

## Mathematics at Haberdashers' Adams

The Mathematics Department at **Haberdashers' Adams** is a dynamic, forward thinking, and high achieving team, firmly aligned with the school's ethos. We are committed to fostering intellectual curiosity, mathematical confidence, and a love of learning in every student, whether they join us as enthusiastic early learners or ambitious Sixth Form mathematicians preparing for university-level study.

Our students are aspirational, articulate, and eager to learn—an absolute pleasure to teach. Many are highly motivated to pursue careers with significant mathematical content for example in finance, computing and engineering. An increasing number progress into STEM-related degrees and degree apprenticeships.

### Teaching and Facilities

The department is housed in a modern, well equipped teaching block opened in June 2021, providing an excellent environment for both collaborative and independent learning. Mathematics is taught by a large team of specialist teachers who bring a depth of expertise, passion, and creativity to the curriculum. In Years 7 and 8, students are taught in mixed-ability groups, with modest ability grouping introduced from Years 9 to 11. Students are entered for the Higher Tier Linear GCSE (Pearson), reflecting the high expectations and strong outcomes that characterise the department.

### Professional Development and Collaboration

The Mathematics Department is a highly collaborative and supportive team, united by a commitment to continual professional growth. We actively share teaching strategies, resources, and pedagogical insights, always seeking to refine our practice and improve the learning experience for every student. Guided by the philosophy of striving to be “1% better” in everything we do, we embrace reflection, innovation, and professional development as central to our ethos, ensuring that both staff and students benefit from a culture of excellence and continual improvement.

### GCSE and A Level Achievement

Mathematics is one of the school's most successful subjects, with consistently excellent GCSE outcomes and a large proportion of students attaining the highest grades. At A level, mathematics is the most popular subject in the Sixth Form: around 140 students study A level or AS Mathematics or Further Mathematics each year. We typically offer five A-level Mathematics classes, one AS Mathematics class, along with AS Further Mathematics and A-level Further Mathematics groups, allowing us to meet the needs of a wide range of learners—including significant numbers aspiring to the most competitive university courses. Many of our Sixth Form mathematicians progress to study mathematically demanding disciplines at top universities, including Oxbridge and Russell Group institutions.

### Extra-Curricular Enrichment

A rich programme of enrichment opportunities is central to the department's ethos. With an open door culture, students are regularly encouraged to seek help or extension beyond lessons—whether through teacher support, peer mentoring sessions, or informal drop-in times.

We enter all pupils for the Junior, Intermediate, and Senior Maths Challenges, with regular successes in follow-on rounds. Further Mathematicians in Year 12 also take part in the Senior Challenge, and selected students compete in the Mathematical Olympiad for Girls. Teams from Years 8–13 represent the school in national Team Mathematics competitions, and we organise a wide range of mathematically enriching experiences, including university residentials, Maths Inspiration lectures, and problem-solving events.

The department also contributes significantly to the wider school community by running House Mathematics, mentoring between older and young students, and a thriving, highly successful Chess club. We welcome colleagues who wish to play an active role in shaping and delivering this rich cocurricular provision.

### **Supporting All Learners**

Although Haberdashers' Adams is a selective school, our mathematics students represent a broad spectrum of attainment. Our most able pupils perform within the top 1–2% nationally, whilst a small number require support to achieve a grade 5 or 6 at GCSE. As a result, adaptive practice, high quality explanations, direct instruction and diagnostic assessment—including thoughtful use of IT—are central to our practice.

Above all, we aim to ensure that every student enjoys mathematics, feels appropriately challenged, and looks forward to their lessons. By nurturing confidence and curiosity, we strive to help all our learners experience the satisfaction, beauty, and power of mathematical thinking.

## Specific Post Job Description

|                        |                        |
|------------------------|------------------------|
| <b>Position:</b>       | Teacher of mathematics |
| <b>Accountable to:</b> | Head of mathematics    |
| <b>Length:</b>         | Permanent Full time    |
| <b>Salary:</b>         | MPS/UPS                |

### Principle responsibilities and duties

All teachers are subject to the "School Teachers' Pay and Conditions Document". This Job Description should be read in conjunction with that document and the threshold standards, along with the generic main scale teacher job description. Job Descriptions are subject to annual review and specific responsibilities will change to take account of the School Development Plan and the professional development of staff.

All teachers promote the school ethos, the health, safety and wellbeing of all pupils and contribute to continuous school improvement.

### Person Specification for mathematics teacher

#### Essential

##### Qualifications

- Be a high quality graduate in mathematics or a relevant subject field that enables specialist teaching to A-level
- Teaching qualification with QTS

##### Experience and Expertise

- Teaching of KS3 and GCSE mathematics
- Teaching of A-level mathematics
- Ability to use student and class data in target setting, tracking and monitoring progress and performance

#### Desirable

- Ability to teach A-level further mathematics
- Successful experience in teaching GCSE and A-level to highly academic students
- Form Tutor experience

### Person Specification for teaching staff at Haberdashers' Adams

#### Interpersonal Attributes

- Able to build relationships quickly, with humility and empathy, whilst showing respect to others – students, parents, and colleagues – to get the best out of them
- Positive, optimistic, caring, kind and approachable
- Willing to be fully immersed in the life of a busy and successful school
- Strongly support the Core Purpose, Values and Vision of the school
- A positive, "can-do" attitude
- The willingness to help others

#### Communication and Interaction

- Able to communicate clearly and accurately both orally and in writing
- Able to listen, embrace constructive feedback and respond appropriately
- Flexible to adapt your style in different situations
- Strong and confident ICT skills for teaching and related activities
- Contribute as a great team player to your department, house and school

#### Planning and Organising

- Manage daily responsibilities and priorities effectively
- Work efficiently and effectively to meet deadlines and deliver the outcomes of the role successfully

- Design, produce, share and analyse high quality learning schemes and resources

**Knowledge**

- Good honours degree and/or relevant high-level expertise
- A real interest in educational issues, approaches, and alternatives; keeping up with the latest educational and subject developments

**Leadership Skills**

- Proactive and confident, yet humble and considered
- The ability to inspire and motivate others
- Make informed decisions on a daily basis
- Ensure high professional standards including student progress of all groups of students
- The ability to spot issues before they take effect, seeking out proactive solutions

**Problem Solving**

- Enjoy facing new challenges
- Find, propose, and lead solutions
- Use resources, intellect, creativity, and innovation to be successful

**Resilience**

- Hungry for a challenge
- Have patience and endless energy to persevere through the challenging moments
- Tenacious and versatile
- Maintain a positive mind-set, influencing others to do the same

**Self-evaluation**

- Be aware of your strengths and weaknesses
- Strong desire to learn and develop so that you can be even better
- Able to share and support others

We are interested in all these attributes for colleagues joining Haberdashers' Adams but appreciate that some will be areas that you have a desire to develop and grow with our support once you are here.

A sense of realism and humour are really important.

This job description and person specification reflects the current requirements of the post. As duties and responsibilities change and develop due to changes in organisational and other circumstances, so the actual duties and responsibilities will vary from the particulars of this job description. Job descriptions will be updated or amended from time to time to reflect such changes.