



# Lead Practitioner of Maths

Candidate Pack



THE KING'S  
SCHOOL



## Welcome from the CEO.

# Welcome

**Dear candidate,**

Thank you for your interest in the role of Lead Practitioner of Maths at The King's School.

Pontefract Academies Trust is a cross-phase Multi-Academy Trust of nine schools. Currently, our schools are located within Pontefract and South Kirkby, with pupils drawn from the local community, including different catchment areas.

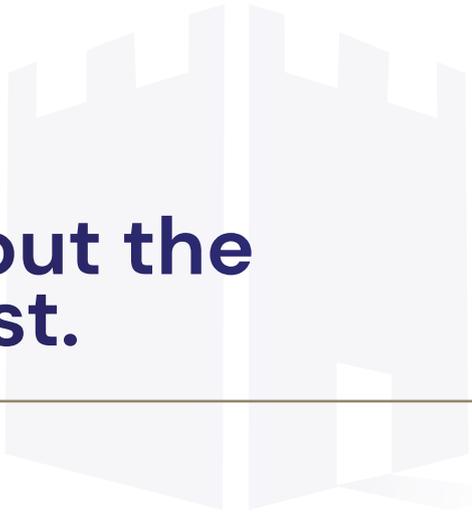
Founded in 2013, the Trust has particularly moved forward at some pace since 2018. The turnaround in the performance of all our schools and the development of a culturally aligned organisation has seen the Trust reputation grow locally and regionally. The Trust is financially solid and sustainable. The Trust is external facing and works with local and national partners, as well as engaging in Department for Education school improvement work with schools in West and South Yorkshire through Department for Education RISE school improvement work.

The Trust has recently officially announced an exciting development – a proposed merger with Ark Schools from September 2026 which has been approved by the Department for Education. This would see Pontefract Academies Trust becoming the founding base of a northern hub for Ark. The strong alignment, shared ambition, and complementary strengths of the two trusts will bring even stronger support, greater collaboration, and more opportunities for pupils and staff.

We wish to appoint positive people who want to make a difference. We want to hear from aspiring leaders keen to collaborate with others so that our children and young people maximise their potential and pursue their career of choice. Joining the Trust at this point as it becomes the founding Northern hub for Ark Schools, will allow the successful candidate to have access to exceptional development and training opportunities, as well as the opportunity to collaborate with colleagues across the entire network.

A handwritten signature in black ink, appearing to read 'Julian Appleyard'.

**Julian Appleyard OBE,  
CEO, Pontefract Academies Trust**



## About the Trust.

### Achievement Without Excuses.

We have an unwavering focus on achievement. This is paramount so that all of our children and young people enjoy greater life chances.

We take responsibility for ensuring that they succeed. We own our own performance and do not rest on our laurels or seek to blame others.

### Excellence As Standard.

We set high standards. "Good enough" is simply not. We do not accept second best from our students or ourselves.

The Trust aims to be a highly reliable school improvement organisation that is disciplined in its approach to improving performance. A Trust with clear plans and simple and precisely executed systems that not only develop and sustain excellent performance, but never stifle individual flair.

### Stronger As One.

We take collective responsibility for each other and the results of all of our children and young people. We enjoy sharing our success as a Trust while recognising the strengths of individuals and each school. To this end, collective accountability is rooted in a "if one fails we all fail" mentality.

As a family of schools we collaborate with each other, challenge each other and share best practice. We do not let competition get in the way of our desire to get the best outcomes for all.

## Our Mission.

Running top-quality, high-achieving schools that give our children and young people the chance in life they deserve.

## Our Vision.

Where every child and young person makes outstanding progress.

### Our People Matter.

We know that our people make a difference to the lives of our 3-16-year-olds. We want to make our schools places where great teachers want to teach, lead and build a career. Investment in the recruitment, development and retention of the best people is a top priority.

We aim to provide professional work environments where our people have the support and tools to do a great job and push our children and young people to scale new heights in a safe and secure environment.

### Students Come First.

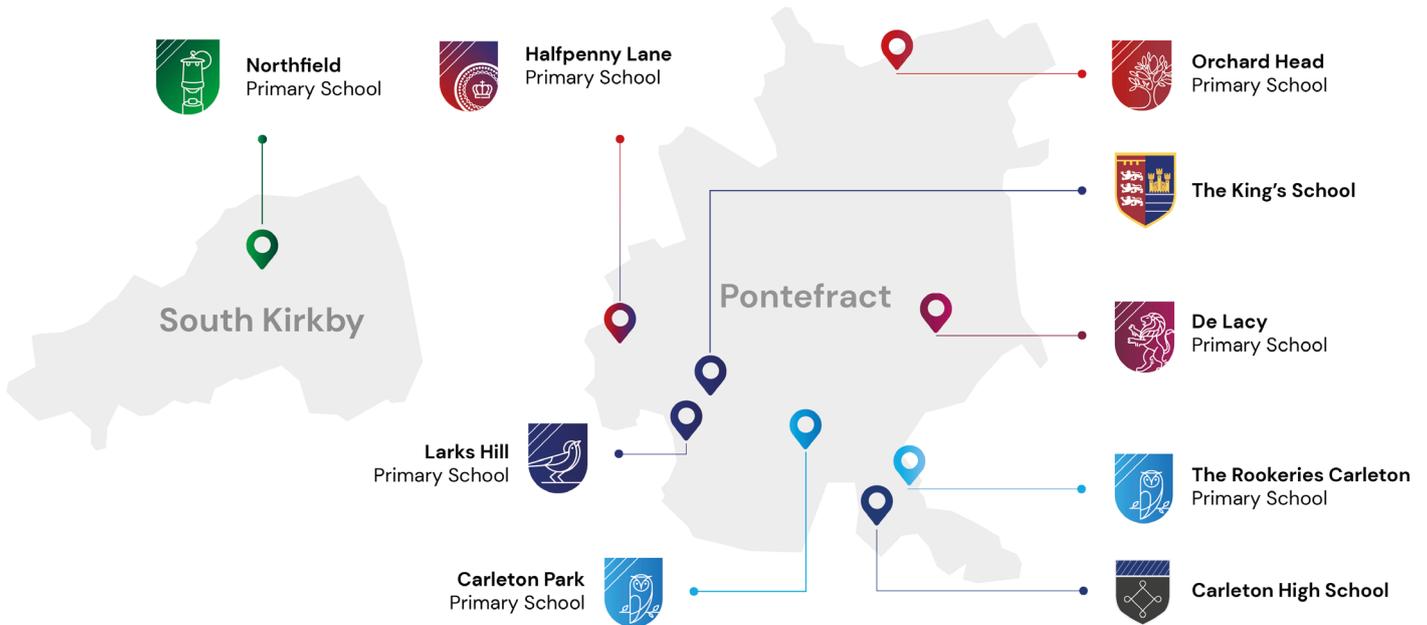
Our schools are run for the benefit of children and young people, not the ease of adults. Their achievement comes first and staff in schools and the central Trust office work to this end.

The Trust aims to keep low priority tasks away from front line teachers and leaders so that they can focus explicitly on our core business of teaching and learning.

# Our Schools.

The Pontefract Academies Trust family includes a range of schools across Pontefract. We provide education from nursery, through primary and secondary.

Each school is individual and responds to the needs of its local community to provide the best possible opportunity for its young people. However, being part of a Multi Academy Trust means each school can benefit from shared resources and systems that allow collaboration for the benefit of our children and young people.



## Trust Merger with **Ark**

We are delighted to share that we will be merging with Ark Schools on 1st September 2026.

This partnership brings together two high-performing trusts to strengthen the support we provide to our children, staff, and communities. It will allow us to retain our Pontefract and South Kirkby family of schools while also benefiting from being part of a larger network. Most importantly, it opens up significant opportunities for collaboration and knowledge-sharing across both trusts.

Ark is recognised as one of the highest achieving education trusts in the country and runs thirty-nine schools across Birmingham, Hastings, London and Portsmouth. Their mission is to ensure that all children have access to a great education and real choices in life, regardless of their background. Ark choose to work where they can make the biggest difference.

For further information about Ark, please visit their [website](#).



# About The King's School.

As a proud member of Pontefract Academies Trust, The King's School is renowned for its strong reputation for educational excellence and consistently achieving strong academic results. Established in 1139, The King's School stands as a beacon of education for nearly nine centuries, offering a premier learning experience to the bright minds of Pontefract and beyond. We take great pride in being more than just a secondary school; we are a caring, high-performing community where students evolve into the best version of themselves, proudly carrying the legacy of The King's School.

With a remarkable history spanning over 850 years, our school is deeply rooted in tradition, but it is the people that make The King's School truly exceptional. Our students, with excellent behaviour and as the best ambassadors one could wish for, are a testament to our commitment to nurturing outstanding individuals. Our dedicated team of teachers and support staff, in collaboration with parents, strives to provide a first-class education, ensuring every student receives the opportunities they deserve.

The King's School is more than just a workplace; it is a great place to work. Our staff is the bedrock of our success—everything we achieve is attributed to their hard work and dedication, and we, therefore, ensure they are well looked after.

No matter your role, if you're a part of our school, your contributions will be genuinely valued. Everything we do at The King's School is based on great relationships, and it is important to us that staff are happy in their work. This means a balance of challenge, support, recognition, and plenty of opportunities for development and career progression.

## Student Values.

### Respect

We treat others how we would like to be treated, showing kindness and good manners. We are honest, demonstrate good morals and do the right thing even when no one is watching.

### Responsibility

We are responsible for the choices we make and believe that taking responsibility for our actions wins the day. We learn from our mistakes, move forward and improve.

### Determination

We believe in ourselves to be the best that we can be and do not give up. At all times we display a 'whatever it takes' attitude; we get on, do it and make it happen.

### Excellence

We value our education and aspire to excellence in everything we do. We have high expectations of ourselves, our work and our behaviour, always committed to pushing ourselves to do our absolute best.





## Introductory message from Marie Senior, Headteacher.

Welcome

Thank you for your interest in joining The King's School community. We are incredibly proud of the journey our school is on and the strong culture we have built together, grounded in our rich history as one of the oldest schools in Yorkshire. We combine this legacy with high aspirations, genuine care, and an unwavering belief that every student can thrive and is remarkable beyond measure.

Our staff are the driving force behind our continued success. Together, we work hard to create a welcoming, ambitious, and inclusive environment where students feel valued, supported, and challenged to achieve their very best. As part of Pontefract Academies Trust, we benefit from being part of a forward-thinking family of schools, united by shared values and a commitment to ensuring that students come first in everything we do.

As Lead Practitioner of Maths, you will play a key part in driving high-quality teaching and learning, supporting and developing colleagues, and ensuring that our curriculum and classroom practice empower every student to succeed. You will be joining a dedicated and talented staff team who take pride in their work, support one another and continuously strive to improve the experience of every young person who walks through our doors.

We are looking for an inspirational practitioner who is proactive, reflective, committed to excellence, and passionate about shaping the highest standards of education. If you share our values and are driven to make a meaningful difference to both students and colleagues, we would be delighted to hear from you.

Thank you once again for considering us. I wish you the very best with your application and look forward to the possibility of welcoming you to our school.

*M. Senior*

Mrs M. Senior  
Headteacher

# Lead Practitioner of Maths.

**Ready to shape the future of Maths? We're looking for an innovative and passionate Lead Practitioner of Maths to drive forward our maths department – leading on pedagogy, coaching colleagues, and supporting strategic development.**

You'll benefit from access to exceptional professional development that will not only support colleagues but will help accelerate your own leadership journey too. With opportunities to train to become Maths Mastery Specialists through the Yorkshire & Humber Maths Hub, and more.

At The King's School, our students are supported by an extensive list of maths enrichment opportunities, from co-curricular clubs to maths challenges, to a Primary Maths Championship, helping them to achieve strong outcomes.

Joining our Maths Department comes with numerous career benefits including:

- A strong and well-established department with a highly effective teaching team.
- Extensive coaching and CPD support from our Trust Director of Maths to help you to develop your practice.
- A fully planned and resourced curriculum, adaptable to meet the needs of our students.
- Engaged and responsive students who achieve strong outcomes in the subject.

We're proud of our Maths Department and what we've built – and now we're looking for someone with the vision and expertise to take us to the next level. This is your opportunity to make a lasting impact at The King's School.

We're seeking an expert Maths practitioner who can raise the quality of teaching across the department and support colleagues to deliver consistently excellent lessons.

You will be a leader who:

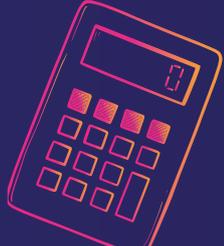
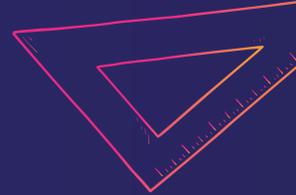
- Improves teaching and learning, modelling strong practice and coaching others to refine their pedagogy.
- Enhances curriculum design, contributing to a coherent, ambitious Maths curriculum for all learners.
- Uses assessment and data effectively to raise attainment, identify gaps and secure strong student progress.
- Sets high expectations, promoting a culture of ambition, professionalism and positive behaviour.
- Collaborates confidently, building strong relationships with colleagues, leaders, partner schools and external agencies.
- Contributes to whole-school improvement, supporting wider initiatives and modelling the school's values.

You will bring strong subject expertise, excellent communication, and the ability to motivate others – while maintaining high standards for yourself, your team and every student.

This is a 1 FTE, permanent contract with a start date of September 2026.



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# Lead Practitioner of Maths

Reporting to:	<b>Director of Maths / Curriculum Leader of Maths</b>
Salary:	<b>Leadership Pay Grade Scale L5 – L10</b>
Term:	<b>Permanent – Full time</b>
School Base:	<b>The King's School</b>

## Job Purpose Summary

- To develop and enhance the teaching practice of others and be accountable for developing elements of the subject / curriculum offer.
- To raise standards or student attainment and achievement within the whole curriculum area.
- To work with the Maths department to be accountable for student progress and development.
- Ensure the provision of an appropriately broad, balanced and relevant curriculum for students studying in the department, in accordance with the aims of the school and the curricular policies.

## Key Responsibilities and Accountabilities

### The post holder will:

- Work with colleagues to formulate aims, objectives and strategic plans for the department which have coherence and relevance to the needs of students and to the aims, objectives and strategic plans of the academy.
- Contribute to the planning function of the department, and to ensure that the planning activities of the department reflect the needs of students within the subject area, AIP and the aims and objectives of the academy.
- Lead departmental and whole school professional development sessions, as directed by the Quality of Education team.
- Act as an Instructional Coach to an identified cohort of teachers.
- Alongside the Curriculum Leader, make appropriate arrangements for classes when staff are absent, ensuring appropriate cover within the department liaising with the Learning Supervisor/relevant staff to secure appropriate cover within the department.
- Establish common standards of practice within the department and develop the effectiveness of teaching and learning in all subject areas within the department.
- Contribute to the school procedures for lesson observation and drop ins.
- Seek/implement improvement where required.
- Ensure that the department's quality procedures meet the requirements of self-evaluation and the School Improvement Plan.
- Produce reports within the quality assurance cycle for the department.
- Liaise with partner academies, higher education, industry, examination boards, awarding bodies and other relevant external bodies.
- Promote actively the development of effective subject links with external agencies.
- Contribute to the personal development curriculum according to school policy.
- Lead the development of appropriate curriculums, resources, schemes of work, feedback policies, assessment and teaching and learning strategies in the department.
- Monitor actively and follow up student progress.
- Implement school policies and procedures, e.g. Equal Opportunities, Health and Safety, etc.
- Liaise with SLT to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme which complements the Academy Improvement Plan and School Evaluation.
- Continue own professional development as agreed with Line Manager.
- Undertake Appraisal Review(s) and to act as appraiser for a group of staff within the designated department.
- Promote teamwork and to motivate staff to ensure effective working relations.
- Ensure the effective operation of quality control systems.
- Implement school quality procedures and to ensure adherence to those within the department.
- Make use of analysis and evaluate performance data provided.
- Identify and take appropriate action on issues arising from data, systems and reports, setting deadlines where necessary and reviewing progress on the action taken.
- Monitor and support the overall progress and development of students within the department.
- Play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage and ensure staff and students to follow this example.

## *Job description continued*

### **Set high expectations which inspire, motivate and challenge all students**

- Establish a safe and stimulating environment for students, rooted in mutual respect.
- Set goals that stretch and challenge students of all backgrounds, abilities and dispositions.
- Demonstrate consistently the positive attitudes, values and behaviour which are expected of all students.
- This role will involve a high level of subject curriculum planning, to ensure the national curriculum entitlement for all students is applied.

### **Promote good progress and outcomes by all students**

- Promote high standards of attainment, progress and outcomes for all students.
- Plan differentiated teaching to build on students' capabilities and prior knowledge.
- Guide students to reflect on the progress they have made and their emerging needs and adapt classroom practice if necessary.
- Demonstrate knowledge and understanding of how students learn and how this impacts on teaching.
- Encourage students to take a responsible and conscientious attitude to their own work and study.

### **Demonstrate good subject and curriculum knowledge**

- Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain students' interests in these subjects and address misunderstandings and misconceptions.
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy, numeracy and oracy including the correct use of standard English, whatever the teacher's specialist subject.
- Plan lessons (in line with minimum expectations) and teach well-structured lessons.
- Impart knowledge and develop understanding through effective use of lesson time.
- Promote a love of learning and children's intellectual curiosity.
- Set and assess homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired.
- Reflect systematically on the effectiveness of lessons and approaches to teaching.
- Contribute to the design and provision of an engaging curriculum.

### **Adapt teaching to respond to the strengths and needs of all students**

- Know when and how to differentiate appropriately, using approaches which enable students to learn more effectively.
- Have a secure understanding of how a range of factors can inhibit students' ability to learn, and implement strategies to overcome these.
- Demonstrate an awareness of the physical, social and intellectual development of students, and know how to adapt teaching and learning to support students' education at different stages of development.
- Have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.
- To plan for, direct and be responsible for the work of additional support personnel within the classroom to ensure that support impacts on the learning of students.

### **Make accurate and productive use of assessment**

- Make accurate and productive use of assessment in line with the expectations of the school.
- Make effective use of a range of assessment for learning techniques to measure progress in lessons.
- Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements.
- Make use of formative and summative assessment to secure students' progress.
- Use relevant data to monitor progress, set targets and plan subsequent lessons.
- Give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback.

### **Manage behaviour effectively to ensure a good and safe learning environment**

- Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the academy, in accordance with the academy's behaviour policy.

## *Job description continued*

- Have high expectations of behaviour and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- Manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them.
- Maintain good relationships with students, exercise appropriate authority and act decisively when necessary.

### **Contribution to whole Academy**

- Leading numeracy across the school.

### **Responsibilities for people (line management)**

- None.

### **Responsibilities for Resources**

- Effective use of materials and resources.

### **Responsibilities for Budgets**

- None.

### **Everyday Development**

- EDD will be balanced between the Trust, personal and school-focused objectives and will be formally agreed with your line - manager at the start of the review period. Ongoing support and monitoring will be provided through regular 1:1s, peer support, and external mentoring or CPD where required.

### **Core responsibilities and duties**

#### **The post holder will:**

- Ensure that you understand and comply with the Trust Health and Safety Policy by following the relevant procedures that are in place;
- Read, uphold and promote the safety and well-being of students as set out in the Trust safeguarding procedures;
- Promote high standards of personal professional conduct in accordance with the Trust Employee Code of Conduct;
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, data protection and confidentiality, reporting all concerns to an appropriate person;
- Be aware of and support difference and ensure equal opportunities for all;
- Contribute to the overall vision and values of the Trust;
- Appreciate and support the role of other professionals;
- Work effectively as part of team;
- Attend relevant meetings, as required;
- Participate in training and other learning activities and performance development as required;
- Treat all users of the school with courtesy and consideration;
- Present a positive personal image, contributing to a welcoming school environment which supports equal opportunities for all;
- Be proactive in seeking appropriate advice and guidance where required;
- Flexible and willing to work between different sites as required.

**The duties and responsibilities highlighted in this Job Specification are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and scope of the post and the grade has been established on this basis.**

# Person Specification.

No.	Categories	Essential or Desirable	Assessed by	
			Application Form	Interview or Task
1.	4 or more GCSE's, including English and Maths, at Grade C/4 or higher. (Or equivalent)	E	✓	
2.	Education to degree level or equivalent.	E	✓	
3.	Qualified teacher status.	E	✓	
4.	An excellent track record of recent, relevant professional development.	D	✓	✓
<b>Experience</b>				
5.	Experience working with children of relevant age.	E	✓	✓
6.	Experience of raising standards and performance of young people.	E	✓	✓
7.	Experience of effective teaching and performance within the curriculum area.	E	✓	✓
8.	Experience of developing staff practice and performance, e.g. through work with ITTs or ECTS.	D	✓	✓
<b>Abilities, Skills and Knowledge</b>				
9.	Able to deliver effective maths teaching and act as a role model within the department.	E	✓	✓
10.	Able to initiate, lead and manage change programmes.	D	✓	✓
11.	Able to effectively prioritise, plan and organise.	E	✓	✓
12.	Set high standards and provide a role model for students and staff.	E	✓	✓
13.	Able to relate well to children and adults.	E	✓	✓
14.	Able to work effectively as part of a team, understanding roles and responsibilities of others and your own position within these.	E	✓	✓
15.	Able to organise self and work to tight deadlines with minimum supervision.	E	✓	✓
16.	Know the principles and characteristics of effective maths delivery.	E	✓	✓
17.	Know the principles and characteristics of effective maths curriculum design and improvement, with reference to the mastery approach.	D	✓	✓
18.	Ability to communicate effectively and clearly to a range of stakeholders.	E	✓	✓
19.	Ability to show empathy and sensitivity with pupils and parents depending on home circumstances.	E	✓	✓
20.	Experience of a coaching model to develop skills and practices.	E	✓	✓
21.	Accuracy and attention to detail.	E	✓	✓
22.	Able to be proactive and act on own initiative.	E	✓	✓
<b>Personal Qualities</b>				
23.	Excellent role model for young people and staff.	E	✓	✓
24.	Resilience and high personal standards.	E	✓	✓
25.	Establish and maintain strong relationships with colleagues, including those outside your immediate team.	E	✓	✓
26.	Flexibility with a willingness to support and contribute to school/Trust events, as required.	E	✓	✓
27.	A commitment to inclusive education.	E	✓	✓
28.	High expectations for self and others and a strong commitment to raising achievement.	E	✓	✓

# Employee Benefits.

We're passionate about employee benefits at Pontefract Academies Trust, offering the following as standard to all:



Exciting career and leadership pathways supported by outstanding CPD opportunities.



Everyday Development (EDD) Framework: A simple, personal and flexible goal-based approach to continuous learning, career growth and wellbeing.



For the 2025/26 academic year, we will be providing staff with **three Everyday Development (EDD) Days**. These development days will offer you self-directed time away from the workplace to recharge and reflect on your personal and career goals.



Energise and Engage Weeks throughout the year, where no meetings take place. These dedicated weeks prioritise personal professional development, support work-life balance, and allow for an early finish on designated days.



Generous employer pension (Teachers Pension).



Laptop.



Fantastic family friendly policies with a focus on employee work/life balance.



Cycle to work scheme.



Blue Light card.



Discounted gym membership.



Free eyecare via Specsavers.



Childcare vouchers.



Employee wellbeing programme (including physiotherapy, personal or professional concerns on legal, health, finance, wellbeing, and other matters).



Discounts at numerous retailers including O2.



Free flu vaccinations.

# Next Steps.

## Coffee chats, school visits and further information

We are hosting virtual coffee chats for prospective candidates to meet Mrs Marie Senior, Headteacher, and ask any questions you may have about the role or our school. To book a timeslot, please [click here](#).

Potential candidates are encouraged and very welcome to visit our school. This is a great opportunity to explore our facilities, meet our dedicated staff, and get a feel for the vibrant community we have built here. We look forward to welcoming you and answering any questions you may have. Please contact us at [recruitment@kings.patrust.org.uk](mailto:recruitment@kings.patrust.org.uk) or call 01977 601701 to arrange this.

If you are unable to attend a virtual coffee chat or a school visit, but would still like to discuss the role, please contact us at [recruitment@kings.patrust.org.uk](mailto:recruitment@kings.patrust.org.uk) and we will be happy to help.

## Application Process

- Please complete an application form via our website: <https://www.pontefractacademiestrust.org.uk/>
- Complete the examinations results form (via our website) that is required for this role.
- Attach the document in the 'Additional Information & Documents' section of your application within SamPeople Recruit.

## Key Dates

Closing date: **Monday 23rd February 2026**

Interview date: **TBC**

Start date: **September 2026**

## Important Links

[Pontefract Academies Trust Website](#)

[Trust Strategic Plan 2025 to 2028](#)

[The King's School website](#)

## Further Information

Email: [recruitment@kings.patrust.org.uk](mailto:recruitment@kings.patrust.org.uk)

Tel: 01977 601701

**We look forward to hearing from you.**



## Pontefract Academies Trust

The Barracks Business Centre,  
Wakefield Road Pontefract,  
WF8 4HH.

Tel: 01977 232146

Email: [adminsupport@patrust.org.uk](mailto:adminsupport@patrust.org.uk)

 @PontefractAT

 Pontefract Academies Trust

Registered Company: 08445158

The Pontefract Academies Trust are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to DBS checks along with other relevant pre-employment checks (including online checks).