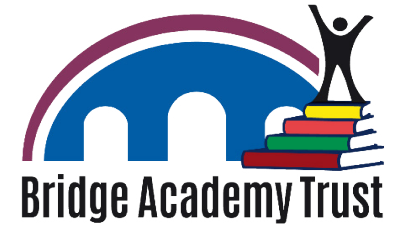


Trust Director of Maths

Candidate Pack



Start Date: **September 2025**





Welcome letter from our CEO

Welcome to Bridge Academy Trust. We are excited to offer a new and strategic role as part of our School Improvement Team to drive improved provision and outcomes in maths across our trust.

At Bridge Academy Trust we aim to appoint and develop professionals who have high expectations, are highly motivated and wish to work collaboratively with others to ensure our children have the best possible provision.

In return the successful candidate will be part of a forward-thinking, collegiate and collaborative trust where first and foremost, each school is a place of high-quality learning, where young people ENJOY, ENRICH, ACHIEVE & ASPIRE.

Our core purpose at Bridge Academy Trust is to provide high quality continuity of every child's journey through education from 3 to 19, with a strong sense of 'community' and school-led school improvement approach, with a long-term sustainable strategy.

We recognise that our staff are a precious resource, and we are committed to excellence and ensure our staff are supported individually and collectively, building strong partnerships, to help us to achieve our aims and goals.

Mark Farmer
CEO

About us

Here at Bridge Academy Trust, we are dedicated to bringing about significant improvement to the life chances of our children. We want them to be safe, happy, well-educated and rounded young people who are active citizens and are fully prepared for the world beyond school; not just to cope with the world they will be part of, but to shape it. Our commitment to achieving these goals for our children begins with the work of our amazing school leaders, teachers, support staff, trustees and governors. It is our collective responsibility to develop schools capable of delivering truly world-class education in the 21st Century. This is why we are fully committed to supporting and developing every member of staff to be the best that they can be.

It is the responsibility of the Bridge Executive Board working with and alongside school leaders, central staff and all school staff to deliver this strategy and to bring it to fruition. The Board of Trustees and Bridge Executive Board will receive regular information and feedback from staff at all levels to reflect and to monitor the impact of this strategy. We are here to inspire, empower and educate. We are here with the knowledge, guidance and resources to enable you to become the best you can be. Welcome to your Bridge Academy Trust journey.



Join us and be part of our Trust

Bridge Academy Trust wants schools to work with each other in localities for the benefit of the local children and communities.

High quality continuity of every child's journey through education
High quality and effective transition work between key stages and school transfers, ensures that children are 'ready', academically, socially and emotionally for the next stage of their learning journey.

A community and school-led school improvement system

All children and adults are positive citizens within the areas they live and the school it serves.

- **ENJOY** coming to school and learning experiences available to them.
- Are **ENRICHED** with a wealth of opportunities inside and outside of lessons and the curriculum, so that all talents are identified and nurtured.
- **ACHIEVE** high standards:
 - academically, in terms of examination results.
 - personally, through their respect for others and their environment.
 - socially, through their contribution to the life of the school and wider community.
- **ASPIRE** to be the best they can be.



Acorn Academy



Chipping Ongar Primary School



High Ongar Primary School



Mildmay Primary School



Moulsham High School



Notley High School & Braintree Sixth Form



Oaklands Infant School



Ongar Primary School



Richard de Clare Community Academy



The Ongar Academy



The Ramsey Academy

Our People Strategy

Bridge Academy Trust wants schools to work with each other in localities for the benefit of the local children and communities.

We aim to transform teaching, leading, and learning to fulfil our commitment to giving our children, young people and our communities, the high-quality education they deserve. Each facet of our improvement strategy recognises the need for schools and the wider MAT to recruit, nurture, grow and plan for the succession of a high-quality workforce.



We recognise the development (support and challenge) of leadership at all levels as the key to sustainable school improvement and this is evident in our ongoing financial and resource planning. Frequent and regular time with core improvement team members provides our school leaders and those with leadership responsibility with mentoring, coaching and additional capacity to drive school improvement day to day and over time. There is a shared understanding that school leaders will then work with us to similarly develop staff within their schools, creating a high-quality, committed workforce across our trust.



Job Description

Job Title: Trust Director of Maths

Full-time: This role will be split between being based in one school (eg; 0.3), and across the trust in all secondary schools (eg; 0.7). Part-time of 0.8 would be considered.

Accountable to: CEO; Director of Secondary Education.

This is a new, exciting role, with the opportunity to work centrally for the trust across all secondary schools. You will work alongside the CEO and Director of Secondary Education, supporting our secondary schools and leaders with best practice, quality assurance and development.

This role represents a fantastic platform for further promotion.

Roles And Responsibilities:

- Joint accountability, alongside Heads of Faculty, for subject performance, improvement attainment and progress in maths.
- Support with and deliver of intervention programmes across trust schools to support them in achieve stretching targets for student outcomes.
- Leading the analysis of performance data to ensure that students are appropriately targeted for support and there is consistency of subject quality and delivery throughout the trust.
- Overseeing and implementing, across the trust, the development of strategies to secure outstanding provision in the teaching of maths.
- Line Management of the trust's Maths Excellence Lead.
- Designing curriculum plans appropriate to curricular and exam board requirements.
- Developing programmes of learning, resources, teaching and learning strategies.
- Promoting and being committed to securing high expectations for learning and the raising of achievement within our schools.
- Participating in the planning and delivery of focused in-service training.
- Developing action planning based on the need of individual faculties.
- Meeting regularly with Heads of Department to discuss student progress, using KPIs to identify key areas of focus and support.
- Meeting regularly with key trust staff to share good practice and review key strategies for support and intervention.
- Raising student aspirations at all levels.
- Leading the Heads of Faculty as a model of outstanding teaching.
- Observing and feeding back on the teaching of colleagues experiencing difficulties.
- Identifying educational research to enhance existing practices.
- Acting as a mentor to Heads of Faculty to support them in developing their teams and within their own professional development.



Job Description continued

The postholder will also:

- Have a teaching commitment in one of our schools (allocation tbc).
- Produce reports for the Director of Secondary Education, CEO and trustees as required.
- Always Be an advocate for the Bridge Academy Trust, supporting and liaising with trust schools and staff as appropriate.

NOTE:

All staff at Bridge Academy Trust are expected to:

- Participate in the performance and development review processes, taking personal responsibility for identification of learning, development and training opportunities in discussion with their line manager;
- Comply with individual responsibilities, in accordance with the role, for health and safety in the workplace;
- Ensure that all duties and services provided are in accordance with the school's Equal Opportunities Policy.

The duties above are neither exclusive nor exhaustive and the post holder may be required by the CEO/Director of Secondary Education to carry out appropriate duties within the context of the job, skills and grade.

The trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Person Specification : Trust Director of Maths

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status. • Educated to degree level. • Evidence of ongoing professional 	<ul style="list-style-type: none"> • NPQSL or equivalent • NPQLTD
Experience	<ul style="list-style-type: none"> • Successful experience of teaching maths up to and including A level. • Successful leadership/management experience of a maths faculty. • Experience of being accountable for the academic outcomes (progress and attainment) of students at KS4 and KS5 in maths. 	<ul style="list-style-type: none"> • Successful experience of leading a whole school initiative to improve academic outcomes (progress and attainment) at KS4 and/or KS5.
Knowledge and Skills	<ul style="list-style-type: none"> • Knowledge of how the quality of education is judged in the current Ofsted framework • A good, up-to-date working knowledge and understanding of a range of teaching and learning strategies and how to use them in maths, including how to adapt learning to provide opportunities for all learners to achieve their potential. • Knowledge of effective technologies to support teaching and learning in maths. • An understanding of what outstanding teaching and learning looks like in maths. • The ability to analyse internal and external data to identify underperformance at KS4 and KS5. • Research based knowledge of the intervention strategies which are most effective in improving student progress in maths at KS4 and KS5. • The ability to monitor the impact of intervention strategies in maths at KS4 and KS5 effectively. • The ability to produce short/medium and long term curriculum plans which are coherently sequenced and enable all students (including PPG and SEND) to make good progress. 	

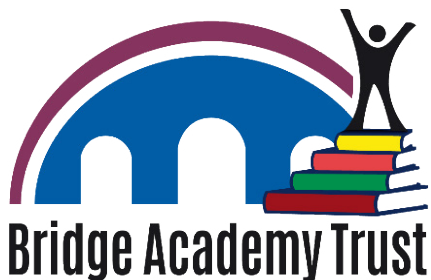
	Essential	Desirable
Knowledge and Skills (cont.)	<ul style="list-style-type: none"> • The ability to hold others to account and manage difficult conversations. • An understanding of inclusion, equalities and diversity and the ability to implement these effectively within the role. • The ability to communicate clearly and effectively in writing and verbally to a variety of audiences. • Ability to develop effective relationships with students and staff. • High level pro-active and creative thinking to anticipate issues, address problems and pursue opportunities. 	
Personal	<ul style="list-style-type: none"> • A commitment to continuing personal development. • Readiness to seek and respond to advice and guidance. 	<ul style="list-style-type: none"> • A willingness to work outside the normal working week, including during school closure periods, if required.
General	<ul style="list-style-type: none"> • Good attendance and punctuality record. • Professional dress. 	

How to apply:

If you wish to discover more about this exciting opportunity or would like to have an informal discussion, please contact Julia Mead (Director of Secondary Education) at jmead@moulshamhigh.org /01245 260101 or Mark Farmer (CEO) at farmerm@bridgeacademytrust.org /01245 202937.

Closing date: **Thursday 20th March, at midday**

Interview date: **Friday 28th March**



Bridge Academy Trust
Community Building
Brian Close
Chelmsford
Essex
CM2 9DZ

ENJOY

ENRICH

ACHIEVE

ASPIRE