Hope High School



HOPE HIGH SCHOOL

CANDIDATE INFORMATION PACK

TEACHER – MATHEMATICS SPECIALISM

DOCUMENT CONTROL

Information	
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Recruitment Lead for post	Helen Dunbavin
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Role	Teacher – Mathematics Specialism
Closing Date	Friday 27th November 2026 – 9am
Interview Date	TBC
Start Date	Standard Burgundy Book Conditions Apply
Salary Grade	MPS/UPS + 1 SEN Point

Hope High School
Carfield
Skelmersdale
Lancashire
WN8 9DP
Tel: 01695 721066

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Introduction to the role

Do you want to work in a unique SEN school where your support will make a real difference to pupils' lives and ambitions for their future?

We have an exciting opportunity for a creative & dynamic Mathematics teacher to develop the curriculum within our school. The successful candidate will, through dedication and creativity, inspire students to succeed both in the classroom and beyond; candidates should be able to demonstrate a diverse range of skills and a positive attitude and will have a passion for the subject of Mathematics that will motivate and encourage students.

As a small SEN school, staff are often required to work flexibly across the curriculum to meet the needs of our pupils. Whilst the primary focus of this role is Mathematics, there may also be opportunities or requirements to teach other subjects where appropriate i.e. PE. Experience of teaching across a range of curriculum areas would therefore be advantageous.

You will be joining a supportive, talented and friendly staff team where ideas are shared, staff are listened to and you will help to shape the future direction of the school. Our pupils deserve the best teachers who can inspire and ensure the best outcomes possible. Our small classes mean that every pupil gets the right help, support and expert teaching to allow them to reach their true potential.

We would welcome applications from suitably qualified Teachers.

For more information about the school please visit our website www.hope.lancs.sch.uk. Please read the job description and person specification contained within this document carefully.

For more information on the role, informal chat please speak to the recruitment lead for this post, Helen Dunbavin.

Hope High School is an equal opportunities employer and is committed to safeguarding and promoting the welfare of children and young people. The successful applicant will be subject to an enhanced DBS check. The post you are applying for is covered by the Rehabilitation of Offenders (Exceptions) Act 1975. If successful you will be required to apply to the Disclosure and Barring Service for a 'disclosure'.

Applications must be accompanied by a supporting letter and be a maximum of 2 side of A4 and in font size 12.

Rehabilitation of offenders Act 1974 - details of any criminal record spent or unspent should be sent to the Chair of Governors at the school address by the closing date.

Completed applications must be submitted electronically to: trencherk@hope.lancs.sch.uk

Thank you for your interest in the role and we look forward to hearing from you soon.

Colin Watson



School Business Manager

About the school



Hope High School in Skelmersdale is a SEN school for young people aged 11 to 16 who have individual needs based on Social, Emotional and Mental Health difficulties.

The school has created a culture for learning and behaviour, which enables pupils with additional needs to succeed. The approach that all staff share is both nurturing and innovative. The modern setting and high levels of quality provision ensures pupils learn in a calm and constructive environment. In June 2025, the school was inspected by Ofsted and maintained its previous judgement of good in all areas. The school aims to build on this strong outcome and continue its journey of improvement.



We are a purpose-built school with facilities designed to support our learners towards success. Our facilities include a fully equipped cookery room, design technology workshop, an art studio, a forest school area, a sports hall with gymnasium and of course classrooms each having the latest learning technology.

Our school boasts a fantastic staff team committed to improving the life chances of our young people. Our expectations are high. We aspire for pupils to flourish and succeed – socially, emotionally and academically. We personalise the curriculum and strive for every learner to make accelerated levels of academic progress. We build upon their interests, their strengths and learning styles whilst acknowledging what motivates them to learn.

Our experienced and skilled staff use their expertise to tailor individual strategies to improve pupils' self-esteem and confidence, which we understand is a foundation for success. Young people develop their ability to build relationships, develop positive behaviour and become motivated and enthusiastic learners.

At Hope High we understand the importance of home-school partnerships and we keenly encourage active participation from all parents and carers. This includes regular communication via each pupil's key worker, regular coffee mornings and barbeques. All parents and carers are also encouraged to play an active part in the target setting and review process which is in place for all pupils.

Hope High is a place where no two days are ever the same and is filled with vibrant, talented and driven learners who never fail to amaze and inspire us.

Helen Dunbavin

Headteacher

Personal Specification

Post Title	Teacher – Mathematics	
Grade	MPS/UPS + 1 SEN Point	
Personal Attributes required (on the basis of the job description)	**Essential (E) or Desirable (D)**	**To be identified by: (eg application form (AF), interview (I), reference (R), OBSERVATION (o)**
Qualifications		
Qualified Teacher Status	E	AF
Degree in relevant subject(s)	E	AF
SEN Experience	D	AF/I/R
Successful secondary teaching experience up to and including KS3 and GCSE (Level 2)	E	AF/I/R
Professional knowledge and experience		
Have thorough up-to-date knowledge of and enthusiasm for the subject of Mathematics including the latest developments, whilst demonstrating the ability and willingness to contribute to the wider curriculum where required.	E	AF/I/R/O
Demonstrate a strong pedagogical understanding of the developments in teaching	E	AF/I/R/O
Have excellent classroom and behaviour management skills	D	AF/I/R/O
Understanding of and a commitment to Assessment for Learning	D	AF/I/R/O
The ability to meet the needs of all learners in a mixed attainment class	D	AF/I/R/O
Evidence of current continuous professional development	D	AF/I/R/O
Knowledge/skills/abilities		
Strong communication and interpersonal skills	E	AF/I/R/O
Effective/collaborative team member	E	AF/I/R
Values working in partnership with parents and has confidence to engage with them	E	AF/I/R
Ability to use and develop the skills of support staff	E	AF/I/R/O
Ability to lead subject areas	D	AF/I/R
The ability to develop positive relationships with children	E	AF/I/R/O
Personal Qualities		
Ability to relate well to children	E	AF/I/R
Ability to work as part of a team	E	AF/I/R
Flexible attitude to work	E	AF/I/R
Good communication skills (oral and written)	E	AF/I/R
Sense of humour	E	AF/I/R
Enthusiastic, self-motivated, hardworking and dedicated	E	AF/I/R
Professionalism – high expectations and standards	E	AF/I/R
Good attendance record	E	AF/I/R

Post Title	Teacher – Mathematics	
Grade	MPS/UPS + 1 SEN Point	
Personal Attributes required (on the basis of the job description)	**Essential (E) or Desirable (D)**	**To be identified by: (eg application form (AF), interview (I), reference (R), OBSERVATION (o)**
Other		
Commitment to safeguarding and protecting the welfare of children and young people	E	AF/I/R
Commitment to equality and diversity	E	AF/I/R
Commitment to health and safety	E	AF/I/R
Fully support our vision for the best outcomes for all children	E	AF/I/R
Commitment to all aspects of school life, extra-curricular, extended school activities and residential visits	E	AF/I/R
Commitment to undertake professional development / INSET	E	AF/I/R

Job Description

Post Title	Teacher – Mathematics
Grade/Salary	MPS/UPS + 1 SEN Point
Location	Hope High School
Responsible to	Headteacher / Senior leadership team
Staff Responsible For:	N/A

Purpose of the role (job statement)

Under the reasonable direction of the Headteacher, carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document (STPCD).

Implement and deliver an appropriately broad, balanced, relevant, and differentiated Mathematics curriculum for students of both KS3 & KS4 and support designated curriculum areas as appropriate.

Lead the development of the curriculum, resources, schemes of work, marking policies, assessment and teaching and learning strategies across Mathematics

Monitor and support the overall progress and development of students as at teacher/ Personal Tutor.

Facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.

Contribute to raising standards of student attainment.

Main Activities

Teaching

- Set high standards and expectations which inspire, motivate and challenge students.
- Promote good progress and outcomes for students.
- Demonstrate good subject and curriculum knowledge, including examination specifications.
- To teach to the highest standard.
- To promote a level of learning and children's intellectual curiosity.
- Teach, students according to their educational needs, including the setting and marking of work including homework.
- Assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- Provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- Ensure that ICT, Reading, Writing, Communication and Maths, and Social, Moral, Cultural and Spiritual developments are reflected in the teaching/learning experience of students.
- Undertake a designated programme of teaching.
- Ensure a high-quality learning experience for students which meets internal and external quality standards.
- Prepare and update subject materials.
- Use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus.
- Maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- Undertake assessment of students as requested by external examination bodies departmental and school procedures, including marking of classwork and homework.

Strategic/ Operational Planning

- Assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the curriculum area and department.
- Contribute to the curriculum area and department's development plan and its implementation.
- Plan and teach well-structured lessons that reflect the abilities and needs of the students.
- Contribute to the design and provision of an engaging curriculum within the relevant subject areas.
- Deliver high-quality teaching across mathematics and other curriculum areas as appropriate to the needs of the school.

Curriculum Provision

- Ensure that the curriculum area provides a range of teaching which complements the school's strategic objectives.
- Assist in the process of curriculum development and change to ensure the continued relevance to the needs of students, examining and awarding bodies and the school's mission and strategic objectives.

Staffing

- Take part in the school's staff development programme by participating in arrangements for further training and professional development.
- Continue own professional development in the relevant areas including subject knowledge and teaching methods.
- Engage actively in the performance excellence process.
- Ensure the effective/efficient deployment of classroom support.
- Work as a member of a designated team and to contribute positively to effective working relations.

Quality Assurance

- Help to implement school quality assurance procedures and to adhere to those.
- Contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed school procedures, including evaluation against quality standards and performance criteria. To seek/implement modification and improvement where required.
- Review methods of teaching and schemes of work.
- Take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school and department.

Management

- Maintain appropriate records and to provide relevant accurate and up-to-date information for MIS, registers, etc.
- Complete the relevant documentation to assist in the tracking of students.
- Track student progress and use information to inform teaching and learning.
- Assist the Curriculum Leader to identify resource needs and to contribute to the efficient/effective use of physical resources.
- Co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, department and the students.

Communication and Liaison

- Communicate effectively with the parents of students as appropriate.
- Where appropriate, communicate and co-operate with persons or bodies outside the school.
- Follow agreed policies for communications in the school.

Pastoral System

- Be a Form Tutor to an assigned group of students.
- Promote the general progress and well-being of individual students and of the Form Tutor Group as a whole.
- Liaise with the behaviour lead to ensure the implementation of the school's pastoral system.
- Register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
- Contribute to the preparation of action plans and progress files and other reports and references.
- Alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
- Communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff.
- Apply the school's behaviour management systems so that effective learning can take place.

School Ethos

- Play a full part in the life of the school community, supporting its distinctive mission and ethos and encouraging staff and students to follow this example.
- Promote actively the school's corporate policies.
- Comply with the school's health and safety policy and undertake risk assessments as appropriate

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition. This job description is current at the date below but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade.

Additional Information

The above document sets out the area of work in which duties will generally be focused and gives an example of the type of duties that the postholder could be asked to carry out. PLEASE NOTE that this is for guidance only. Postholders are expected to be flexible and to operate in different areas of work/carry out different duties as required.

Equal opportunities

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

Health and safety

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must co-operate with us to apply our general statement of health and safety policy.

Safeguarding Commitment

We are committed to protecting and promoting the welfare of children, young people and vulnerable adults.

Attendance

Good attendance enhances the service delivered by schools, minimises staffing difficulties and ensures best value to the school. It is essential that applicants for positions in this school can evidence a previous satisfactory attendance record/commitment to sustaining regular attendance at work.

Customer Focus

We put our customers' needs and expectations at the heart of all that we do. We expect our employees to have a full understanding of those needs and expectations so that we can provide high quality, appropriate services at all times.

Skills Pledge

We are committed to developing the skills of our workforce. All employees will be supported to work towards a level 2 qualification in literacy and /or numeracy if they do not have one already.

Disclosure and Barring Service (DBS)

Hope High School is an equal opportunities employer and is committed to safeguarding and promoting the welfare of children and young people. The successful applicant will be subject to an enhanced DBS check. The post you are applying for is covered by the Rehabilitation of Offenders (Exceptions) Act 1975. If successful you will be required to apply to the Disclosure and Barring Service for a 'disclosure'.

References

At least two references are requested for each shortlisted applicant, one of which must be the current or most recent employer. If the applicant is not currently working with children, but has done so in the past, a third reference maybe sought from the employer for whom the candidate was most recently employed to work with children. We will always consider your references before confirming a job offer in writing.

Applying

Completed applications must be submitted electronically to: trencherk@hope.lancs.sch.uk