



ADCOTE SCHOOL

Candidate Brief for Head of Maths



Adcote School is a non-selective independent Boarding and Day School for Girls aged 7 to 18 that delivers strong academic results through highly personalised learning and pastoral care within a small, friendly school setting. The school aims to provide a supportive yet demanding learning environment and is renowned for building confidence through its nurturing environment.

Adcote was founded in 1907 by Amy Gough, moving to its current location in 1927. The school is housed in a Grade 1 listed building surrounded by 30 acres of Parkland. The school is located 6 miles north of the historic town of Shrewsbury, which has good road and rail links with Birmingham, Manchester and London. We welcome students from across Shropshire, with a small number coming from further afield. The school also has a number of international students, with 16 nationalities represented in school at the moment. Thus, the school has a vibrant and inclusive atmosphere. At present, there are 200 students on roll. The main points of entry are Years 3, 7 and 12, although girls can enter the school at other times throughout the year. 70% of students are day pupils with the remaining 30% being either full or weekly boarders.



Adcote has a family feeling, offering an education which is tailored to meet individual needs. We foster a sense of self belief and encourage all girls to be confident. Staff know the girls' well and this enables all talents and abilities to be recognised, encouraged and developed. Our girls feel secure and well supported in their learning.

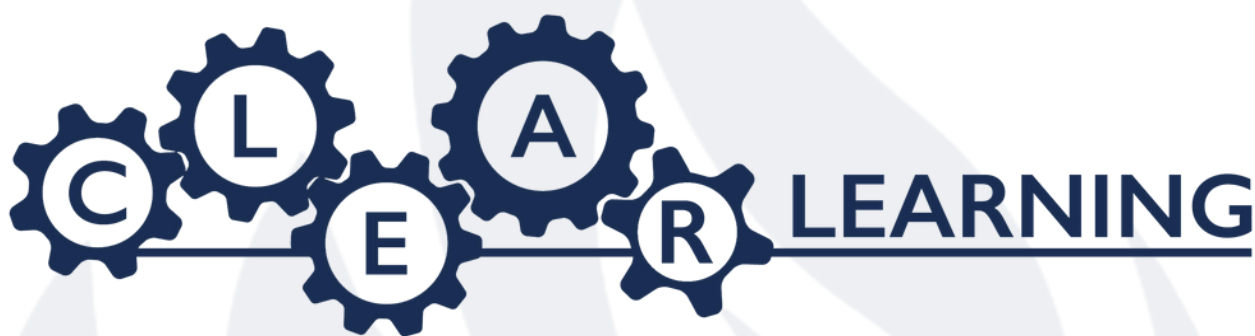
Examination outcomes are strong at both GCSE and A level. Value added statistics against national benchmarking data are impressive and in 2023 100% of our students were accepted by their university of choice. In 2023 we achieved 84% A* - A at A Level in at least one subject.

Our facilities include an air-conditioned sports hall where most sports are taught, tennis courts and beautiful large grass areas. We have two Boarding Houses: Norman, which takes boarders aged 7-15 and is housed in the main building, and Aston, a purpose built Year 11 and Sixth Form centre which has twin bedded, ensuite rooms.



We have a character-building programme called CLEAR Learning. The aim of the programme is to build five key traits in all our students, namely confidence, leadership, engagement, achievement and resilience.

The CLEAR Learning programme is central to our ethos and curriculum, its delivery being underpinned by termly whole school Challenge Days. It has been popular with both students and parents and has been a leading contributory factor to the school's recent growth in numbers.



PREP SCHOOL

Our Prep School provides the perfect foundation to nurture and develop young girls. Our emphasis on traditional values, means that our children are educated in a safe and homely environment where a passion for learning is born. Our younger students follow age appropriate activities to secure the core values of the CLEAR Learning programme and their progress in the key areas of confidence, leadership, engagement, achievement and resilience are explicitly reported in their written reports and at their parents' evenings so that parents have a clear understanding of how their daughters are developing as young people, not just how they are performing in their lessons.

Students who are most able are fully stretched, heard and academically challenged. Their love of learning and their curiosity are encouraged. Those children who need extra help will receive it in a kind and supportive manner, in an atmosphere of care and respect. From a young age, our girls are encouraged to overcome their fears and to "have a go". Our approach means that we have a strong reputation for uncovering hidden talents.

Our Prep School caters for girls from Year 2 to Year 6. The school is very much part of the main school, so our younger students have all the advantages of seeing truly positive role models in our older girls.



SENIOR SCHOOL

Our Senior School caters for students from Year 9 to Year 11 and takes girls through their critical GCSE years. The ethos of consideration and personal attention is carried on from our Prep School into our Senior School. As we know all our students really well, we can offer individual, tailored support regarding their learning and provide knowledgeable advice on career choices including guidance on A level subjects. Throughout their academic journey, we monitor our students closely, tracking their grades against their data, making sure that they are all fulfilling their potential, intervening when extra support is needed.

Small classes mean that our dedicated teachers are able to address girls' needs and friendly relationships mean that girls are not afraid to ask for advice if they need it. Additionally, the Senior School brings new opportunities for the girls to develop their skills and become the person they want to be. Combined Cadet Forces, Duke of Edinburgh, LAMDA, debating and Wayfarers all ensure that girls have the confidence and vision to succeed, as well as the organisational skills and resilience they will need to plan for success.

Our exemplary pastoral care, with sympathetic and understanding specialists, means that girls flourish and our strong Personal, Social and Health Education programme supports them as they make their way into adulthood. With growing maturity, we are able to make sure that they have a broad and sensitive understanding of the world they are entering once they leave the security of school. They develop a healthy sense of perspective that helps them in making crucial judgements. We encourage them to play a full and constructive role in society and they have a strong sense of civic duty. Thus, our students leave us as well-rounded, capable and well-qualified young women.



SIXTH FORM

The Sixth Form at Adcote provides the bridge between school and the outside world, whether that's university or employment. It is a time for girls to develop their interests and challenge themselves as young adults as they approach the next important stage of their lives.

Success at A level naturally forms a central focus of students' time in the Sixth Form.

The majority of our students choose to follow three linear A levels. A small number of girls will take four subjects at A level. We offer a broad and challenging array of different A level options, together with a small number of BTEC courses.

Our small size tutorial classes not only offer a taste of the teaching style at university but also mean that as in other areas of the school, personal attention is high. This becomes increasingly important as girls make their plans for their futures.

Almost all of our girls choose to go onto university but the application route can be tricky to navigate. However, our girls receive individualised UCAS & Careers support, including Oxbridge and USA Universities guidance and preparation. Our Personal Statement workshops are followed by one to one advice and support from experienced practitioners so that applications made by students are the very strongest they can be.

Sixth Form at Adcote brings other opportunities too:

Girls will also be offered the chance to complete the Extended Project Qualification, this offers girls the opportunity to complete studies on a topic that is of particular interest to them and, is popular with universities as it can give them a valuable insight into the student's interest.

Our Sixth Formers play an important part in making our school the warm and inclusive school that it is. They are valued and cared for. This promotes excellent emotional well-being in them and this, together with their academic excellence, means that Adcote Graduates leave us as well educated and balanced young women who have all that they need to be happy in their futures.



There is a vibrant extra-curricular programme across the entire school which enriches all students' educational experience and enables them to try out new things, develop their talent, leadership skills, teamwork and resilience.

Adcote School is proud of its reputation of excellence in Art, Music and Drama, subjects which have truly thrived over the past years, and we are incredibly proud of the girls' achievements in all areas of performance.

We pride ourselves on producing polished and professional in-house performances and we always have fantastic responses from our audiences. Musical productions over the last few years such as "Grease", "Sister Act" and "Billy Elliot" have been ambitious and impressive.

Almost half the girls in school have individual instrumental or singing lessons and the girls enjoy string groups, a rock band, orchestra and informal concerts.

Adcote offers a wide range of activities including horse riding, music, dance, debating, stem club and many more. Many activities are connected to the CLEAR Learning programme and our staff deliver these activities with skill, passion and a knack for developing core skills. When girls reach 6th Form they have the opportunity to learn how to drive – truly building skills for life.

Sport

For a small school, Adcote punches well above its weight in competitions and has a strong reputation for success at both a local and national level.

Gymnastics has an outstanding reputation at Adcote and is at the forefront of the school's sporting achievements, being national winners at the ISA gymnastics competition. Additionally, the school excels in athletics with success gained at regional and national events. We also have pupils who have displayed extreme talent and succeeded in national championships, meaning that they have been good enough to train with professional teams.

In addition to our competitive sport, we also cover a range of sports in PE lessons and activities, with a focus on learning skills but also allowing the girls to engage in sport for fun: dance, badminton, basketball, hockey, netball and volleyball are a few of the activities that are available.



Adcote is a full termly boarding school, with a happy mixture of British girls and International students. Our 'home from home' boarding houses welcome girls from age 7-18 and we offer full and weekly boarding in a safe, caring, friendly and disciplined environment in a school where privacy and independence are respected, and where the girls can enjoy companionship, fun and a lively programme of boarding activities.

The Head of Boarding and her team provide the care, comfort and support which are so important for the girls' wellbeing and success, nurturing and guiding the youngest boarder through to the maturity of the Sixth Form student. Many of the staff at Adcote have been boarders themselves so have a real understanding of boarding and can empathise with the girls.

At Adcote, the boarding team aims to create a homely environment where girls can relax. They will find constant help and support from them, and fellow boarders are invaluable in helping girls to succeed. True friendships and support systems are forged that often remain strong for the rest of their lives. We have a strong sense of both family and traditional values in the boarding house.

By encouraging self-discipline and a sense of responsibility, we seek to promote good self-esteem and assurance. In the Sixth Form, girls enjoy supervised independent living, encouraging them to mature and enabling them to move on at the end of Year 13 with confidence.

Depending on availability, girls are welcome to stay in the boarding house for occasional nights. Ad-hoc boarding arrangements respond to the occasional need for overnight stays, such as involvement in a school drama production, a birthday celebration, or for when parents need to be away from home for a particular reason.

We are accredited for the Forces Continuity of Education Allowance and are members of the Boarding Schools Association (BSA), Independent Schools Council (ISC), Independent Schools Association (ISA) and Girls' Schools Association (GSA).



Reporting to: Assistant Head Academics

Grade: Adcote Main Pay Scale + £4100 TLR

Are you a passionate, experienced, qualified and enthusiastic Teacher, who places students at the heart of everything you do? Adcote School is a 7–18 school and part of the IQ Education Group. We invite applications from qualified teachers who share our vision for delivering World Class education.

The Head of Mathematics has responsibility for the strategic development of the subject as well as the day to day smooth delivery of maths to the students. The Head of Mathematics will facilitate a wide range of opportunities for all pupils to maximise their potential in the subject, especially nurturing the talents of top mathematicians.

Together with the Head, and the Senior Leadership Team you will be responsible for establishing and implementing the vision and direction for Adcote School and ensuring that Adcotes School's ethos and values are deeply embedded and visible.

This job description does not form part of the contract of employment and may be varied in accordance with the demands of the appointment.

The responsibilities of the role are as detailed below:

General Responsibilities

- To undertake leadership and management of all aspects of Mathematics at Adcote School
- To raise standards of mathematics provision and be committed to ensuring the highest levels of achievement and performance
- To work collaboratively with senior leaders and the directors

Key responsibilities

- To plan strategically the development of the department in liaison with the Deputy Head and Assistant Head Academics
- To monitor, review and evaluate the effectiveness of the development of the planning and running of the department, in collaboration with the senior leaders and directors
- To ensure all schemes of work and other department documentation are in place, relevant and updated
- To ensure that the department is well organised and well resourced in line with whole school budgetary considerations
- To monitor, assess and record work in accordance with Adcote School's tracking criteria to ensure that all students make good progress against their CEM data
- To respond to the tracking data and implement a personalised intervention package to ensure that all students reach their full potential
- To plan, prepare and deliver high quality lessons
- To ensure the regular setting of appropriate work in class and in prep
- To ensure the frequent and appropriate assessment of set work, keeping records of all findings
- To maintain effective discipline within classes and at all times
- To be responsible for the health and safety within the Mathematics Department, ensuring risk assessments are in place when necessary
- To commit to the safeguarding and welfare of all pupils
- To oversee the writing of reports and the provision of subject information to parents and guardians, meeting deadlines and attending parents' evenings
- To comply with all school policies
- To attend staff meetings, briefings and Performance Development days along with other key whole school public events such as Speech Days
- To liaise with parents regarding extra-curricular lessons and mathematics events and competitions
- To make decisions on GCSE and A Level consultation with staff, parents and pupils
- To be responsible for all public examinations in Mathematics in conjunction with the exams officer and exam board(s)
- To liaise with the Learning Support and EAL departments to ensure all pupils achieve their best
- To provide opportunities to showcase mathematical talent within the school and to promote the subject at the school
- To ensure that Adcote School is well represented at appropriate local and national competitions
- To undertake appropriate pastoral responsibilities as lead of the department
- Write appropriate reports as and when requested by the Headteacher outlining the department's strengths and areas for development
- Exercise a commitment to the vision and values of Adcote School, including the explicit support and delivery of the schools CLEAR learning programme
- To undertake any other duties, or one-off tasks at the reasonable request of the Headteacher and the SLT
- To take part in extracurricular activities and school duties as assigned.

PERFORMANCE MANAGEMENT:

Participating in the School's arrangements for performance management, professional development and the School's arrangement for quality assurance and internal verification.

Essential	Desirable
Qualifications <ul style="list-style-type: none"> Honours degree PGCE and QTS 	<ul style="list-style-type: none"> First-class or upper second-class degree Further degree or related qualification
Experience <ul style="list-style-type: none"> Experience developing wider-curriculum provision or system reform in an area of focus, engaging with current and forward-thinking perspectives. 	<ul style="list-style-type: none"> Outstanding track-record of outcomes as a teacher Experience of teaching A Level maths Developing colleagues/line management/coaching others
Knowledge/Skills <ul style="list-style-type: none"> Detailed knowledge of personal development curriculum design to ensure exceptional opportunities for all student groups. Exam success in own specialism to GCSE Knowledge of current external examination changes in Maths and impact on schools Knowledge of behaviour/pastoral systems and how these can promote sustained excellence Knowledge of best practice in teaching and learning to ensure world-class standards Managing budgets and being resourceful to ensure value for moneyHigh standards of written and spoken English 	<ul style="list-style-type: none"> Evidencing of embracing technology to improve engagement Know how to best improve outcomes for students irrespective of specific needs or groups e.g. SEND, disadvantaged, EAL etc. Knowledge of ways to interpret data at all levels How best to promote personal development throughout the curriculum and build cultural capital both inside and outside of the classroom
Special Requirement <ul style="list-style-type: none"> Have sympathy with and commitment to supporting the Adcote Mission Statement. Have the ability to work in a team. Have excellent interpersonal skills. Be committed to the highest standards with high expectations and positive attitudes to both. Develop great working relationships with both staff and parents. Have strong ICT skills to assist in the planning for and the delivery of your lessons. 	<ul style="list-style-type: none"> A desire to attend relevant courses to promote professional development. Experience of working in the independent sector would be an advantage, but is not a requirement

In addition to salary other benefits of teaching at the School include:

- c.17 weeks holiday per year
- Access to the Peoples' Pension Scheme
- Free lunch and refreshments during term time
- Free onsite parking
- Provision of a laptop
- Professional development training opportunities
- Free access to sports facilities for staff
- 50% discount on fees (pro rata for part-time staff) for children attending the School

An application form for this post is available from Lucy Capener, schoolsecretary@adcoteschool.co.uk. It would be helpful if the letter in support of your application is no more than 2 sides of A4.

Adcote School is committed to the safeguarding and welfare of children and young people and expects all its employees to share this commitment. Applicants should note that, in accordance with Keeping Children Safe in Education (2024), it is the applicant's responsibility to have made any necessary registrations relevant at the time of making this application which is required for people working or volunteering with children.

Please note that we do not offer relocation or accommodation packages.

Appointment Procedure:

Closing Date:

9am 24th February 2025

Interview:

TBC

Start Date:

September 2025

Application Process

If you would like an informal conversation about this opportunity, please contact Lucy Capener on schoolsecretary@adcoteschool.co.uk. An application form for this post is available on the School website: [Job Vacancies | Day & Boarding School Shropshire | Adcote School For Girls](#) (Teaching Staff). It would be helpful if the letter in support of your application is no more than 2 sides of A4. Completed application forms should be returned to schoolsecretary@adcoteschool.co.uk by **9am on 24th February 2025**.

All applications will be acknowledged by email. If you do not receive an acknowledgement that your application has been received within three working days, please contact the school by telephone (01939 260202).



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01939 260202

@adcoteschool

www.adcoteschool.co.uk