application Pack

1. Visit [www.altusep.com](http://www.altusep.com)
2. Contact Caroline Sullivan – HR Officer: [recruitment@altusep.com](mailto:recruitment@altusep.com)
3. Telephone 01706 769835

## Reward Package & Additional Benefits

We offer a comprehensive package, including membership of our outstanding Teachers' Pension Scheme; our 'Employee Benefits Programme' which provides a range of options including:

- Our Cycle to Work Salary Sacrifice Scheme
- Free access to Employee Assistance Programme, offering guidance, support and counselling on a range of subjects
- Generous holiday entitlement

*Altus Education Partnership is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. This position is subject to an Enhanced DBS check under the Rehabilitation of Offenders Act 1974.*

*In accordance with the recommendations set out in KCSiE the Trust carries out online searches on shortlisted candidates. It is also Trust policy to contact at least one reference prior to interview.*

# Background Information

## Kingsway Park High School

Kingsway Park High School joined the Altus Education Partnership in February 2022. KPHS students live in and travel to us from communities all over Rochdale and the surrounding areas. We are very proud of the high-quality facilities, resources, and environment that we provide for both staff and students.

We hold our school values of **Trust, Professionalism, Integrity, Respect, Kindness and Effective Communication** at the core of everything we expect from our students. Students are awarded when they consistently demonstrate our values.

If you would like to visit the school to get a feel of who we are and where we are going, we would warmly welcome you.

## Altus Education Partnership

Altus Education Partnership is a Multi Academy Trust and was established in 2017 through Rochdale Sixth Form College, an Ofsted Outstanding provider, and grew from the Trust's desire to improve education in the borough of Rochdale as a whole.

The Trust currently comprises four academies, including ourselves. The other three academies are:

- **Rochdale Sixth Form College** which opened in 2010 to address the significant underachievement in A level performance in the borough. Since then, it has raised achievement in the area dramatically and is recognised nationally as a centre of excellence. The College is Ofsted Outstanding, Sixth Form College of the Year 2021, and regularly one of the highest performing colleges in the country according to the DfE's Performance Tables and National Achievement Rate tables
- **Edgar Wood Academy** is a secondary school which opened in a new build in 2021 under Wave 13 of the Free Schools' programme. The Academy has already established a strong reputation in the local community and is significantly over-subscribed for 2024-25
- **Bamford Academy** is an Ofsted rated Good school providing a caring and nurturing environment for all of its pupils; it is a popular first choice for many parents and young people in the local community

We are delighted that **Caldershaw Primary School** will join Altus Education Partnership on 1st July 2025.

Altus Education Partnership is now on the cusp of significant and rapid growth, with a high number of schools indicating an interest in joining the Trust, and seven of these schools entering into a Trust Partnership Agreement. This means that while the Trust currently has around 4,500 students and 500 staff over 4 academies, within three years this could easily increase to around 10,000 students, 1,000 staff and 10 or more academies.

Additionally, the Trust has codified and solidified its relationship with a number of key educational partners in the borough. Most notably, and uniquely in the sector, Altus has a Memorandum of Understanding with Hopwood Hall College around the curricula the two colleges offer, and to support transition of students to post-16 education.

## Role Description

<b>Job Title:</b>	Lead Practitioner of Numeracy
<b>Reports to:</b>	<b>Faculty Lead of Maths</b>
<b>Staff Responsibility for:</b>	As Assigned
<b>Contract:</b>	Permanent – Full Time
<b>Salary:</b>	Lead Practitioner Pay Scale LP1 – LP6 (£50,025 - £56,593)
<b>Start Date:</b>	January 2026

We are looking to recruit a lead practitioner in Numeracy within our Maths department, who are dynamic, creative, and forward thinking. They will have a track record of maximising student outcomes through their outstanding teaching practice and will have confirmed their strengths within their current subject specialisms. In their existing teams they will have demonstrated their ability to adapt, design, create and share high quality teaching resources and will have built a bank of evidence to prove their impact. They will be required to have an up to date understanding of teaching pedagogy and be able to share current research with others through regular faculty strategy meetings and whole school CPL opportunities.

They will work alongside members of SLT, and faculty leads to diagnose, evaluate, and address any teaching practice which could be improved and work strategically to monitor any interventions to ensure progress over time. The ideal candidate will support in the implementation of whole school initiatives linked both to academic and pastoral success for curriculum areas and individual classes/ students. Through this role you will need to collaborate regularly with SLT, the quality of education team, faculty leads and other teachers outside your subject area. You must be able to demonstrate your ability to establish strong, professional relationships, communicate effectively and to be able to initiate change through sometimes difficult conversations.

### Leadership Responsibilities:

- To effectively work alongside the faculty and curriculum leaders at KPHS by seeking to continuously maximise the outcomes of students at both KS3 and KS4.
- Work collaboratively with existing curriculum leaders within the faculty to ensure leaders at all levels demonstrate the ability to implement key teaching and learning strategies.
- Co-operate with other faculty and curriculum leaders and colleagues to ensure the achievement of the aims, values and visions of the school are demonstrated consistently across the subjects within the faculty.
- Work alongside faculty/ curriculum leaders to monitor strengths and weaknesses across particular classes/ year groups. Help to devise, train and deliver training to improve planning, delivery and outcomes of particular classes.
- Work collaboratively with faculty/ curriculum leaders to ensure all departments within your faculty have regular contact with parents/ carers to ensure positive interaction between school and home.



- Promote positive student behaviour during lessons within your faculty area and across school. Ensure content and delivery of lessons are engaging, pitched correctly and sequential to ensure students remain focused and on task for the duration of lessons/ schemes of work. Work to evaluate impact/ success of curriculum and change content in a timely manner if not fulfilling curriculum intent.
- Work collaboratively with colleagues, parents/carers, other educational institutes, educational psychologists, therapists, social services, and other outside agencies who may be involved with students for whom you have a responsibility.

### Teaching and Learning Responsibilities

- Work collaboratively with faculty/ curriculum leaders to ensure the faculty have a broad and balanced curriculum which is strategically mapped, sequenced, and implemented across KS3 and KS4. Collaboration will sometimes extend beyond your immediate faculty in order to support whole school Teaching & Learning beyond your specialism.
- Work collaboratively with curriculum leaders to ensure students are engaged and sustained through provision of clear structured lessons, maintaining pace, motivation, and challenges within the faculty. Ensure lessons within schemes of work are challenging and engage students throughout.
- Evaluate schemes of work in accordance with school policy, ensuring a variety of learning opportunities for the development of key skills. Encourage the use of a variety of teaching strategies, which involve planned formative assessment and active learning strategies across the faculty and beyond.
- Ensure lessons across the department are effectively differentiated for the individual needs of students. Share effective strategies for individual students and groups both across the faculty and whole school. Work collaboratively with specialists in EAL and SEN to ensure effective strategies are shared and implemented consistently.
- Self-evaluate teaching of self and others critically to improve effectiveness across KPHS. Develop a strategic understanding of the teaching profile across your faculty and be able to articulate strengths and development points to SLT/ external agencies. Create and implement action plans to improve teaching practice and regularly provide positive examples of quality teaching resources/ delivery.
- Work with AHT to create and implement coaching/ mentoring programmes, and occasionally informal structured support plans.
- Work with teachers within your faculty to ensure all members of the team mark, monitor and return work within a reasonable and agreed time span providing constructive oral and or written feedback that clearly indicates strategies for improvement. Ensure students are very clear as to how to move specifically to the next grade/level with clear feedback and guidance.
- Work collaboratively with the faculty lead to prepare, implement, and monitor Individual Learning Plans for students in accordance with school policy.
- Work actively within Maths to create and maintain an ethos that promotes equality, celebrates cultural and academic diversity, and ensures the inclusion of students of all abilities, including those with special educational needs.
- Establish and secure good relationships with both staff and students that promote the achievement of learning, whilst maintaining a purposeful and positive atmosphere in the classroom

### **Other Responsibilities**

- Attend department meetings and additional leadership meetings regularly. Actively take part, as required, in meetings in relation to the curriculum and strategic organisation of the school.
- Participate in arrangements for professional development as outlined in the school development plan or identified through the appraisal process and take responsibility for own professional development. Encourage all staff within your faculty to actively engage in both pedagogical and leadership CPL to regularly improve existing practice.
- Ensure the activities in which students are engaged in both inside and outside the classroom are conducted in a disciplined, safe, and healthy environment and in line with school policy. Ensure students foster a sense of learning by ensuring teachers within your faculty go above and beyond to engage hard to reach students.

### **General Responsibilities**

- To be an ambassador for the school and consistently embody the school intent of 'We Cooperate. We Pioneer. We Belong.'
- To model the core values of the school in your professional life and to promote and develop the school's vision, ethos, aims and objectives.
- To establish a culture that promotes excellence, equality, and high expectations for all students. This should be replicated across all subject areas within your faculty.
- To respond professionally to unplanned situations, crises, and emergencies whenever they arise to ensure the safety and efficiency of staff and students of the school.
- To attend meetings with external agencies and organisations. Work with other faculty leads to share good practice and constancy across all curriculum areas at KPHS.
- To foster and support extra-curricular activities in the interest of the school community e.g., school productions, concerts, sports activities, trips, and excursions.
- To take on additional responsibilities as directed by the Headteacher and/or SLT link.

### **Whole-School Organisation, Strategy and Development**

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures to support the schools' values and vision.
- Make a positive contribution to the wider life and ethos of the school.
- Actively participate in KPHS daily duty rota and lead by example in your interactions with both staff and students.

### **Health and Safety**

- Promote the safety and wellbeing of students and help to safeguard students' well-being by following the requirements of Keeping Children Safe in Education and our school's child protection policy.

### **Professional Development**

- Keep your own knowledge and understanding relevant and up-to-date by reflecting on your own practice, liaising with school leaders, and identifying relevant professional development to improve personal effectiveness
- Regularly contribute to internal CPL delivery, briefings, school newsletter and assembly rota. You may also be required to attend external CPL to enhance your professional development.
- Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the school.
- Take part in the school's appraisal procedures.

### **Personal and Professional Conduct**

- Uphold public trust in the education profession and maintain high standards of ethics and behaviour, within and outside school.
- Have professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality.
- Demonstrate positive attitudes, values and behaviours to develop and sustain effective relationships with the school community.
- Any other reasonable duties as requested by the Line Manager, Headteacher or member of the Senior Leadership Team that are not specified in this job description.

Respect individual differences and cultural diversity.

### **Other:**

- The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. An enhanced DBS check will be carried out on the successful candidate.
- The Trust is committed to equal opportunities for all.
- The successful candidate will be required to complete a satisfactory medical screening assessment and provide two satisfactory references, identity check and right to work.
- The terms and conditions are specified within the contract of employment.

This job description is a representative document. Other reasonably similar duties may be allocated from time to time commensurate with the general character of the post and its grading. The person appointed will be expected to work flexibly and the exact nature of the duties described above is subject to periodic review and is liable to change.



# Person Specification

		Assessed by:		
No.	CATEGORIES	Essential/ Desirable	App Form	Interview
1.	A high-quality degree with Mathematics as a key focus	E	√	√
2.	PGCE with QTS/QTLS and membership with DfE or IfL or willingness to work towards	E	√	√
<b>EXPERIENCE</b>				
3.	Evidence of dynamic and innovative practice	E	√	√
4.	Knowledge and application of active learning and teaching styles	E	√	√
5.	Ability to devise, adapt and differentiate new resources for learning	E	√	√
6.	Either – successful teaching placement ( <i>applicants currently in training</i> ) OR successful record of teaching including quality KS4 results.	E	√	√
7.	Experience of examining subject	D	√	√
8.	Experience of contributing/ developing whole school experiences	D	√	√
<b>ABILITIES, SKILLS AND KNOWLEDGE</b>				
9.	A passion for teaching the subject	E	√	√
10.	Ability to engage with students, inspiring learning & promoting success	E	√	√
11.	Exceptional classroom practitioner with a clear understanding of Maths curriculum.	E	√	√
12.	Commitment to leading quality teaching and learning within department	E	√	√
13.	Competence in the use of ICT & ability to utilise these to deliver teaching and learning	E	√	√
14.	Ability to contribute positively to teams, share ideas & develop resources co- operatively	E	√	√
15.	Ability to be adaptable & flexible to situations which may arise in school	E	√	√
16.	Effective inter-personal & communication skills	E	√	√
17.	Commitment to valuing the individual and boosting their self-belief and worth	E	√	√
18.	Commitment to high standards & expectations of both staff and students	E	√	√
19.	Commitment to professional learning & institutional improvement	E	√	√
20.	Commitment to high professional & personal standards of work & conduct	E	√	√
21.	Determination to promote equality of opportunity	E	√	√

22.	Ability to offer enrichment & contribute to wider school life	E	√	√
<b>PERSONAL CHARACTERISTICS</b>				
23.	An unwavering commitment to the Altus Education Partnership's vision, mission and values	E	√	√
24.	Willing to be accountable and to take personal responsibility for own actions.	E	√	√
25.	Resilience and the ability to grow professionally and flexibly within a start-up and developing organisation	E	√	√



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