



**Huxlow
Academy**

Ambition • Respect • Pride

INFORMATION FOR CANDIDATES

Huxlow Academy

Second in Maths

Remuneration: MPS to UPS with TLR2B - £5,645



"Tove Learning Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work."

www.tovelearning.org.uk

WELCOME FROM KIM ISAKSEN

Headteacher, Huxlow Academy



Huxlow Academy, located in Irthlingborough, East Northamptonshire, is a medium-sized 11-18 Secondary school known for its inclusive ethos and commitment to providing the very best opportunities for our diverse student body. The strong bonds between students, staff, and the wider community make Huxlow Academy a truly rewarding and fulfilling workplace. If you are passionate about making a positive impact on young lives and thrive in a supportive team environment, I encourage you to apply.

We are currently embarking on an exciting phase of rapid improvement, driven by our unwavering commitment to excellence. Our core values of Respect, Ambition, and Pride guide us in our pursuit of continuous improvement and inspire us to set high standards.

We are committed to creating a learning environment that promotes excellence, encourages innovation, and supports risk-taking. Our teaching staff engage in ongoing professional development to ensure they are equipped with the latest research and teaching methodologies to enhance student learning experiences.

Professional Learning and Development are integral to our ethos, with opportunities for growth and innovation available for all. We are striving to provide lessons that are engaging and tailored to meet the needs of our students through collaborative working. Through partnerships with academies within the Tove Learning Trust and beyond, our staff have access to the very best educational practices.

Despite being an incredibly rewarding place to work, Huxlow is an academy on an improvement journey, and this role would be crucial for accelerating the pace of change.

I invite you to explore our website, engage with our social media channels, and, most importantly, visit us to gain a deeper insight into life at Huxlow Academy.

We are confident that you will be impressed by our academy improvement journey, and we eagerly await your application to join our team.

Please do not hesitate to contact me if you have any questions or require further information about the role or our academy.

Kim Isaksen

Headteacher - Huxlow Academy

An Introduction - Tove Learning Trust

Tove Learning Trust (TLT) is a highly successful multi-academy Trust with primary, secondary and alternative provision academies across the West Midlands, Northamptonshire and Milton Keynes. We are a cross phase trust providing a high-quality education for over 11,000 children between the ages of 4 and 18. Within our family of academies we have three primaries, nine secondaries and two alternative provision academies.

As an employer of choice, we recognise every colleague is an individual, we value diversity, and work as a team to remove barriers to equity. We know that when you are 'the best you', whatever your role is with the Trust, you will transform students' lives.

The Trust is committed to ensuring that all children achieve as highly as possible and we work hard to offer stimulating environments that enable every learner to progress and flourish. We have a small central team and a committed Board of Trustees that are focused on delivering outstanding outcomes.

We aim to have academies that are excellent communities of learning where children thrive on success. You will have access to a team of academy improvement directors specialising in Maths, English, Science, Humanities, EYFS and SEND & Inclusion.

We have a central team of professionals in Finance, HR, Estates, IT, Marketing, project management and governance to offer specialist support and guidance.

Our outcomes in the vast majority of our academies

exceed national expectations and many of our academies are rated Good or better by OFSTED.

✓ Support and well-being

You will become part of a family who really look out for one another. Free access to an Employee Assistance Programme providing counselling and advice for you and your close family and access to lots of well-being support.

✓ Professional development

Your performance review is truly targeted around you and your development. We want you to be the best you can be which in turn will enhance your performance and lead to outstanding outcomes for all.

✓ Excellent pension schemes

Both pension schemes are defined benefit schemes where you build up your pension based on a fixed formula to provide a guaranteed income at retirement. You have the opportunity to see what your actual pension will be.

✓ Training School

We are a strategic partner in a teaching academy hub and can offer high quality professional development to support all stages of your career.

TOVE LEARNING TRUST SCHOOLS

📍 Northamptonshire and Milton Keynes

- The CE Academy
- Elizabeth Woodville School (North Campus)
- Huxlow Academy
- New Horizons Academy
- Rushden Academy
- Sponne School
- Wootton Primary School
- Elizabeth Woodville School (South Campus)
- Knowles Primary School
- Lord Grey Academy
- Stantonbury School
- Water Hall Primary School

📍 West Midlands

- Grace Academy Coventry
- Grace Academy Darlaston
- Grace Academy Solihull

Second in Maths Job Advert



We require a talented and committed Second in Maths to join our vibrant and exciting academy. This role is perfect for a passionate educator who is dedicated to inspiring others through high-quality teaching and learning. You will:

- Deliver engaging lessons that motivate and challenge students, ensuring they achieve their full potential
- Achieve outstanding student outcomes for all teaching groups, while also providing support to other students within the academy
- Work collaboratively with colleagues to enhance teaching practices and support the growth of the department
- Engage with the wider educational network within Tove Learning Trust to foster and implement best practices within teaching.

Furthermore, we are committed to fostering the growth and development of our staff. Training and development opportunities will be readily available, and we actively encourage further study.

The Trust is dedicated to supporting staff in obtaining relevant qualifications to enhance their professional journey.



If you're ready to be part of a team that is committed to shaping brighter futures for our young people, we invite you to join us at Huxlow Academy.

Responsible to: Head of Maths

Working hours: Full time

Salary: MPS - UPS with TLR2B £5,645

Closing date: 9am - Friday 23rd May

Interview dates: Week of Monday 26th May

Applications will be reviewed and shortlisted on an ongoing basis. As a result, the vacancy may be closed early if a suitable candidate is found. We encourage you to submit your application promptly to ensure consideration.

Tove Learning Trust is an equal opportunities employer. The academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post requires an enhanced DBS check.

Second in Maths Job Description

The Maths department at Huxlow is a collaborative and supportive team that value creativity, dedication and demonstrate a commitment to excellence. We believe in empowering students to become confident and capable mathematicians and are committed to providing an innovative environment where both students and teachers can thrive.

KEY RESPONSIBILITIES

- To develop a curiosity, excitement, and passion for Maths within students at Huxlow.
- To contribute to raising standards of student attainment and build a culture of excellence in all classes.
- To monitor and support the overall progress and development of students as a Teacher/Form Tutor
- Contribute to the planning and implementation of the Maths curriculum.
- To share and support the academy's responsibility to provide and monitor opportunities for personal and academic growth
- Lead on the curriculum development and implementation for a Key Stage
- Play a key role in the writing and analysis of assessments across a Key Stage
- With the Head of Department, oversee the evaluation and monitoring of Teaching for Learning, implementing support when required.
- Manage the intervention provision, monitoring and evaluating its impact on progress of key groups.
- To provide a learning experience which gives the students the opportunity to achieve their individual potential.

SPECIFIC RESPONSIBILITIES

TEACHING, LEARNING AND ASSESSMENT

- To be accountable for the totality of performance in their area of responsibility
- To be a positive role model in terms of knowledge, skills, expertise and practice professionalism
- To teach students according to their educational needs, including the setting and marking of work.
- To assess, record and report on the attendance, progress, development, and attainment of students and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure that ICT, Literacy, Numeracy, and academy subject specialism(s) are reflected in the teaching/learning experience of students.
- To undertake a designated programme of teaching.
- To ensure a high-quality learning experience for students which meets internal and external quality standards.
- To prepare and update subject materials.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and the demands of the syllabus.
- To maintain discipline in accordance with the academy's procedures, and to encourage good practice regarding punctuality, behaviour, standards of work and homework.

Second in Maths

Job Description

STRATEGIC PLANNING

- With the Head of Maths, ensure provision of an appropriately broad, balanced, and differentiated curriculum for students studying across a Key Stage, in accordance with the aims of the Academy and the curricular policies determined by the Governing Board and Headteacher.
- To have a strong understanding of how to assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Curriculum Area.
- To contribute to the Curriculum Area Development Plan and its implementation.
- To contribute to the whole School's Development Plan and its implementation.
- To plan and prepare courses and lessons.
- To ensure that the curriculum and assessment is well planned within your subject area.
- Provide a range of teaching and learning opportunities which complements the academy's strategic objectives.

STAFFING

- To take part in the academy's staff development programme by participating in arrangements for further training and professional development.
- To continue personal development in the relevant areas including subject knowledge and teaching methods.
- To aim to be the best you can be.
- To engage actively in the Cultivating Excellence process.
- To ensure the effective/efficient deployment of classroom support.
- To work as a member of a designated team and to contribute positively to effective working relations within the academy.
- To help manage and co-ordinate the work of other staff where appropriate.
- Ensure Bromcom is kept up to date

QUALITY ASSURANCE

- To help to implement academy quality procedures and to adhere to those.
- To contribute to the process of monitoring and evaluation of the curriculum area in line with agreed academy procedures, including evaluation against quality standards and performance criteria.
- To seek/implement modification and improvement where required.

MANAGEMENT INFORMATION

- To maintain appropriate records and to provide relevant accurate and up-to-date information for registers, information management systems, etc.
- To complete the relevant documentation to assist in the tracking of students.
- To track student progress and use information to inform teaching and learning.

COMMUNICATION

- To communicate effectively with the parents of students as appropriate.
- Where appropriate, to communicate and co-operate with persons or bodies outside the academy.
- To follow agreed policies for communications in the academy.

MARKETING AND LIAISON

- To take part in marketing and liaison activities such as Open Evenings, Parents Evenings, Review days and liaison events with partner academies.
- To contribute to the development of effective subject links with external agencies.

Second in Maths Job Description

PASTORAL SYSTEM

- To be a Form Tutor to an assigned group of students.
- To promote the general progress and well-being of individual students and of the Form Tutor Group as a whole.
- To liaise with the Head of Year to ensure the implementation of the Academy's Pastoral system.
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of academy life.
- To evaluate and monitor the progress of students and keep up-to-date student records as may be required.
- To contribute to the preparation of progress files and other reports.
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
- To communicate as appropriate, with the parents/carers of students and with persons or bodies outside of the academy concerned with the welfare of individual students, after consultation with the appropriate staff.
- To contribute to PSHE and Citizenship and Enterprise according to academy policy.
- To apply the behaviour management systems so that effective learning can take place.

OTHER SPECIFIC DUTIES

- To play a full part in the life of the academy community, to support its distinctive aims and ethos and to encourage staff and students to follow this example.
- To promote actively the academy's corporate policies.
- To continue personal development as agreed.
- To comply with the academy's Health and Safety policy and undertake risk assessments as appropriate.
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- To take an equitable part in the cover system of the academy according to policy and regulations.
- To undertake any other duty as specified by the line manager not mentioned in the above.

Tove Learning Trust expects its employees to work flexibly within the framework of the job description. This means the post holder may be expected to carry out work that is not specified in the job description but which is within the remit of the role, duties, and responsibilities.

Tove Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff & visitors to share this commitment.

It is the post holder's responsibility for promoting and safeguarding the welfare of children and young people for whom s/he comes into contact with and adhering to and ensuring compliance with the School's Safeguarding and Child Protection Policy at all times. If, in the course of carrying out the duties of the post the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the s/he must record the details and take appropriate action, according to the nature of the concern, to safeguard the young person and inform the relevant staff within academy, including the Designated Safeguarding Lead.

Identity, Prohibition, Qualification, Barred List, Enhanced DBS, Section 128, Overseas, Right to work, Reference, Criminal Record and Medical Checks are essential for all applicable posts at the School.

KCSiE Online Searches - In accordance with paragraph 221 of Keeping Children Safe in Education 2024 academies are now required, to carry out an online search for shortlisted candidates. If shortlisted for the role an appropriate online search will be undertaken on your name(s). Any information given will be treated as confidential and will only be used in relation to the post for which you have applied.

Second in Maths Person Specification

	ESSENTIAL	DESIRABLE
PRE-EMPLOYMENT CHECKS		
Criminal Records	*	
Enhanced Disclosure and Barring	*	
Proof of identity	*	
Medical Questionnaire	*	
Satisfactory References	*	
QUALIFICATIONS/TRAINING		
Candidate must hold QTS	*	
EXPERIENCE		
Effective organisation, communication and administration skills	*	
The ability to use ICT to raise standards and manage the department		*
Is committed to and meets all the requirements for safeguarding children	*	
COMPETENCIES AND PERSONAL ATTRIBUTES		
A highly effective classroom practitioner with experience of teaching Maths at KS3 and KS4	*	
A clear understanding of what constitutes effective Maths learning	*	
A commitment to work with other teachers in the curriculum area.	*	
Excellent subject knowledge and a clear understanding of recent subject developments.	*	
High standards of classroom management and a willingness to share practice and ideas.	*	
The ability to be a good Form Tutor	*	
A commitment to Inclusion	*	
An enthusiastic practitioner able to inspire learning through excellent teaching	*	
The capacity to interpret data in order to monitor progress and identify intervention strategies.	*	
A commitment to developing their own pedagogy and that of others.	*	
Work in accordance with the Trust's values and behaviours	*	
Eligible to live and work in the UK	*	
Willing to work flexibly in accordance with policies and procedure to meet the operational needs of the Trust	*	
A commitment to continuing personal development and training	*	
A commitment to safeguarding and promoting welfare of children and young people	*	

How To Apply/ Recruitment Process

TO APPLY

To apply, please forward a completed application form to s.earby-martin@huxlow.northants.sch.uk

For candidates invited to interview, these responses will be explored further, together with the other elements of the Person Specification.

All applications will be acknowledged.

THE RECRUITMENT PROCESS

We will treat all enquiries, formal and informal, in confidence.

If candidates wish to visit Huxlow Academy arrangements can be made by contacting the Huxlow Academy HR Manager - Sonya Earby-Martin.

Please contact Sonya by email at s.earby-martin@huxlow.northants.sch.uk who will make the necessary arrangements.

THE CLOSING DATE FOR APPLICATIONS

Friday 23rd May

INTERVIEWS

Week commencing
Monday 26th May

FURTHER INFORMATION

Should you have any queries or issues with the dates outlined above or would like a confidential conversation, then please contact Sonya Earby-Martin, HR Manager on [01933 650496](tel:01933650496) (s.earby-martin@huxlow.northants.sch.uk).

Tove Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The post is subject to an enhanced Disclosure and Barring Service (DBS) clearance check.

References will be taken up for all shortlisted candidates prior to interview. The trust reserves the right to research shortlisted candidates on social media platforms and the internet, and the recruitment panel may take this information into consideration during the recruitment process.