

A young boy with dark hair, wearing a dark blue polo shirt, is smiling broadly at the camera. He is sitting at a desk in a classroom, with an open notebook and a pen in front of him. In the background, other students are blurred, and a teacher is visible standing near a doorway. The overall atmosphere is bright and positive.

Stephen Perse

Foundation

# Head of Mathematics (Years 1-6) JD & PS

[stephenperse.com/currentvacancies](https://stephenperse.com/currentvacancies)

# History of Stephen Perse

The Perse Girls School, founded in 1881, evolved into the Stephen Perse Foundation in 2007, and first admitted boys to its Senior School in 2017. Stephen Perse has grown over recent years, adding a co-educational sixth form to its highly successful Senior School in 2008, and four nurseries and early years settings (three in Cambridge and one at Dame Bradbury's in Saffron Walden) between 2010 and 2021. Stephen Perse has been fully co-educational in all settings since 2017 and now comprises four nurseries, two junior schools, a senior school and sixth form.

Predominantly a day school, there are currently 60 (mainly sixth form) boarders. As well as its reputation for academic excellence, Stephen Perse is renowned for an innovative approach to education, and a focus on preparing students for the future.





## Our Mission Statement

At Stephen Perse, our mission is to educate and inspire the contributors to tomorrow's world: intelligent young people with the creativity, compassion, confidence and conviction to question, evaluate and improve society.

## Our Vision Statement

To deliver this mission, our vision is to create and sustain an outstanding educational environment that:

- Fosters modern scholarship through exceptional teaching and a dynamic, flexible and rigorous academic curriculum.
- Provides outstanding breadth of opportunity and quality of experience through a rich and varied co-curriculum.
- Nurtures and celebrates individuality, wellbeing, personal development, and contribution to the growth of others, through superb pastoral care, social and emotional education, and learning support.
- Champions and models equality, diversity and inclusivity, and social and environmental responsibility with a global outlook.

## Our Values Statement

With excellence and creativity in teaching and learning at the core of each of our schools and nurseries, we value the positive difference our students can make in the world through:

- Scholarship and the advancement of knowledge and understanding.
- Kindness, courtesy, inclusivity and collaboration.
- Diligence, independence and self-reliance.
- Humility, reflectiveness and the pursuit of self-improvement.
- Character, individuality, wellbeing and confidence.
- Conserving the environment and living sustainably.

*Welcome from the Principal*

## Richard Girvan

Stephen Perse is a leader in modern independent education, superbly well placed, both to meet the challenges, and to seize the opportunities, presented by its future.



Any school, indeed, any group of schools, is only as strong as its people. Stephen Perse boasts exceptional people across all of its schools and nurseries, and invests in their recruitment, development and empowerment to ensure our pupils benefit from excellent role models, outstanding support and exceptional teaching. As Principal, I consider this investment in our people to be of utmost importance.

At Stephen Perse, all are united in embracing the modern world and in seeking to help our pupils to find and take their place in it, as confident, socially responsible adults. We seek to attract people who are inspired by this challenge, people who share our values, people who are passionate about our collective vision of developing the change-makers of the future.

**Richard Girvan**

*Principal*

# Head of Mathematics (Years 1-6) JD & PS

## Responsible to: Head of School

**Location: Dame Bradbury's Junior School, Saffron Walden**

### Your role as a leader

We are seeking a dynamic and inspirational leader to become our next Head of Mathematics. This is a pivotal role, offering the opportunity to shape the mathematical journey of all of our students and foster a culture of enthusiasm and achievement within the department. We want someone who not only excels in the subject but also has a passion for igniting that same passion in others, inspiring our teachers to offer outstanding teaching and learning in this core curriculum subject.

### Your Role as a Teacher

At Stephen Perse everyone is a learner. While our pupils enjoy the benefits of a creative and innovative learning environment, our teachers strive to inspire and engage through using a wide range of pedagogical approaches.

We want every teacher to offer the very best in teaching and learning to our students and this will inevitably, and perhaps even increasingly, involve the digital world. We are iPad 1-to-1 from 11 to 18 and our Junior Schools use class sets.

We are a leader in the use of digital technology within the classroom and are one of only 11 schools in the UK to be an Apple Distinguished Schools. This helps us to support our teachers and learners to have an appropriate use of these technologies.

We don't need you to be a fluent or confident user of technology before you start working with us, but we will want you to have an agile and ambitious mindset that is open to adopting new techniques. Training and support are offered on a regular basis as part of formal and informal CPD and is focused on student learning.

### Main Responsibilities in Years 1-6

#### Set high expectations for yourself and your department which inspire, motivate and challenge pupils

- Promote excellence in teaching and learning to ensure all pupils at the earliest opportunity develop their potential in maths.
- Plan and teach well-structured maths lessons to meet the requirements of the timetable.

- Adapt teaching to respond to the strengths and needs of all pupils through clearly differentiated planning and lessons.
- Demonstrate a passion for, and in-depth knowledge of, the subject.
- Teach consistently high quality, well-resourced, maths lessons as a model to other staff face-to-face and using digital platforms or resources.
- Challenge and inspire those higher attaining mathematicians by pushing them higher and further whilst ensuring opportunity and excellence for all abilities through differentiation, opportunity and experiences that engage and promote a love for the subject.

#### Leading and managing staff

- Work with the Assistant Heads, Inclusion and Academic to develop and improve the standard of teaching learning and achievement across all areas of maths.
- Demonstrate an enthusiasm for the subject which motivates, inspires and

supports other subject staff and encourages a shared understanding of the contribution the subject can make to all aspects of pupils' lives.

- Evaluate practice including planning to meet the needs of all individuals; and develop an acceptance of accountability across the staff body through thorough monitoring and feedback utilising information to define future CPD and training needs.
- Develop and maintain an up-to-date knowledge and understanding of the areas of teaching and pupil support for which you are responsible: and oversee the review, implementation and dissemination of best practice.
- Effectively review staff as required by the school policy, and use this process to develop the personal and professional effectiveness of the staff through recognising success and empowering others in the team to contribute to pupils' success.
- Manage and review overviews of the maths curriculum, planning, teaching and learning that meet the requirements of the year group and ability of the pupils through work scrutiny (including moderation), planning scrutiny, peer modelling, individual support, observations, learning walks and the leadership of CPD.
- Ensure that the development of

maths skills are supported effectively by teaching and learning assistants (TLAs) liaising with the Deputy Head to ensure they are effectively deployed to impact on developing skills within lessons and at other appropriate times.

- Develop a bespoke maths curriculum to engage, include and inspire the children utilising the best teaching methods, resources and tailoring these to the needs of the children to ensure there is a high ceiling to their achievements.

### **Development of a curriculum that is relevant to all pupils, inspiring and aspirational**

- Develop and maintain an up-to-date, dynamic and relevant progression of skills for maths and ensure planning and delivery reflect this for the breadth of the maths curriculum.
- Develop and maintain an up-to-date knowledge and understanding of the areas of teaching and pupil support for which the post-holder is responsible: and oversee the review, implementation and dissemination of best practice.
- Take responsibility for the development and ongoing review of mental maths and reasoning.
- Lead and develop the teaching of maths in liaison with staff who teach

maths.

- Develop maths teaching and learning with regard to the Stephen Perse curriculum wheel and learning styles including the Thinking Toolkit.
- Additionally promote a love for all aspects of maths through inspirational speakers and visitors.
- Utilise technology within lessons and be pragmatic in utilising facilities, resources and opportunities to take maths outside of the classroom through events, opportunities and trips to link with learning where possible.

### **Responsibility for pupil achievement and progress including assessment and reporting**

- Make accurate and productive use of assessment including the analysis and feedback of maths standardised data with a focus on pupil progress and areas for individual, class and curriculum development.
- Use data effectively to identify pupils who are underachieving in the subject and, where necessary, oversee the creation and implementation of effective plans of action to support those pupils; analyse and interpret relevant national, local and school data, plus research and inspection evidence, to inform policies, practises, expectations, targets and teaching methods.

- Working with the Assistant Head Inclusion, staff and inclusion TLAs, support the ways in which staff can address individual pupil needs as part of inclusion, diversity and equality.
- Support the Assistant Head Inclusion to develop, improve and inspire teaching staff and TLAs to support children of all needs and abilities.
- Plan, lead, manage and review the process of informal assessments of maths, ensuring that it is rigorous and consistent across and within year groups.
- Review data and comments within iSams and for reporting to parents to ensure high quality and consistency in accordance with the wider expectations of the School.

### **Working as part of a wider team including supporting transition**

- Communicate and engage effectively with pupils, staff, senior leaders, and the Head of Maths at the parallel Junior School, and with the Senior School Head of Maths.
- Liaise with Senior School maths and EYFS curriculum leaders to support and promote effective transition and progression.
- Work alongside the Assistant Head Academic to report and share data with wider stakeholders like Governors,

Senior Leaders as part of the wider links within the Stephen Perse Community.

### **Parental engagement**

- Provide advice and guidance to parents as required and appropriate through curriculum events.
- Offer parent workshops for key areas like calculation, reasoning and home support as required.
- Communicate with parents about the maths curriculum via our social media feeds, news pages: and via the website through curriculum maps.

### **Effective planning and maintenance of department budgets and resourcing to support teaching and learning**

- Manage a budget for maths on site which ensures that it meets the needs of the department priorities.
- With the accounts/IT department, ensure that budget expenditure is accurately tracked and recorded.
- Oversee, and evaluate the effectiveness of, subject-specific resources and online subscriptions.
- Ensure that appropriate subject-specific resources are available, and help to upskill staff to develop their own resources and to disseminate them as appropriate.

### **Wider responsibilities**

- Be an active and supportive member of the school and wider middle leadership team.
- Support open days and admissions days when required.
- Play an active role in our co-curricular and enrichment programmes.
- Support our Events, trips and visits across the age groups.
- Support a form or class role as needed as part of the Dame Bradbury's Teaching team.
- Display passion and drive for the teaching and subject of maths; for example, through clubs, assemblies and whole school events.
- Fulfil all of the responsibilities and duties required by the Stephen Perse policies on teaching and learning.
- Meet all the standards set out in the [DfE Teachers' Standards](#).

### **General responsibilities**

- Act as an excellent ambassador for Stephen Perse at all times.
- Build and maintain good working relationships with all Stephen Perse colleagues.
- Assist as necessary in other Stephen Perse areas at peak times.
- Work at all times towards the aims

and goals of Stephen Perse and any individual objectives and targets you may have agreed.

- Proactively identify areas for improvements within Stephen Perse.
- Actively promote the Stephen Perse Equal Opportunities Policy, encouraging staff awareness and participation in all areas.
- Act in accordance with the Data Protection principles at all times.
- Adhere at all times to Stephen Perse operational and employment policies and procedures.
- Take care of your own health and safety and that of people who may be affected by what you do (or do not do).
- Cooperate with others on health and safety, and not interfere with, or misuse, anything provided for your health, safety or welfare.
- Follow the training you have received when using any work items Stephen Perse has provided.
- Adhere to the Stephen Perse Privacy Notice and ensure private and confidential data is kept secure and disposed of in the appropriate manner.

This job description is not necessarily comprehensive and the position holder will be required to carry out such other duties as may reasonably be required within the general scope and level of the post.

## Safeguarding and welfare of children

The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact, will be to adhere to and ensure compliance with the Stephen Perse Safeguarding and Child Protection Policy statement at all times. If, in the course of carrying out the duties of the post, the role-holder becomes aware of any actual or potential risks to the safety or welfare of children in the School, s/he must report any concerns

to the School's Designated Person or the Stephen Perse Designated Safeguarding Lead. All employees of Stephen Perse adhere to the Safer Working Practices guidance and all teaching staff are required to adhere to the Teaching Standards which can be **found on the government website.**

# Person Specification

	Essential	Desirable	Assessment Method
<b>Qualifications</b>	Strong honours degree	A maths related degree  A PGCE qualification/QTS	Application Form  Production of the Applicant's certificates at interview
<b>Knowledge &amp; Experience</b>	Experience of teaching maths to a high level	Experience of leading a subject  Experience of maths above KS2	Application Form
<b>Skills &amp; Aptitudes</b>	Excellent verbal, written communication and presentation skills  Excellent organisation skills  Able to work effectively as part of a team and be part of wider school events  Proficient in the use of educational and administrative technology  Able to take the initiative and work proactively  Able to work through others and delegate effectively  Able to work effectively under pressure  Due to our statutory obligations in respect of safeguarding, the ability to read, understand and communicate in English to a sufficient standard to understand these obligations is required	An ability to possibly teach computing as well  Keen interest in sport or using technology	Interview
<b>Personal Attributes</b>	Professionalism and integrity  Dedication and enthusiasm  Energy and resilience  Strategic thinker and planner  Approachable and supportive		Interview

## Terms and conditions

All appointments for Stephen Perse are subject to satisfactory reference and disclosure and barring service (DBS) checks, suitability to work with children checks, online checks, proof of identity and eligibility to work in the UK, completion of a medical questionnaire and proof of qualifications.

## Hours of work

Full-time.

## Salary

The successful candidate will be remunerated at the appropriate point on Stephen Perse teaching scale, which is in excess of the state sector teaching scale.



## Benefits

- Contributory pension scheme - Aviva Pensions Trust for Independent Schools (APTIS).
- Salary sacrifice tech and cycle to work schemes.
- Life assurance scheme.
- Rail season ticket loan/discount on train travel on Greater Anglia rail services.
- Free lunch and refreshments provided.
- A loan of an iPad, for use whilst employed at the school.
- Annual flu immunisation.
- Parking available at Dame Bradbury's school.
- Many of the sites offer covered bike parking.
- Free access to the Cambridge University Botanic Garden.
- Access to private health and dental plan subscriptions.
- A staff discount on School Fees of 50% (pro rata for part time and term time) should staff have a child at any school (from Reception to Year 13) within Stephen Perse (from September 2025).

*Please note, all benefits are under periodic review and subject to change.*

## Privacy Notice

Please see our privacy policy which is available on the recruitment portal.

<http://www.stephenperse.com/recruitment>



Please apply directly by downloading an application form from our recruitment page at [www.stephenperse.com/recruitment](http://www.stephenperse.com/recruitment), or email [recruitment@stephenperse.com](mailto:recruitment@stephenperse.com) to request an application form. Please send completed application forms to [recruitment@stephenperse.com](mailto:recruitment@stephenperse.com). We are unable to accept CVs.

### The Recruitment Process

- Closing date for applications:  
**9am on Wednesday  
14 May 2025.**
- Interviews will take place:  
**Week commencing Monday  
19 May 2025.**

**References may be taken up before interview.**

### Invitation to interview and recruitment arrangements

Stephen Perse is committed to safeguarding and promoting the welfare of its pupils. Stephen Perse has a statutory duty to apply for DBS clearance and shall ask the successful candidate to complete an online form which must be cleared before the applicant can commence work. Such checks may take up to eight weeks to complete.

Stephen Perse has a legal responsibility to ensure that all its employees have the legal right to live and work in the UK. Therefore, you will need to provide original documents verifying that you are eligible to work in the UK to the interview. Details of these will be provided in the invitation to interview.

All candidates invited to interview must bring the original documents confirming any educational and professional qualifications that are necessary or relevant for the post.





Stephen Perse

Foundation

Stephen Perse (Main Office), Union Road, Cambridge, CB2 1HF

[stephenperse.com](http://stephenperse.com)



Charity No: 1120608