Fareham Academy

Applicant Pack

Second in Maths

MPS/UPS + (TLR 2a)

Start date: 1st May 2027 or earlier

Fareham Academy
www.fareham-academy.co.uk/vacancies

For an informal discussion about this post, more information or to arrange a visit, please contact the Academy on 01329 318003 or by email on g.payne@fareham-academy.co.uk

Closing Date: 01 December 2026 (09:00)

Letter from Headteacher

Thank you for your interest in joining **Fareham Academy**.

We are a caring, ambitious, and forward-thinking school where academic success is valued alongside the personal development and wellbeing of every student. Our motto, **"Unlocking Potential – Creating Opportunity,"** together with our core values of **Resilience, Aspiration, and Kindness**, reflects our commitment to ensuring that every young person can thrive and achieve their best.

Our staff are dedicated to delivering an exceptional education, and we are equally committed to supporting their professional development. We invest in colleagues at every stage of their career, providing high-quality training, opportunities for growth, and the guidance needed to achieve their aspirations.

Many members of our team have progressed into leadership positions both within Fareham Academy and across the wider education sector, demonstrating the strength of our culture and the opportunities available to those who work with us.

We are looking for an individual who shares our values and passion for education to contribute to our continued success and be part of our exciting future. I wish you every success with your application and look forward to receiving it.

Should you have any questions about the recruitment process, please contact g.payne@fareham-academy.co.uk or visit our website at www.fareham-academy.hants.sch.uk

Yours faithfully,
Randall Jull
Headteacher

"Developing transferrable skills such as teamwork, communication, problem solving, and innovation to better prepare students for the constantly changing world."



Second in Mathematics

We are seeking to appoint an enthusiastic and ambitious **Second in Mathematics** to join our successful and dedicated team. The successful candidate will have the ability to lead, motivate and support both students and colleagues, alongside a proven track record of securing strong outcomes across all Key Stages.

Our Mathematics department is committed to delivering high-quality teaching and learning and continually strives to improve provision, practice and resources. As such, the successful candidate will be an outstanding classroom practitioner with a genuine passion for Mathematics and a commitment to achieving the very best outcomes for all students. They will inspire a love of learning, engage students of all abilities and contribute actively to the ongoing development of the department.

We are looking for a forward-thinking and innovative professional who will work closely with the Head of Department to lead and develop our talented teaching team, enhance the quality of teaching and learning, and drive continued improvement in student achievement.

The department's vision is to ensure that every student reaches their full potential, achieving the highest standards possible. Through excellent teaching, high expectations and strong support, we aim to prepare students successfully for internal and external examinations, further and higher education, and future careers.

Your Opportunity

The overarching aim of the Mathematics Department is for every student to leave Fareham Academy as a respectful, confident and culturally aware individual. Our curriculum is carefully designed to support this vision, with Reading, Literacy, Numeracy and SMSC woven explicitly throughout all areas of learning. Students are also provided with opportunities to develop vocational skills and essential 'Learning for Life' experiences through our extended curriculum offer. At Fareham Academy, the curriculum is the foundation upon which we strive to unlock every child's potential, empowering them with the knowledge, skills and character needed to create a lifetime of opportunities.

We are looking for a highly motivated individual who:

- Has excellent subject knowledge
- Believes in young people
- Is dynamic, innovative and inspirational in the classroom
- Is passionate about Maths and is keen to improve standards across all year groups
- Ensures students succeed and are challenged to achieve their potential
- Has the ability to teach outstanding lessons across the age range
- Enjoys working as part of a team
- Sets high expectations of themselves and their students
- Is committed to providing access for students to a range of opportunities
- Is able to forge positive relationships with students

In return we will offer you:

- A professional, hardworking and supportive team of staff with the capability and desire to raise student achievement
- Enthusiastic students who are willing to learn and are proud of their learning environment
- A caring and supportive working environment within a vibrant school community
- Flu Jabs
- A personalised CPD programme suited to staff requirements
- Access to a network of schools to support personal and professional Private healthcare benefits

This is an exciting opportunity to make a real difference in a collaborative and forward-thinking school.

"A place where staff cultivate a desire for learning and self-improvement."



Post Details	Schedule 6				
Department:	Maths				
Job Title:	Second in Maths				
Salary:	MPS/UPS TLR 2a				
Responsible to:	Head of Maths				

Job Purpose Statement

To ensure the delivery of high standards and achievements within the Maths department and in your own teaching. To be able to strategically plan, monitor and evaluate the work of the staff in the department. To support a smooth transition between primary and secondary school and those choosing to study Maths at KS5. To contribute to the development of teaching across the school through career professional development and coaching.

This job purpose reflects the core activities of the post. As the School and the post-holder develop, there will inevitably be some changes to the duties for which the post is responsible, and possibly to the emphasis of the post itself. The School expects that the post-holder will recognise this and will adopt a flexible approach to work. This could include undertaking relevant training where necessary.
Should significant changes to the job purpose become necessary, the post-holder will be consulted and the changes reflected in a revised job purpose.

Person Specification					
Qualifications	**Essential/ Desirable**	**A**	**I**	**L**	**R**
Relevant qualifications to degree level or the equivalent	E	*			
Evidence of further relevant professional development	E	*			
Qualified Teacher	E	*			
Experience of Educational Management	**Essential/ Desirable**	**A**	**I**	**L**	**R**
A minimum of three years' experience in a teaching/learning/child support working environment, with a proven track record of improving results	E	*			*
Detailed knowledge and understanding of the National Curriculum in Maths	E		*		*
Appropriate and successful teaching experience. Proven track record at KS3 & KS4	E		*		*
Ability to motivate and encourage children	E		*		*
Strategic policy development and implementation	E	*	*		
Demonstration experience of implementing strategies for raising achievement and achieving excellence for students, staff and self	E	*	*		
Demonstrate effective team leadership	E	*	*	*	*
Successful experience in data analysis, target setting, monitoring and review	E		*		

Evidence of impact of work with external organisations (SSAT, Specialists Middle Leaders, Trustees)	E	*	*		
Experience of school development planning and evaluation	E		*		*
Ability to demonstrate understanding of complex problems and apply in depth knowledge to address them	E		*		*
Ability to create effective relationships with a variety of different people	E	*		*	
Professional Knowledge and Understanding	**Essential/ Desirable**	**A**	**I**	**L**	**R**
Current educational issues, including national policies, priorities and legislation	E	*	*		
Management of staff, including professional development and recruitment	E	*	*	*	
Evidence of Line Managing Curriculum areas and Student Support Staff	E		*		
Financial planning, budgetary management and accountability	E	*	*	*	
The successful practice of educational inclusion, diversity and access.	E		*	*	
Effective choice and flexibility in learning to meet the personalised learning needs of every child	E		*	*	
Principles and practices of quality assurance systems, including school review, self-evaluation, performance management	E	*	*	*	
Leadership and Management Skills	**Essential/ Desirable**	**A**	**I**	**L**	**R**
Ability to prioritise, plan, organise and manage work life balance	E	*			*
Ability to work as an effective team player, understanding the strengths and weakness of others to help team development	E	*	*		
Excellent time management and organisational skills	E		*		
Excellent interpersonal, presentation and communication skills, both written and spoken	E	*	*		*
Ability to manage and deliver own course units and contribute to team taught course units	D	*	*	*	
Ability to contribute to wider school management, administration and initiatives	D	*	*	*	*
Communicating & Influencing	**Essential/ Desirable**	**A**	**I**	**L**	**R**
Ability to influence desired student behaviour	E			*	*
Ability to generate enthusiasm in students	E			*	*

Excellent communication skills, able to clarify and explain instructions	E		*	*	*
Other skills & Behaviours	Essential/ Desirable	A	I	L	R
Ability to stay calm	E			*	
Empathy with students and sympathetic to their needs	E			*	
Professionally discrete and able to respect confidentiality in particular areas	E				*
Safeguarding Children	Essential/ Desirable	A	I	L	R
Committed to safeguarding and promoting the welfare of children and young people (References)	E	*	*		
Equality	Essential/ Desirable	A	I	L	R
The ability to ensure that there is equality of access to educational attainment & All aspects of equality are adhered to	E	*	*		
Personal and Professional Qualities & Attributes	**Essential**				

- Excellent organisational ability
- Ability to organise own teaching resources and activities to deadline and quality standards
- Ability to plan, manage, organise and assess teaching objectives
- Ability to contribute to the design of subject units, curriculum development and new teaching approaches
- Inspire, challenge, motivate and empower the school community to carry forward a shared vision, build and maintain effective relationships.
- Think strategically, create, maintain and share a coherent school vision.
- Manage change, conflict and empower individuals and teams.
- Listen to, and reflect on, feedback from others, including colleagues and governors.
- Think creatively to anticipate and solve problems
- Prioritise, plan and organise themselves and others
- Set & achieve ambitious, challenging goals and targets

Organisational Information

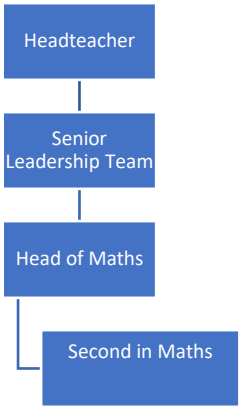
All staff are expected to:

Positively support equality of opportunity and equity of treatment to colleagues and students in accordance with the Schools Equal Opportunities Policy.

Help maintain a safe working environment by:

- Attending training in Health and Safety requirements as necessary, both on appointment and as changes in duties and techniques demand.
- Following local codes of safe working practices and the school's Health and Safety Policy.

Undertake such other duties within the scope of the post as may be requested by your Manager.



Main Responsibilities/Activities:

This document is not designed to be a list of all tasks undertaken but an outline record of the main responsibilities and should be read in conjunction with the accompanying Job Purpose.

More specifically the post holder will be expected to:

Main Responsibilities

- To support the work of the Head of Department in securing department improvement, raising attainment and achievement.
- To contribute to the efficient management and administration of the Maths department.
- To take responsibility for assessment development, implementation and monitoring across both Key Stages within the department.
- To deputise for the Head of Department.
- To prepare, develop and deliver lessons in the timetabled subject, according to the schemes of work agreed within the department.
- To monitor and record the performance of students.
- To foster and maintain high standards of effort and discipline amongst the students by the use of appropriate school-based rewards, negotiated goals and sanctions.
- To encourage effective learning by the appropriate use of formative assessment, target setting and the development of teaching and learning styles.
- To foster an atmosphere of mutual respect with students in all classroom activity.
- To develop and foster good working relationships with all staff.
- To be involved in all development work undertaken by the department, in producing schemes of work, programmes of study or any other similar materials.
- To comply with all Examination Board regulations in regard to the teaching of examination subjects and the completion of coursework.
- To be prepared to undertake the role as Form Tutor.
- To attend meetings as directed by the Head of Department.
- To attend Academic Review Process as appropriate.
- To care for and maintain such equipment and books as may be in use in the teaching base or location.

- To display work or materials which enhance the learning environment.
- To contribute positively to the extra-curricular life of the school.
- To be proactive in the pursuit of continuous professional development ensuring you maintain an up to date knowledge of teaching practices.
- To build positive relationships with Pupils, Trustees, Colleagues, Educational Psychologist, Education Welfare Officer, LEA Specialist, Examiners, Educational Specialists and Outside contractors.
- To comply with the requirements of Health and Safety, other relevant legislations and school policies, and understand and comply with the school's equal opportunities policy
- Any other duties and responsibilities appropriate to the grade and role

People and relationships:

- Sustain effective, positive relationships with all staff, students, parents and trustees and the local community.
- Support within the context of school policies, in relation to working practices and relationships to be fostered with pupils, including those relating to behaviour, discipline and attitude.
- Work collaboratively with feeder schools and partner schools to raise Teaching & Learning standards.
- Manage and develop effective working relationships with Headteacher and senior managers in the school.

Human and material resources and their development and deployment:

- Lead the professional development of all staff through example, coaching peer support and target setting.
- Contribute to the audit of staffs' development and training needs and the provision of effective INSET.
- Ensure support and training during the induction of new staff and for trainee teachers.
- Support the establishment of priorities for expenditure across the whole school and within departments.
- Maintain effective and efficient management and organisation of the accommodation and resources of the school.
- Ensure the maintenance of a structured environment for effective Teaching and Learning, for good behaviour and discipline and for pupils' spiritual, moral, social and
- cultural development.
- Manage the resources for a specific subject area or a whole school aspect.

PERSONAL AND PROFESSIONAL CONDUCT

A teacher is expected to demonstrate consistently high standards of personal and professional conduct as defined below:

- Act with honesty and Integrity
- Be committed to collaboration and co-operative working
- Treat pupils with dignity, building relationships rooted in mutual respect, and at all times
  observing proper boundaries appropriate to a teacher's professional position
- Have regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
- Show tolerance of and respect for the rights of others
- Not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- Ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.

- Have proper and professional regard for the ethos, policies and practices of the Academy, and maintain high standards in their own attendance and punctuality.
- Understand, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

To build positive relationships with Pupils, Trustees, Colleagues, Educational Psychologist, Education Welfare Officer, LEA Specialist, Examiners, Educational Specialists and Outside contractors.

To comply with the requirements of Health and Safety, other relevant legislations and school policies, and understand and comply with the school's equal opportunities policy

All the above duties and responsibilities to be carried out in accordance with Fareham Academy's Policies, Standing Orders and current legislation with an emphasis on Customer Care, Equal Opportunities, Data Protection and Health and Safety. Any other duties and responsibilities appropriate to the grade and role

Please note: Academies may hold interviews as and when applications are received, and this job may be withdrawn at any point without notice. You will still be able to add information until the closing date, but you will not be able to submit your application. With this in mind, you are encouraged to apply as early as possible.

Fareham Academy is committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, online checks and where applicable, a prohibition from teaching check will be completed for all applicants. In line with our commitments to safeguarding.

Fareham
Academy

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