



Drapers' Academy



Head of Maths Application Pack

RESPECTFUL • KIND • PURPOSEFUL



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Principal's Welcome

Dear Applicant,

I am proud and privileged to be Principal of Drapers' Academy and alongside a committed and passionate staff, work hard to provide the best educational opportunities for all of our pupils, students and their families. Drapers' Academy's vision statement makes clear that our mission is both to maximise academic attainment and support our young people to lead fulfilling lives and we achieve this by ensuring we have the highest expectations of staff, teachers and all of our pupils and students.

Over the past two years the Academy has gone from strength to strength and this was recognised when Ofsted visited us in March 2025. We secured good judgements for all areas and Inspectors noted the following:

- The school is highly ambitious for their pupils
- Pupils follow a broad and well-considered curriculum
- Pupils are safe here and their individual needs are well understood
- The school's high expectations of behaviour are clear and well understood
- Pupils learn what it means to be a pupil of Drapers' and to embody the school's values

We have a hugely experienced and committed staff who are focused on ensuring that all pupils and students succeed and enjoy coming to school. Over the last two years our A level and GCSE results have shown significant increases, and in 2024 our progress at A Level was the second highest in the local authority, and we were in the top 50 schools nationally for improved progress at GCSE.

One of our most important developments over the last three years has been a relentless focus on building a positive culture within the Academy and this is based around our three core values. At Drapers' we are Purposeful, Respectful and Kind. All within our community are expected to adhere to these values to ensure that the Academy is both a great place to learn and a supportive and positive place to work. I believe there are a number of things that make Drapers' Academy special:

- We are one of a decreasing number of schools that are determined to provide a diverse and engaging KS3 curriculum that includes art, music, drama, ICT and Technology including Food Technology.
- All of our pupils have the opportunity to go on an amazing variety of trips and visits. They include trips to France, Germany, theatre trips and a range of educational visits.
- Our links with our two sponsors, the Drapers' Livery Company and Queen Mary University, allow us to provide an incredible range of opportunities that broadens the world of all of our pupils
- This academic year we introduced Yondr pouches for all pupils, so we are now a phone free school.

If you are passionate about education and its power to transform lives, if you are able to both challenge others and respond positively to challenge, I look forward to reading your application.

Good luck and best wishes

Gillian Dineen
Principal





Benefits of Working at Drapers' Academy

We know our staff are key to our success. Whether you are a newly qualified teacher, a returnee to the workplace, support staff or an aspiring school leader, the Drapers' Multi-Academy Trust can support and develop your career. We believe in creating collaborative working environments where our staff can reach their full potential. Our schools are at the heart of our local community and work together to ensure staff feel valued, supported and are able to maintain a healthy work-life balance.

At Drapers' Academy we have a clear vision to deliver high standards of education, and staff are well supported by a committed and supportive Middle and Senior Leadership Team, as well as from our Sponsors, The Drapers' Company and Queen Mary University of London.

Employees of Drapers' Academy enjoy many benefits:

LIFESTYLE WELLBEING



Events: Opportunities for staff to attend celebratory events hosted by our sponsor The Drapers' Company, including events at Drapers' Hall in Central London.

Physical Fitness: As an employee of Drapers' Academy, you will have free access to our on site gym.

Location: Work at our state-of-the-art campus, surrounded by acres of countryside. We offer secure, free, onsite parking, as well as being a short bus journey away from Harold Wood Station (Elizabeth Line).

FINANCIAL WELLBEING



EAP Membership: Free access to the Employee Assistance Programme, provided by the Education Support Network, offering support, information and advice.

Eye-Care: We offer our staff a generous eye-care support scheme, with contributions towards eyesight tests and new spectacles.

Cycle to Work: We are proud to provide our staff with access to the Bike2Work Scheme, offering up to 42% savings on bikes and equipment.

Pension: Membership to either the Local Government Pension Scheme for support staff or the Teachers' Pension Scheme for teaching staff.

MENTAL WELLBEING



Wellbeing Committee: We have a staff-led team, with a budget dedicated to providing staff wellbeing initiatives throughout the year. The committee also organise regular social events away from work.

Small Class Sizes: Our class sizes average 25 pupils.

Work/Life Balance: No retrospective book marking.



Faculty Introduction: Maths

The Mathematics Department at Drapers' Academy is committed to raising the academic standards of all pupils and strives to ensure every pupil reaches their potential. Our vision for the Faculty is that our teaching instils a love of Mathematics and problem solving in every pupil, which supports them to be successful and independent adults.

Mathematics is a strong supportive faculty consisting of ten full-time members of staff with a wide range of experience. Teachers are able to teach across the key stages and training and support to be able to deliver to our A level students is provided. A level Maths is one of the most popular subjects here at Drapers', a reflection of the confidence our students have in their teachers and their enjoyment of the subject.

Key Stage 3 and 4 pupils follow the White Rose Maths scheme and Key Stage 5 pupils follow the Edexcel schemes. Year 7 are taught in mixed attainment classes and pupils in all other year groups are taught in attainment sets. Pupils are offered 8 hours of teaching per fortnight in KS3 and KS4. All KS4 and KS5 pupils have access to their own Chromebooks. All KS3 and KS4 homework is set and marked automatically via Sparx Maths and other useful online tools. In KS5, we offer both A Level Mathematics and A Level Further Mathematics and our students have secured places in top universities such as Cambridge and Warwick.

The Faculty offers a variety of additional clubs, which pupils can attend, aimed at helping those in need of additional support and extending the more able. Our pupils also successfully participate in UKMT challenges.

Drapers' Academy Key Information

Pupil Numbers

1207

Year 7 - 11: **1019**
Sixth Form: **188**

Pupil Premium

45%

SEND

12%

EHCP: **3%**
SEND Support: **9%**

First Languages

English: **75%**
Lithuanian: **4%**
Romanian: **4%** Polish: **2%**
Other Languages: **15%**

Ofsted 2025

Drapers' Academy was assessed as Good in all areas of inspection by Ofsted, in March 2025. Below are a selection of observations Ofsted made of our school. The full report can be found on our website.

- "Pupils are safe here and their individual needs are well understood. They are fully included and happily welcomed to the school community."
- "The school is highly ambitious for their pupils."
- "Teachers are experts in their subjects and present information clearly."
- "Pupils learn what it means to be a pupil of Drapers' and to embody the school's values of kindness, respect and purpose."
- "The school provides relentless support for attendance."
- "Staff enjoy working at the school. They feel well supported and appreciate the steps taken to reduce their workload. Staff at all levels value their opportunities for professional development."



Job Description

Job Title : Head of Maths

Reports To :	Vice Principal - Teaching and Learning
Location :	Drapers' Academy, Harold Hill RM3 9XR
Hours :	Full Time, 52 Weeks
Contract Type :	Permanent
Salary :	MPS/UPS + TLR1a £14,590
Staff Line Managed :	Maths Teaching Staff

The Role

As the Head of Mathematics, you will lead, develop and manage the effective delivery of an outstanding curriculum, which enables the highest level of pupil progress and attainment. You will lead the professional community of subject teachers and promote outstanding teaching and learning and a strong school culture within a nurturing and rigorous environment.

Key Responsibilities

Leadership and Management

- Lead, develop and line manage the faculty, including leadership of one or more subject areas in the faculty (where appropriate), through a skilled approach to support and challenge of the team and provision of appropriate CPD, inset training days etc.
- Monitor, evaluate and continually improve the quality of planning, teaching and assessment of all members of the subject team
- Manage departmental budget and resources effectively and efficiently
- Lead behaviour management in the Faculty according to the Drapers' principles, securing strong routines for learning, consistency with the academy's policy and liaison with tutors and parents when necessary
- Develop strong partnerships with other relevant professional inside and beyond the academy and ensure regular communication with parents and carers

Improving Teaching & Learning

- Model outstanding teaching and lead collaborative planning and development, including the sharing of resources and best practice within the department
- Be responsible for tracking pupil progress across the faculty through DPR and other internal or external assessment data, analysing all relevant data to make data-driven changes to the curriculum design and intervention strategies and using the data to monitor the performance of subject staff
- Be accountable for pupil progress across the school at all key stages, ensuring that all pupils achieve results in line with, or better than, value-added predictions
- Monitor the work of the Faculty through rigorous and regular lesson observations, work scrutinies, and provide detailed, constructive individual and Faculty feedback
- Lead joint practice development across the faculty subject teams, ensuring that outstanding practice is shared with all staff in the faculty and the wider school, and work with other department heads to exploit cross-year and cross-curricular links



- Plan, deliver, monitor and evaluate the curriculum provision and enrichment for all year groups within the faculty, consulting with relevant colleagues/subject leaders
- Monitor the identification of and provision for pupils with individual needs and develop differentiated learning and teaching methods and schemes of learning
- Participate actively throughout the network, by attending relevant meetings and, as appropriate, delivering network-wide training and initiatives
- Work with colleagues, students and families to develop a strong school community

Academy Culture

- Support the academy's values and ethos by contributing to the development and implementation of policies, practices and procedures
- Help create a strong academy community including the academy House system, characterised by consistent, orderly behaviour and caring, respectful relationships
- Help develop a school/Faculty culture and ethos that is utterly committed to achievement, good discipline and respect
- Be alert and active on issues relating to pupil welfare, safeguarding and child protection
- Support with break duties as part of pastoral responsibilities
- Support and work in collaboration with colleagues and other professionals in and beyond the school, covering lessons and providing other support as required
- Liaise with colleagues and external contacts with confidence, tact and diplomacy
- Work with other school within the MAT to establish good practice, offering support where required

The above duties are neither exclusive nor exhaustive and the post holder may be required to carry out such other appropriate duties as may be required by the Headteacher within the grading level of the post, the competence of the post holder and the context of the duties of the post holder.

This job description is subject to annual review.



Drapers' Multi-Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointments are subject to enhanced DBS clearance, an online check, and other relevant employment checks.



Person Specification

Qualification Criteria

- Qualified to teach in the UK
- Degree in subject/closely related subject

Knowledge, Skills and Experience

- Demonstrable commitment to raising attainment of all pupils in a challenging classroom environment
- Experience of designing, implementing and evaluating effective, imaginative and stimulating schemes of work and of leading successful enrichment programmes
- Experience of improving the quality of teaching and learning
- Experience leading a team and/or working to support the significant success of others, including professional development and effective management of underperformance
- Experience of interpreting complex pupil data to support lesson planning and pupil progress
- Mastery of and enthusiasm for the subject
- Effective and systematic behaviour management
- Knowledge of the national secondary education system, examinations and curriculum

Behaviours

- Genuine passion for and a belief in the potential of every young person
- A robust awareness of keeping children safe, noticing safeguarding and welfare concerns, and understanding how and when to take appropriate action
- Deep commitment to Drapers' mission of providing an excellent education to every pupil, regardless of background
- Excellent interpersonal, planning and organisational skills
- Resilience, motivation and commitment to the team achieving excellence
- Reflective and proactive in seeking feedback to constantly improve practice
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.
- Commitment to and understanding of professionalism in line with the National Teaching Standards

Other

- Right to work in the UK
- Commitment to equality of opportunity and the safeguarding and welfare of all students
- Willingness to undertake training
- This post is subject to an enhanced DBS check



Drapers' Multi-Academy Trust

Vision

Drapers' Multi-Academy Trust strives for educational excellence, community engagement, and holistic development across its schools, ensuring that every child has the opportunity to succeed and flourish.

Mission

Empowering excellence, embracing diversity

Our mission at Drapers' Multi-Academy Trust is to provide a transformative educational experience that empowers pupils to reach their full potential. Through collaboration, innovation, and a commitment to inclusivity, we strive to create a nurturing environment where every individual is valued and supported. By leveraging the rich heritage of the Drapers' Company and the academic expertise of Queen Mary University London, our schools cultivate dynamic learning environments that inspire every pupil to achieve their goals. Our overall ambition is to nurture resilient, compassionate, and globally-minded citizens who will thrive in an ever-changing world.

Values

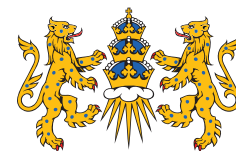
We are an inclusive and ambitious Trust, benefitting from the support of our Sponsors. Through a culture of respect and collaboration, we aim to enhance the educational outcomes and life chances of our pupils and increase the number of learners benefitting from the Trust's resources and expertise.

Sponsors

Our sponsors are highly experienced and passionate about education.

The Drapers' Company

www.thedrapers.co.uk



Drapers' Multi-Academy
Trust

The Drapers' Company have been involved in education for over 500 years. They support a range of extra-curricular activities and link the Academy to a wider community across London. A mentoring programme allows pupils to have greater access to employment opportunities and provides informal coaching and support.

Queen Mary University of London

www.qmul.co.uk

Queen Mary, University of London, is one of the country's leading higher education institutions and is a member of the Russell Group of top universities. The university provides support and expertise to both staff and pupils, particularly in the Academy's specialist areas of science and maths. Student ambassadors from the university regularly visit the Academy providing support to pupils and an insight into higher education. There are regular visits to their main campus based on the Mile End Road for pupils to experience life at university. As a co-sponsor, Queen Mary, University of London guarantees a place to all Academy Sixth Form students who achieve the required entry grades.



Drapers' Academy

Total Capacity

1,250 Children

Building Floor Size

10,000 sq metres
(2½ acres)

Year 7 - 11

1050 Pupils

Sixth Form

200 Students

Grounds

23 Acres

Sports Pitches

3 Grass Pitches
All weather Astroturf
Netball and Hard Courts

Indoor Climbing Wall

Exercise Suite and Gymnasium

Theatre and Dance Studio

Year 7 Dedicated Area

Exclusive Sixth Form Area

Transport

The local train stations are Harold Wood and Romford. These trains are run by Greater Anglia.

There are several local bus routes with a stop at the top of Settle Road. These are the 174 and the 496.

Drapers' Academy

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Chair of Governors

Mr Oliver Everett

Principal

Ms Gillian Dineen

