



PENRYN COLLEGE

ACHIEVING through CHALLENGE



Candidate Pack - Second in Maths



Message from The Headteacher

Thank you for the interest that you have shown in joining us at Penryn College. As Headteacher, I am proud to lead a school community that is committed to excellence, inclusivity, and innovation. Our motto, “*Achieving through Challenge,*” reflects our belief that with the right support and encouragement, all young people can reach their full potential.

We are passionate about providing a broad and balanced curriculum that inspires curiosity, creativity, and confidence. Together we work tirelessly to create an environment where students feel valued and empowered to take ownership of their learning. Lessons are engaging and underpinned by excellent resources including technology.

We have high expectations of our staff, but in return we provide a supportive and friendly working environment where your feedback is valued and your efforts recognised and rewarded, with ample CPD opportunities and the chance to really make a difference.

Penryn College is more than just a place of learning—it is a vibrant, caring community where every moment matters.

One of the most important things I have learnt in my career is to listen to students. Finding out what our students think and experience in any capacity, whether it’s with our student leadership groups, standing in the canteen queue, or sitting next to them in their lessons. These important interactions tell us what we’re doing right and set our priorities. After all, it’s the reason we came into this profession!

I hope this information pack will give you a good overview of the position and working at our School. There is a strong community spirit here, and all our staff, whatever their role, play an important part in our success. If you have any questions please do contact us, we are more than happy to help.

Warm regards,

Claire Croxall

About Our School - Vision, Mission & Ethos

Penryn College is a lively, thriving school, and we pride ourselves on our local and national reputation for educational excellence. We work in partnership with national research-led teaching and learning initiatives such as the Arts Council Creativity Collaborative and we are an award-winning Cyber Award School and UNICEF Rights Respecting School. We cater for children and young people aged 11-16 who live in Penryn and the surrounding villages of Constantine, Flushing, Mabe, Mawnan Smith, Mylor, Perranwell and Ponsanooth. Students also join us from Falmouth and other outlying villages and towns.

Originally, Penryn College opened in Falmouth in 1957, and was moved to its present site in 1961. Since that time, there has been a programme of continuous improvement and updating of buildings/classrooms. Our biggest development was the opening of our £24 million College building in 2008. Our PAN for each year group is 210, but the occupational capacity is slightly different for each one. Currently, we are oversubscribed in all year groups.

We want the children of Penryn College to be the best they can be and do the very best they can, whoever they are, wherever they are from, whatever their starting point and wherever they are headed. We want them to be able to meet the challenges of the future. We want them to be flexible, to solve problems, to be resilient and to think for themselves. Most of all, we want them to achieve their dreams.

“Achievement through Challenge” is a tangible part of the life and work of the College. Children have inspiring learning opportunities because teachers open new worlds. The range of rich opportunities in a wide and exciting curriculum, using Cornwall’s natural environment to the full, gives students a thirst to know more, understand more and do more. Building upon their achievements at primary school, students develop purposeful learning habits, including being competent in reading, writing and numbers. They are able to talk openly and confidently about themselves, their progress, their aspirations and their opinions. They learn to understand, value and uphold people’s right to be treated equally. They leave us with a broad range of qualifications which give them knowledge and skills they need for their future, whatever that future might be, and as self-assured, well rounded young citizens, understanding the responsibilities, challenges and opportunities of life in modern Britain and the wider world. They value people for who they are and know that each one of us has a responsibility to give something back. They know where they are headed and how to achieve their dreams.

Penryn College's ethos centers on nurturing happy, resilient, and aspirational students through challenge, aiming for them to reach their full potential in a supportive, inclusive environment that values individuality, mutual respect, and community, underpinned by their motto "Achieving through Challenge" and a commitment to developing well-rounded individuals with strong academic and personal skills.

At Penryn College, we believe that everyone's voice matters. We listen carefully to students, families, staff, and our wider community to help shape the future of our school. This shared approach ensures we create a supportive, inclusive environment where every learner can thrive.



01 What parents say ...

"Both of my children are very happy at the school and we're very grateful to have a fantastic school on our doorstep. They are given many extra-curricular opportunities which enable them to grow in confidence and feel part of the school community."

02 What students say ...

"There's a great team spirit here. We all get on well with each other and the teachers. We feel safe, and the facilities are amazing!"

"The changes that have been made by all of us have been listened to and have happened thanks to the school staff."



03 What staff say ...

"The school does a fantastic job... it enables our young people to thrive and be valued"

"This is a great school to work in... there is a strong sense of community."

04 What OFSTED say ...

"Penryn College is a happy and welcoming school."

"Pupils follow an exciting curriculum with a broad range of different opportunities. Leaders are ambitious for pupils and there is an ethos of 'having a go', without fear of failure."



Working with Us

THE RECRUITMENT PROCESS

- 1. Application:** To apply for a staff vacancy, please visit our website [here](#) and [complete an Application Form](#) and Personal Statement of Suitability (no longer than two sides A4). Demonstrate clearly how you meet the criteria outlined in the Person Specification, providing specific, relevant examples to support your evidence. Please email completed applications by the closing date to vacancies@penryn-college.cornwall.sch.uk
- 2. Shortlisted applicants** will be invited by email to attend an interview. References will be taken up after shortlisting unless you have indicated otherwise.
- 3. Interview Process:** The selection process will include a formal panel interview and a practical assessment designed to evaluate the knowledge, skills, and abilities outlined in the Person Specification. Full details will be provided to shortlisted candidates prior to interview.
- 4. Feedback:** Unsuccessful applicants will be provided with professional feedback
- 5. Taking up post:** The start date is subject to completion of all Safer Recruitment checks
- 6. Additional Information:** For further information, please contact Helene Zeat-Kane, HR Officer. If you require any reasonable adjustments in order to attend or participate fully in the interview process, please let us know at your earliest convenience so that appropriate arrangements can be made
- 7. Safeguarding:** Penryn College is committed to safeguarding and promoting the welfare of children and young people and expect staff and volunteers to share this commitment. The successful applicant will be subject to an Enhanced DBS and barred list check.

We reserve the right to interview early should an exceptional candidate apply

Closing date: 18 May

Interview date: 21 May

Start Date: September

[Please note that we are unable to process applications without a fully completed application form.](#)

Please return your completed application form and covering letter to Helene Zeat-Kane, HR Officer at

vacancies@penryn-college.cornwall.sch.uk

Thank you again for your interest in joining our team. We look forward to receiving your application.

“The School has a great culture - one that supports staff and the development of teams. I love being part of the team!” Staff Survey 2025

JOB DESCRIPTION

Job Title: Second in Maths

Grade: Main Scale/UPS

Hours: Full time, Part time, Permanent from September 2026

Reporting to: Head of Faculty.

Main Purpose of Role

- To support the Head of Maths in providing strategic leadership and direction for the Mathematics Department, ensuring high standards of teaching, learning, and student achievement across Key Stages 3 and 4.
- The post holder will play a key role in raising attainment and progress in Mathematics through leading on key aspects of the department's work, promoting whole-school numeracy through targeted interventions, using data analysis to inform practice, and supporting and developing colleagues.
- Working collaboratively with senior leaders, staff, students, and the wider community, the Second in Maths will help drive improvement, uphold Penryn College's ethos of "Achieving through Challenge," and ensure that all students are supported to reach their full potential.

Duties and Responsibilities

Leadership

- Lead and support the delivery of high-quality teaching and learning in Mathematics, ensuring strong outcomes for all students.
- Deputise for the Head of Maths as required, including leading departmental meetings and contributing to strategic planning.
- Take a leading role in improving numeracy standards across the school, including the design, implementation, and evaluation of whole-school numeracy strategies and cross-curricular interventions.
- Support the monitoring and evaluation of teaching and learning through lesson drop-ins, work scrutiny, student voice, and data analysis.
- Use school and national data to identify priorities, track progress, and implement effective intervention strategies to raise attainment.
- Contribute to the development of an ambitious, well-sequenced Maths curriculum aligned with whole-school priorities.
- Lead on specific areas of departmental improvement (e.g. curriculum, assessment, pedagogy, or key stage provision), as agreed with the Head of Department.
- Support the professional development of colleagues through coaching, modelling excellent practice, and sharing effective strategies.
- Ensure consistency in standards of teaching, learning, and assessment across the department.
- Support the organisation and delivery of assessment, reporting, and examination processes.
- Work collaboratively with staff across departments to promote effective numeracy teaching within the wider curriculum.
- Build strong relationships with students, parents, and colleagues to support achievement and engagement.
- Contribute positively to whole-school initiatives and promote the ethos and values of the school in all aspects of the role.

Teaching

- Plan and deliver high-quality Mathematics lessons across Years 7–11 to secure strong student attainment, progress, and outcomes.
- Teach within the context of the school's curriculum, schemes of work, and development priorities.
- Assess, record, and report on students' progress, using data to inform teaching and learning.
- Set and mark work regularly, providing clear and constructive feedback to support improvement.
- Create a safe, inclusive, and purposeful learning environment with strong routines and effective behaviour management.
- Maintain high expectations of student engagement, effort, and achievement in line with whole-school policies.
- Build positive relationships with students to support progress, motivation, and wellbeing.
- Promote high standards of numeracy, literacy, and academic presentation within Mathematics lessons.
- Undertake the role of Form Tutor, supporting the academic progress, personal development, and wellbeing of a tutor group.

- Deliver tutor time sessions in line with the school’s pastoral programme, including personal development.
- Monitor attendance, punctuality, and behaviour, and take appropriate action to support improvement.
- Communicate effectively with parents/carers, Heads of Year, and pastoral staff to support student progress and wellbeing.
- Contribute to departmental resources, curriculum planning, and schemes of learning to ensure consistency and quality.
- Support assessment, reporting, and examination processes as required.
- Uphold the highest standards of safeguarding, health and safety, and student welfare in all aspects of teaching and tutoring.
- Contribute to the wider life of the school, including enrichment and extra-curricular opportunities.

Health and Safety and Professional Development

- Promote the safety and well-being of students in accordance with the school’s Child Protection and other relevant policies.
- Be aware of any subject-specific health and safety requirements and ensure that they are implemented appropriately at all times.
- Participate in arrangements for further training and professional development.
- Take part in the school’s professional review procedure of your own performance.
- Fulfil the role of Data Protection Officer ensuring correct procedures are in place for Data Protection.
- Ensure co-ordination of E Safety and Policy updates with the E-safety Officer.

PERSON SPECIFICATION

ATTRIBUTES	Essential
Qualifications and Experience	<ul style="list-style-type: none"> • Qualified Teacher Status (QTS) • Degree in Mathematics or a closely related subject • Successful experience teaching Mathematics across Key Stages 3 and 4 • Evidence of positively impacting student progress and attainment • Experience of contributing to departmental development or leading an aspect of provision <p>DESIRABLE: Experience of leading interventions or whole-school initiatives (e.g. numeracy). Experience of supporting or developing other colleagues.</p>
Leadership Skills	<ul style="list-style-type: none"> • Ability to support the leadership and strategic development of a department • Ability to lead and inspire colleagues to improve teaching and learning • Experience of using data to identify priorities, monitor progress, and drive improvement • Ability to support, coach, and develop colleagues effectively • Strong organisational and time-management skills <p>DESIRABLE: Experience of leading whole-school initiatives such as numeracy across the curriculum. Experience of monitoring teaching and learning (e.g. work scrutiny, lesson visits, student voice)</p>
Skills and Knowledge	<ul style="list-style-type: none"> • Strong subject knowledge and passion for Mathematics • Ability to deliver consistently high-quality teaching and learning • Secure understanding of effective assessment, feedback, and curriculum planning • Proficiency in analysing and interpreting student progress data to inform teaching and intervention • Ability to design and implement targeted interventions to improve student outcomes • Understanding of how to promote and embed numeracy across the wider curriculum • Ability to create an engaging and inclusive learning environment that promotes high levels of participation and progress
Personal Qualities	<ul style="list-style-type: none"> • Commitment to the ethos and values of the school and “Achieving through Challenge” • High expectations of student behaviour, achievement, and participation • Strong communication and interpersonal skills • Ability to work positively and effectively as part of a team • Reflective practitioner with a commitment to continuous professional development • Commitment to safeguarding and promoting the welfare of students • Professional, resilient, and able to respond positively to challenge and change • Enthusiasm, energy, and willingness to contribute to the wider life of the school



Penryn College

Achieving through Challenge

Thank you for your interest in Penryn College. We look forward to welcoming you to our school.

Address Penryn College, Kernick Road, Penryn, TR108PZ

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Email vacancies@penryn-college.cornwall.sch.uk

Website www.penryn-college.cornwall.sch.uk