



**Monmouth** | Ysgol Gyfun  
Comprehensive School | **Trefynwy**

# Teacher of Mathematics

Full time, permanent contract

Commencing 1<sup>st</sup> September 2025

## Recruitment Pack



## Introduction from the Headteacher

---

Thank you for your interest in this role.

We are very proud of our inclusive and aspirational school, and we have exceedingly high expectations of every single one of our students. We take great pride in enabling them to grow and to flourish. In order for that to happen, our students need to do two simple things - work hard and be kind. Our students and staff thrive in a community where consistency and routines go alongside us knowing each student well and supporting them to reach their potential.

We have the benefit of a magnificent award-winning school building that was recently completed under the 21st Century Schools programme. It is a wonderful modern facility that has education at its heart. Located in the centre of Monmouth, we serve our local community as well as other nearby areas in both Wales and England. We number around 1,700 students and 200 staff, and we are over-subscribed in every year group.

We are absolutely determined to provide an exceptional standard of education for every child that comes to our school, so that they have the opportunity to lead happy and successful lives. Our approach to Curriculum for Wales is founded on the importance of subjects and on the principle of powerful knowledge. Our work on this is the subject of a recent Estyn case study to share our practice more widely. Our pedagogy is founded on the research evidence of learning and on how to maximise student progress.

We are fully comprehensive and provide for a wide range of learning needs. Currently there are 14% of the school population on the Register for Additional Learning Needs. We also have an integrated Specialist Resource Base, which is also the subject of a recent Estyn case study for its exceptionally strong provision. Students come from a wide range of socio-

economic backgrounds and the rolling average for FSM is 13.8%.

We welcome applications from candidates whose personal qualities and values reflect those in the person specification, and whose experiences also place them in a strong position to deliver the job description. A full induction programme and meaningful professional learning is offered to all staff.

You will find us to be a supportive, collaborative group of colleagues, who work to provide an exceptional standard of education for all of the students in our care. We take great pride in what we do, and we continue to be wildly ambitious for what we can achieve together in the future.

I look forward to reading your application, should you wish to apply.

Kind regards

**Hugo Hutchison**  
Prifathro / Headteacher



## Job Description

---

**1 Title of Post:** Teacher of Mathematics

**2 Salary Grade:** Teachers' Pay Scale

### **3 Relationships**

- 3.1 The postholder is responsible to the Headteacher through the Faculty Leader of Maths for teaching subject duties and to the Head of Year for Form Duties.
- 3.2 The postholder works on a professional level with all colleagues (externally and internally) as appropriate to establish and maintain productive relationships.
- 3.3 The postholder liaises with parents, carers, and students as appropriate.

### **4 Purpose of the Job**

To contribute to the teaching and other work of the Faculty as defined by the School Teachers' Pay and Conditions (Wales) document. As a Form Teacher, to undertake duties to support the progress of students in the Form.

### **5 Responsibilities**

- 5.1 To contribute to teach Maths at all levels, including KS4 and KS5, and participate in the development of schemes of work, materials and syllabuses of the Maths Department, attending Departmental and Faculty meetings as necessary.
- 5.2 To take responsibility for your own professional development, using the Monmouth Comprehensive Performance Record and Development Sheet in the Performance Management Policy and professional Development Policy to guide and support progress with the aim of meeting professional standards.
- 5.3 To control and oversee the use and storage of books, stationery and other teaching materials ensuring that any Health & Safety Regulations are observed.
- 5.4 To carry out the duties of a Form Teacher in respect of students to include:
  - the development of positive learning relationships
  - the establishment of rapport with students to develop their social and academic potential and be a main source of reference for their problems
  - the marking of Form registers, ensuring absences and lateness are accounted for and taking appropriate action where they are not
  - the compilation of reports, profiles and references on students as required
  - the monitoring of homework of students, the teaching of Form periods, escorting the Form to assemblies and attending tutor meetings called by the Head of Year
- 5.5 To work alongside the Heads of Year to monitor students' progress and set targets, and ensure the needs of students are met.

## Job Description

---

- 5.6 To carry out supervision of students' duties as detailed by the Headteacher.
- 5.7 To ensure that students access the support they require from school and external agencies.
- 5.8 Uphold and comply with the statutory Council and School policies relating to Health and Safety.
- 5.9 To follow school and LA policies and procedures on Safeguarding and Child Protection in all work with children and families.
- 5.10 Be aware of and comply with policies and procedures relating to Behaviour Management, uniform, confidentiality and data protection, reporting all concerns to an appropriate person.
- 5.11 Uphold and promote the vision and ethos of the school.
- 5.12 Participate in training, learning activities and performance development as required.

### **6 Professional Development**

The school is committed to supporting all in developing their practice to achieve the very best outcomes for all students. Our CPD policy outlines the provision and practice for this role.

### **7 Performance Management**

Our Performance Management policy and practice supports us in achieving the school's aims and objectives. Individual Performance Management is integrated into wider school improvement systems and priorities.

- 8** The duties and responsibilities of the post are subject to those details in the Statement and Conditions of Employment and will count as directed time as detailed in such statement and as defined by the Headteacher.

- 9** The job description does not define in detail all the duties/responsibilities of the post, will be reviewed at least once a year and may be subject to modification or amendment after consultation and agreement with the post holder.

## Personal Specification

|                                 | Requirement                                                                                                           | Essential or Desirable | How Tested (S) used at Shortlisting     |
|---------------------------------|-----------------------------------------------------------------------------------------------------------------------|------------------------|-----------------------------------------|
| <b>Education/Qualifications</b> |                                                                                                                       |                        |                                         |
| 1.1                             | Degree in Maths or related discipline                                                                                 | E                      | Application Form                        |
| 1.2                             | Teaching Qualification                                                                                                | E                      | Application Form                        |
| <b>Experience</b>               |                                                                                                                       |                        |                                         |
| 2.1                             | Newly qualified or experienced practitioners are equally welcome to apply                                             |                        |                                         |
| <b>Aptitudes and Skills</b>     |                                                                                                                       |                        |                                         |
| 3.1                             | Ability to offer Maths to GCSE level                                                                                  | E                      | Application Form / Interview            |
| 3.2                             | Ability to offer Maths to A level                                                                                     | D                      | Application Form/Interview              |
| 3.3                             | Ability to enthuse and motivate students                                                                              | E                      | Application Form/Interview/Micro-lesson |
| 3.4                             | To maintain a high standard in teacher-student relationships in the classroom                                         | E                      | Interview/Micro-lesson/Reference        |
| 3.5                             | To have the ability to work as an effective Form Tutor                                                                | E                      | Application Form/Interview              |
| 3.6                             | To be able to provide extra-curricular opportunities to students                                                      | D                      | Application Form / Interview            |
| <b>Personal Attributes</b>      |                                                                                                                       |                        |                                         |
| 4.1                             | To be an effective communicator, with the interpersonal skills necessary to work closely with colleagues and students | E                      | Interview                               |
| 4.2                             | To be able to contribute enthusiastically to the school's vision and objectives                                       | E                      | Interview                               |
| 4.3                             | To be an effective team member, and to be able to act on personal initiative                                          | E                      | Interview                               |
| 4.4                             | To be well organised and able to implement school policies effectively                                                | E                      | Interview                               |
| 4.5                             | To be highly motivated                                                                                                | E                      | Interview                               |



## Personal Specification

---

|                     |                                                                  |   |                    |
|---------------------|------------------------------------------------------------------|---|--------------------|
| 4.6                 | To be flexible in approach to work and people                    | E | Interview          |
| 4.7                 | To be committed to further personal development                  | E | Interview          |
| <b>Safeguarding</b> |                                                                  |   |                    |
| 5.1                 | Commitment to pupil wellbeing, safeguarding and child protection | E | Interview          |
| 5.2                 | Positive references                                              | E | Post short-listing |
| 5.3                 | Enhanced DBS                                                     | E | Post interview     |

## Faculty Information – Mathematics

---

Our vision is to provide all students with a rewarding and enjoyable experience of Mathematics whilst preparing them to become ambitious, confident, numerate individuals who are capable of dealing with all aspects of Mathematics and Numeracy in their chosen career and adult life. This is accomplished through having a shared commitment to excellent teaching and learning and ensuring there is a well-designed curriculum with an interesting variety of lessons to motivate and engage all students. Students are able to develop their own skills of analysis, reasoning, creativity, collaboration and self-evaluation so that they can meet the mathematical problems they face with independence, thoughtfulness and enthusiasm. Every pupil must have the highest expectations of themselves and each other and by working together we can achieve the highest success.

Our Year 7s start in mixed ability classes which enables us to adopt a Mastery approach; we have an expectation that all pupils can and will achieve. Students are supported to progress through the curriculum content at the same pace and we differentiate work to support them in gaining a deep knowledge. As professionals we enjoy sharing ideas and strategies and reflect on what has been taught. When the time is right we start to group students into Higher, Intermediate and Supported classes where students will be able to focus on the topics at a level that enables them to make sustained progress.

Beyond KS3 we have a range of programmes of study. For students who require extra support we run an Entry Level programme through KS4. Currently the majority of our students sit two GCSEs in Mathematics; GCSE Numeracy in Year 10 and GCSE Mathematics in Year 11. Our more able students also complete the Additional Maths qualification in Year 11 as a bridging course to A level Maths. A large number of students choose to continue their Mathematics into Sixth form where we run our very successful Maths and Further Maths A level programmes. Outcomes for students are outstanding with two of our recent cohorts achieving the highest results on record. Our courses regularly achieve the highest grades in ALPS, indicating outcomes to be similar to the very highest centres in the country.



## Faculty Information – Mathematics

---

For many years we have hosted a popular chess club after school. Students across all age groups enjoy competing against each other as well as teachers. For those students who enjoy a challenge we also run the annual UKMT Maths Challenges. We also hold GCSE and A level support groups for students after school.

We have a strong commitment to Continuing Professional Development for existing staff. As a faculty we provide a dynamic, supportive and friendly environment for all our staff and it is an ideal placement for those colleagues in their first year of teaching or for an experienced teacher looking for a new challenge. The faculty has a real sense of where it is going and we are looking forward to progressing with the development of the New Curriculum for Wales. The department is very much team driven, with high levels of collaboration, in which every member is able to make a very real and significant contribution to the lives of students and colleagues alike.

The Mathematics Faculty is a large and lively department with 13 teachers. We are very fortunate in our new twenty-first century school environment as the Maths faculty boasts a suite 10 classrooms and 2 smaller intervention classrooms each with an interactive projector which enhances our lessons and supports interactive learning. We also have a large hub area with a teaching staircase where we can gather to combine classes or use for more practical group based activities.





## The Recruitment Process

---

### 1. Application

Application forms can be downloaded via [www.eteach.com](http://www.eteach.com) – we do not accept CVs.

Completed paper applications should be returned to: Mrs Laura Claypole, Monmouth Comprehensive School, Old Dixton Road, Monmouth NP25 3YT.

Emailed applications may be sent to: [mon.recruitment@monmouth.schoolsedu.org.uk](mailto:mon.recruitment@monmouth.schoolsedu.org.uk)

**Closing Date: Monday 7<sup>th</sup> April at 12 noon**

### 2. Interview Process

**Interview Date: Thursday 10<sup>th</sup> April**

### 3. Additional Information

Please contact: Mrs Laura Claypole [mon.recruitment@monmouth.schoolsedu.org.uk](mailto:mon.recruitment@monmouth.schoolsedu.org.uk) for any further information.

### 4. Safeguarding

Child and Adult Safeguarding are key priorities for the School and Council. We aim to support children and adults at risk to be as safe as they can and fulfil their potential. You are responsible for playing your part in the well-being, safety and protection of children and adults at risk. You will have a responsibility to participate in training to the appropriate level of safeguarding and have a duty to fulfil your personal responsibilities for safeguarding.

Appointment to this post is exempt from Rehabilitation of Offenders Act and is subject to an Enhanced Disclosure Check. Candidates must be aware of and comply with policies and procedures relating to child protection and safeguarding, health, safety and security, confidentiality, and data protection, reporting all concerns to the appropriate person.

Monmouthshire County Council is an equal opportunities employer and welcomes applications from all sections of the community. Applications are welcome in English or in Welsh, and will be treated equally.

