



# DRAYTON MANOR HIGH SCHOOL



*Ofsted* *Outstanding* *Review*

Ambition

Character

Civic virtue

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### WELCOME FROM THE HEAD

Dear Applicant

Thank you for the interest you have shown in the post of Teaching and Learning Development Lead (Maths) at Drayton Manor High School and welcome to our inspiring and exciting school that provides a truly exceptional education.

Drayton Manor is a heavily oversubscribed, diverse, vibrant and successful school with proud traditions and an excellent reputation. Our school motto of *'Nec Aspera Terrent - hardships do not deter us,'* is at the heart of our ethos and we live this vision every day in our work with our students and everything that we do. The school is a calm and purposeful place where good manners and good behaviour are considered essential. We have no doubt that this moral education and the way it is combined with academic expertise are key factors in our school's success.

Our teachers have excellent subject knowledge and are adept at not only preparing our students for examinations but for building their confidence so they are well prepared for their future lives, whatever their chosen path. We are very proud of our rich and wide curriculum which supports the growth and development of our student body and staff play an integral role in supporting this.

It is over 95 years since Drayton Manor opened in 1930 and we continue to build on the successes of the past to put the school in the best possible position for the next 95 years. Our school is a positive, welcoming and encouraging environment, which is a reflection of the outstanding contribution our staff members make to all aspects of our busy school life.

Drayton Manor recognise and value continued professional development. Deliberate Practice, Curriculum specific training and Instructional Coaching are at the heart of our pedagogical training model with every teacher having the opportunity to work one-to-one with a coach. Additionally, we have a legacy of developing educational leaders including supporting staff through a range of National Professional Qualifications. The successful candidate will be able to demonstrate an ongoing commitment to professional development in all areas of their practice.

We offer

- The opportunity to work for an organisation which is value-driven and places our students at the centre of everything we do
- The opportunity to work with fantastic students who are aspirational and driven to succeed
- Access to high quality CPD and support with career progression to Deputy Headship and Headship
- Flexible and remote working opportunities mapped onto each professional's calendar
- Access to a private health care and wellbeing support package
- Magnificent buildings and an attractive and harmonious working environment
- An exciting opportunity to be involved in shaping the future direction of the school

Candidates who have extremely high expectations and who are keen to take a full and active role in the life of the school are encouraged to apply. This role requires excellent communication skills, meticulous attention to detail and a firm commitment to upholding the ethos, values and expectations of the school.

As an inclusive employer we are seeking candidates from a range of backgrounds and invite you to visit our website, which offers further information about the school, or contact Mrs Sancha Joseph-Sidney([hroffice@draytonmanorhighschool.co.uk](mailto:hroffice@draytonmanorhighschool.co.uk)) if you have any queries or would like to arrange a site visit.

Yours faithfully,



Ms Lisa Mills

Headteacher



## DRAYTON MANOR HIGH SCHOOL

### JOB DESCRIPTION

JOB TITLE Teaching and Learning Development Lead (Maths)

SCALE **Management Allowance (MA) 2**

**£48,106 - £68,368**

RESPONSIBLE TO **SLT with responsibility for Teaching and Learning**

JOB PURPOSE To develop teaching and learning across the school through

- leading on CPD
- undertaking research on teaching pedagogy to inform CPD
- developing links with other schools to share best practice

*All staff have a responsibility for promoting and safeguarding the welfare of children and young people s/he is responsible for or comes into contact with*

### KEY TASKS

- 1 To demonstrate outstanding classroom practice as evidenced through the following
  - Excellent results/outcomes
  - Excellent subject and specialist knowledge
  - Excellent ability to plan
  - Excellent ability to teach, manage pupils and maintain discipline
  - Excellent ability to assess and evaluate
  - Excellent ability to advise, support other teachers and lead CPD
- To coordinate and disseminate the sharing of outstanding practice throughout the school
- To deliver ongoing CPD to colleagues within the school and in partner schools
- To undertake research to support training and development
- To coordinate and/or lead on whole-school initiatives to improve teaching and learning
- To play a key role in the development of teaching and learning systems and policies, working with post-holders and key staff
- Develop links with the school's partner institutions and other schools as appropriate
- To contribute to the school's self-evaluation of teaching and learning

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## DRAYTON MANOR HIGH SCHOOL

### PERSON SPECIFICATION

POST TITLE Teaching and Learning Development Lead

*All staff have a responsibility for promoting and safeguarding the welfare of children and young people s/he is responsible for or comes into contact with*

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>• Qualified Teacher status</li> <li>• Degree</li> <li>• PGCE or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• MA or equivalent</li> <li>• Recent INSET in Teaching and Learning</li> <li>• Desire to work towards Lead Practitioner or equivalent (eg NPQSL)</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Successful teaching experience to at least two key stages and all ability groups</li> <li>• Evidence of excellent classroom practice in all areas</li> <li>• Experience of and ability to develop and deliver a curriculum which is sensitive to the needs of all students</li> <li>• Experience of professionally coaching, mentoring and developing staff</li> <li>• Proven experience in Head of Department/Coordinator role</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of developing teaching and learning</li> <li>• Evidence of improving students outcomes and learning experience and/or achieving results which are above the school average</li> </ul>
Ability/Skills	<ul style="list-style-type: none"> <li>• Imaginative and outstanding teacher with excellent ability to relate to students</li> <li>• Ability to demonstrate and disseminate effective practice to colleagues</li> <li>• Ability to work effectively as part of a team and lead a team</li> <li>• A good communicator</li> <li>• Ability to liaise successfully with parents, colleagues and external partners</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to acquire new skills as appropriate</li> <li>• Commitment to ongoing CPD</li> </ul>

	<ul style="list-style-type: none"> <li>• Ability to use school data to inform all aspects of professional work</li> <li>• Ability to use technology effectively</li> </ul>	
Equal Opportunities	<ul style="list-style-type: none"> <li>• Awareness of and commitment to equal opportunities</li> <li>• Ability to promote and support the school's Equal Opportunities Policy</li> </ul>	
Safeguarding	<ul style="list-style-type: none"> <li>• Commitment to safeguarding and promoting the welfare of children and young people</li> </ul>	
Disposition	<ul style="list-style-type: none"> <li>• Ability to work hard with competing deadlines, prioritising appropriately, and maintaining good humour</li> <li>• To be interested in children as individuals, in how they learn and be committed to the comprehensive ideal</li> <li>• Commitment to safeguarding children</li> <li>• To believe in the importance of team work and a collaborative approach, and be able to build supportive working relationships with colleagues both within departments, faculties and partner institutions and community groups</li> <li>• Evidence of commitment to and understanding of collective responsibility</li> </ul>	<ul style="list-style-type: none"> <li>• A willingness to initiate and develop curriculum and CPD innovation</li> </ul>

## EMPLOYEE BENEFITS



### STAFF PRIVATE HEALTHCARE

All Staff have access to Private Healthcare Membership at no cost



### PROFESSIONAL DEVELOPMENT

Ample opportunity for professional development. Education Professionals never stop learning



### CYCLE SCHEME

Salary sacrifice Cycle-to-work scheme available to all staff



### PAID DUTIES & FREE MEAL

Free lunch provided for each paid duty carried out at £24.50/hour



### COMMUTE TO WORK

Within walking distance of Hanwell & Drayton Green Rail Station and accessible by E1, E3 and E11 buses & Elizabeth Line



### WORKING HOURS & FLEXIBLE WORKING

**Flexible and remote working opportunities are mapped onto each professional's calendar**

## THE APPLICATION PROCESS

Candidates should complete an application form describing how their skills, knowledge and experience match the job description and person specification for the post of Teaching and Learning Development Lead (Maths). This should be sent via email to [hroffice@draytonmanorhighschool.co.uk](mailto:hroffice@draytonmanorhighschool.co.uk) to arrive by 12 noon Tuesday 5 May 2026. You can download an application form [HERE](#).

We reserve the right to make an appointment before the closing date, so early applications are encouraged.

The closing date is 12 noon, Tuesday 5 May 2026.

*Drayton Manor is committed to safeguarding and promoting the welfare of all children and young people. We recognise that this is an integral factor in recruitment and selection and is an essential part of creating safe environments for all children and young people. We expect all staff and volunteers to share this commitment. The successful applicant will be required to undergo enhanced child protection screening relevant to the post, including checks with past employers and the Disclosure and Barring Service (DBS).*