



The Salesian Academy of

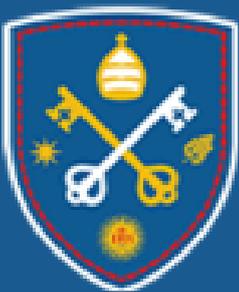
St. John  
Bosco

# RECRUITMENT PACK

## Teacher of Mathematics

Enabling schools, aspiration, and  
faith to flourish by:

**Uplifting Hearts, Inspiring Minds**



Pope Francis  
Catholic Multi Academy Trust

# Welcome from the CEO



**Pope Francis**  
Catholic Multi Academy Trust



Dear Candidate,

Thank you for your interest in Pope Francis Catholic Multi Academy Trust. We were the first of the permanent Catholic Multi Academy Trusts (CMATs) set up by the Archdiocese of Liverpool and whilst our first three schools were subject to academy orders, we have recently been joined by four primary schools with at least two other schools joining the Trust family this year.

Pope Francis Catholic Multi Academy Trust aims to provide the very best Catholic education for the young people in our schools. We are enabling schools, aspiration and faith to flourish by: 'Uplifting Hearts, Inspiring Minds'.

Being part of a Trust is like a family of schools at which you are always welcome, and which help each other to provide better opportunities for all staff, pupils and our local communities. Our aim is to facilitate Catholic schools to retain their identity and history, whilst supported by trust that offers systems, services and a policy framework that allows all its schools and academies to flourish. Pope Francis CMAT ensures all students receive an excellent Catholic education, knowing more, remembering more and achieving the best outcomes they can.

## What We Can Offer

We recognise that employee wellbeing and work-life balance are essential to thriving in the workplace. The Trust places a high value on providing a range of benefits for all colleagues, beyond the essentials of receiving professional recognition, networking and CPD, commensurate financial reward and job satisfaction.

Take a look at our website and social media to get a sense of the support that we provide to all our employees, including our full staff benefits package: [www.pfcmat.org/Staff-Benefits-Package/](http://www.pfcmat.org/Staff-Benefits-Package/)

We will be delighted to have informal conversations with potential candidates before the closing date.

CEO  
Pope Francis CMAT



# Welcome from the Headteacher



The Salesian Academy of

St. John  
Bosco



Dear Candidate,

As the Headteacher of The Salesian Academy of St John Bosco I am delighted with your interest in joining our team.

At our academy, we have a clear and inspiring vision: to be a school defined by our faith and the strength of our Salesian and Catholic values, becoming the number one choice for families in our community. This ambition is supported by the robust partnership between Pope Francis Catholic Multi Academy Trust and the Salesians.

In the spirit of St. John Bosco, we are committed to ensuring that every pupil knows they are valued and loved. Our goal is to provide an education that nurtures their diverse talents, fosters both academic and personal excellence, promotes health and safety, and empowers them to make meaningful contributions to society. We are also excited about the upcoming transition to our new school building in November of this year - an inspiring environment for both staff and pupils.

The newly appointed Teacher of Mathematics will play a vital role in delivering our vision for Maths of securing the very best standards of teaching and learning so that pupils, regardless of their background, abilities or specific learning needs, remain healthy, successfully complete their formal education, and are able to make positive contributions towards society.

If you believe you possess the qualities, skills, and experience we seek - along with the enthusiasm, knowledge, and resilience to positively impact the future of our school. I eagerly await your application. Tours of the school are available on request, please contact Mrs B. Deegan on [admin@sjb.pfcmat.org](mailto:admin@sjb.pfcmat.org) to arrange.

Thank you for considering this opportunity.

Sue Bourgade  
Headteacher

*"All staff serve as outstanding role models, and this ensures that the school's Salesian charism is fully reflected in their work. Pastoral care is outstanding, with a real focus on supporting the most vulnerable within its community." **Catholic Schools Inspection, 2025***

# Why Choose Our School?

## Our School Mission, Vision and Values

To be a Catholic School that seeks to appreciate and develop the talent and skills of each individual. We aim to instil the Salesian values of Respect, Understanding, Affection and Humour RUAH.

These four values underpin every aspect of our school life and together spell out the Hebrew word for 'breath of life' or 'spirit'. These values are evident in our orderly and settled environment, where we insist on the highest standards of politeness, behaviour and appearance.



The Salesian Academy of  
**St. John  
Bosco**



*Young people not only need to be loved, they need to know that they are loved."*

This is one Don Bosco's most important statements about working with young people. He was the founder, in 1859, of the congregation of Salesian Priests and Brothers and has a special place in the life of the Catholic Church, as a saint and visionary educator. He sought to bring the love of God to young people, so that they would know they were valued and rich in potential.

And so, in this increasingly secular world, we are proud to be part of a worldwide Catholic Salesian community that has young people 'our future' at the heart of its Mission and Vision.

**Our Catholic Schools Inspection in January 2025 shows how we live out these values: "Pupils fully understand the school's mission statement, speaking eloquently about respect, understanding, affection and humour. They know that they are loved and know that they have to model that to feel loved themselves."**



Proud to be part of

**Pope Francis**  
Catholic Multi Academy Trust

# Application Process



## The Role

Are you an innovative and inspiring Mathematics Teacher looking for the next step in your career? Do you have the vision and expertise to lead and shape a dynamic curriculum that embraces both traditional techniques and contemporary practices?

Are you an ECT looking for your first teaching position?

We are a thriving Catholic secondary school, committed to academic excellence and the holistic development of every student. We are seeking a Teacher of Mathematics to drive forward our provision, joining our culture of achievement, with plenty of opportunities for professional development and career progression, a well-resourced department, and a welcoming and supportive school community based on strong values.

This is an exciting opportunity to make an impact on our pupils' futures .

## How to apply:

To apply for this post, please use our website 'Vacancies' page, on which you can find each document to be completed and submitted alongside your cover letter, including:

- CES Application Form
- CES Consent to Obtain References CES
- Monitoring Form
- Rehabilitation of Offenders Act 1974 Disclosure Form
- Covering letter stating how your skills and experience meet the job description and person specification.

Please note - we reserve the right to make an appointment before the closing date. Candidates are therefore encouraged to apply as soon as possible

**Closing Date:** Monday 23<sup>rd</sup> March 2026

**Interviews will be held:** week commencing Monday 23<sup>rd</sup> March 2026

**Completed applications should be clearly marked with the post title and returned electronically for the attention of Mrs B. Deegan at [admin@sjb.pfcmat.org](mailto:admin@sjb.pfcmat.org).**

If you have any feedback on the application process and how we can make it more accessible, please let us know via [info@pfcmat.org](mailto:info@pfcmat.org). Pope Francis Catholic MAT and The Salesian Academy of St John Bosco are committed to safeguarding and promoting the welfare of children and young people, and we can expect all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check. **[Please see the link to our school's Child Protection Policy here.](#)**

# Job Advert



**Post title: Teacher of Mathematics** - suitable for an ECT or a Maths teacher looking for the next step of their careers.

**Pay Scale: Mainscale or UPS (£32,916 to £51,048) with potential TLR2 (£3,527) available for candidates who have the appropriate experience.**

**Contract: Permanent**

**Start Date: September 2026 or earlier**

Pope Francis Catholic Multi Academy Trust was established to provide the very best Catholic education for the young people in our schools. We are enabling schools, aspiration and faith to flourish by **'Uplifting Hearts, Inspiring Minds'**.

Our schools have a distinctive Catholic identity, with their own ethos. Our aim is to facilitate Catholic schools to retain their identity and history but to be supported by a multi academy trust that offers systems, services and a policy framework that allows all its schools and academies to flourish.

## **Our Values:**

**Unity** - working together for excellent.

**Excellence** - to strive to be the best.

**Love** - respect and care for others and treat them as you want to be treated.

**Service** - following the teachings of Christ to become valued members of our communities.

We are looking to appoint a dedicated and hardworking individual to join our Maths Department.

If you are multi-skilled, have a 'can do' attitude and you are looking for a new challenge then this is the role for you. The role will be both challenging and rewarding.

Tours of the School and/or a conversation with the Headteacher are available on request. Please contact Mrs B Deegan on [b.deegan@sjb.pfcmat.org](mailto:b.deegan@sjb.pfcmat.org) to arrange.

**Closing Date:** Monday 23<sup>rd</sup> March 2026

Interviews will be held week commencing Monday 23<sup>rd</sup> March 2026

**Note: We reserve the right to make an appointment before the closing date.**

**Candidates are therefore encouraged to apply as soon as possible.**

*"One pupil commented, "The school is like a moral compass, which helps with the decisions I make when I'm with my friends and the staff". All staff, expertly led by senior leaders and the school's Chaplain, strive to offer opportunities that enable pupils to respond to the needs of their peers, the local community and those further afield." Catholic Schools Inspection, 2024*

# Job Description



**Post Title: Teacher of Mathematics**

**Pay Scale: Mainscale or UPS (£32,916 - £51,048)**  
with potential TLA2A (£3,527) for candidates with appropriate experience

**Contract: Permanent**

**Start date: September 2026 or earlier**

## Main Areas of Responsibility

- Teaching assigned groups of pupils in Maths to enable them to progress.
- Actively promoting the progress of pupils in Maths through teaching that meets their learning needs, accurate assessment of their work and regular feedback on how to reach the next grade or level.
- Carrying out regular assessment of pupil progress, recording progress data on the school data system and using this data to target intervention strategies at pupils who are not making required progress.
- Actively contributing to the development of strategies to develop literacy and numeracy across the curriculum.
- Promotion of the wellbeing of pupils across the school through roles such as being an active form tutor.
- Ongoing professional and development training.
- Contributing to the development of courses and schemes of work across the Maths department.
- Deliver curriculum enrichment and extracurricular activities.
- Maintaining good discipline amongst pupils.
- Maintaining pupils' health and safety.
- Attendance at departmental and school meeting as required.
- Undertaking emergency cover.
- Preparing pupils for public examinations.
- Contributing to aspects of school management.
- Undertaking agreed organisational and administrative tasks.
- Carry out additional tasks as commensurate with the post, and as required by the Headteacher.

## Other responsibilities:

These include the ability to:

- Achieve performance criteria and targets set out in the performance management process.
- Undertake an appropriate programme of teaching in accordance with a standard scale teacher.
- Undertake the roles and responsibilities of a form tutor.
- Undertake CPD and training as required, and actively engage with the performance management process.

# PERSON SPECIFICATION



Applicants must meet all of the essential requirements for this post.

Catholic Dimension	Essential	Desirable	Application /Interview
Understanding of the distinctive nature of Catholic schools.	Y		I
Strong support for our ethos and values as a Salesian Academy	Y		I
Safeguarding	Essential	Desirable	Application /Interview
Understanding and Commitment to pupil welfare and safeguarding.	Y		A/I
Qualifications and Training	Essential	Desirable	Application /Interview
A degree or equivalent qualification in Mathematics	Y		A/I
Qualified Teacher Status	Y		A/I
Evidence of relevant professional development for this post.		Y	A/I
Experience	Essential	Desirable	Application /Interview
Experience of teaching in an 11-16 school	Y		A/I
Proven successful classroom practitioner		Y	A/I
Experience working with parents/carers to support pupil welfare and achievement		Y	A/I
Knowledge of how to meet the needs of pupils in specifically defined groups: SEND, Disadvantaged, Most Able in Maths	Y		A/I



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# Person Specification



Job Related Skills and Knowledge	Essential	Desirable	Application/ Interview
The ability to effectively analyse internal and external data to track progress of pupils and evaluate curriculum impact in Mathematics.		Y	A/I
The ability to maintain and improve, where necessary, pupil behaviour.	Y		A/I
The commitment and ability to deliver curriculum enrichment and extra-curricular activities	Y		A/I
The ability to use IT as a management and teaching tool in Maths.	Y		A/I
Personal Qualities	Essential	Desirable	Application/ Interview
The ability to inspire pupils	Y		I
Excellent communication skills	Y		I
The ability to work collaboratively with others	Y		A/i
The ability to work effectively as a team.	Y		A/I
To be self-reflective with the ability and desire to improve own performance.	Y		I
Excellent record of personal attendance, punctuality and health	Y		A

**Applicants should be able to provide a well-constructed and concise application providing demonstrable evidence of the essential requirements for the role.**

**The Trust Board and its Local Governing Bodies are committed to safeguarding and promoting the welfare of children. The post is subject to the Enhanced Disclosure procedures.**

<b>Professional Values and Practice - must be able to demonstrate the following:</b>			
High expectations of all pupils; respect for their social, cultural, linguistic, religious and ethnic backgrounds; and commitment to raising their educational achievements	E		
Ability to build and maintain successful relationships with pupils, treat them consistently, with respect and consideration, and demonstrate concern for their development as learners.	E		
Demonstrate and promote the positive value, attitudes and behaviour they expect from the pupils with whom they work.	E		
Ability to work collaboratively with colleagues, and carry out role effectively	E		
Able to liaise sensitively and effectively with parents and carers, recognising role in pupils' learning.	E		
Able to improve their own practice through observations, evaluation and discussion with colleagues.	E		

**Applicants should be able to provide a well-constructed and concise application providing demonstrable evidence of the essential requirements for the role.**

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