

Assistant Headteacher (Pastoral & Whole-School Leadership)

Cambridge Maths School, Cambridge

Leadership Scale L8-L12 (depending on experience)

Full Time (although part time may be possible on request), Permanent

Start Date: January 2027 (or later by agreement)

Join one of the UK's most distinctive and successful sixth form schools

Cambridge Maths School (CMS) is seeking to appoint an exceptional Assistant Headteacher to join our ambitious and innovative leadership team.

Developed in association with the University of Cambridge, Cambridge Maths School is a specialist sixth form for students with a passion and aptitude for mathematics and the mathematical sciences. Located in purpose-built facilities in the heart of Cambridge, the school offers A Levels in Mathematics, Further Mathematics, Biology, Chemistry, Computer Science and Physics.

Since opening in 2023, CMS has rapidly established itself as one of the country's highest-performing sixth forms. We combine academic excellence with a deep commitment to widening participation, ensuring that talented young people from all backgrounds can access an outstanding education and progress to the most competitive university courses and careers.

This is an exciting opportunity for an outstanding leader to help shape the next stage of the school's development.

The Role

We are seeking an exceptional school leader who will play a key role within the Senior Leadership Team and help drive the continued success of Cambridge Maths School.

The successful candidate will:

- Be an outstanding teacher, capable of teaching at least one of the school's specialist subjects: Mathematics (including Further Mathematics), Biology, Chemistry, Computer Science or Physics.
- Contribute strategically to the leadership and development of the school.
- Lead and develop a significant pastoral or whole-school area.
- Support the highest standards of teaching, learning, achievement and student experience.
- Work closely with staff, students, families and external partners to ensure every student thrives academically and personally.

- Contribute to the continued development of CMS as a nationally significant centre of excellence for post-16 education.

Areas of Responsibility

The Assistant Headteacher will lead and oversee the school's pastoral provision, ensuring that every student is supported to thrive academically, socially and personally.

Student Wellbeing and Pastoral Care

- Student wellbeing and mental health.
- Strategic leadership of pastoral systems and processes.
- Early intervention and targeted student support.
- Attendance, engagement and participation.
- Student behaviour, culture and expectations.
- Student voice, leadership and community engagement.

Safeguarding, Inclusion and Equity

- Safeguarding and child protection.
- Equality, diversity and inclusion.
- Support for vulnerable, disadvantaged and underrepresented students.
- Development of an inclusive school culture where all students feel a sense of belonging.
- Liaison with families, external agencies and partner organisations.

Personal Development, Careers and Enrichment

- Leadership of the school's personal development programme.
- Careers education, information, advice and guidance (CEIAG).
- Oversight of careers guidance, work experience opportunities and employer engagement.
- Strategic leadership of super-curricular programmes, ensuring students have access to rich academic experiences beyond the classroom.
- Oversight of student enrichment, leadership opportunities and wider personal development activities.
- Promotion of widening participation initiatives and ambitious progression pathways for all students.

The successful candidate will work closely with staff, students, families and external partners to ensure Cambridge Maths School continues to deliver an exceptional student experience alongside outstanding academic outcomes.

About You

We are looking for a candidate who:

- Is an excellent classroom practitioner with a strong track record of success.
- Has successful middle or senior leadership experience within a school or sixth form setting.
- Has experience of leading and developing staff and teams.
- Demonstrates a strong commitment to student wellbeing, safeguarding and inclusion.
- Possesses excellent interpersonal, organisational and communication skills.
- Has the vision, credibility and resilience required to make a significant contribution to school improvement.
- Is passionate about widening participation and enabling talented young people from all backgrounds to succeed.
- Shares the values, ambition and ethos of Cambridge Maths School and the Eastern Learning Alliance.

Applications are welcomed from experienced Assistant Headteachers, aspiring senior leaders, or exceptional middle leaders ready to take the next step in their career.

Why Join Cambridge Maths School?

Working at CMS provides a unique opportunity to help shape one of the most innovative and academically ambitious schools in the country.

We offer:

- Highly motivated, intellectually curious and exceptionally talented students.
- A collaborative, supportive and ambitious staff team.
- A culture that values professionalism, innovation and continuous improvement.
- Close links with the University of Cambridge and leading academic and industry partners.
- Outstanding opportunities for professional development and career progression.
- Significant scope to shape strategic developments within a growing school.
- A reduced teaching allocation to support leadership responsibilities.

- Opportunities to contribute to nationally recognised outreach and widening participation initiatives.

What Can ELA Offer You?

The Eastern Learning Alliance offers sector-leading staff benefits alongside high-quality professional development and cross-trust collaboration opportunities.

Benefits include:

- Reduced teaching allocation to enable professional development.
- Employee Assistance Programme with access to counselling and physiotherapy.
- Health care cash plan.
- Paid annual family day.
- Extensive discount club access.
- Cycle to work and electric vehicle lease schemes.
- Enhanced parental leave.
- Flexible working practices where appropriate.
- Laptop and mobile phone purchase schemes.
- Access to ticket ballots for high-profile events.
- Discounted gym membership.
- Extensive leadership development and cross-trust networking opportunities.

Safeguarding

The Eastern Learning Alliance is committed to safeguarding and promoting the welfare of children and young people. All staff are expected to share this commitment. The successful applicant will be required to undertake an enhanced DBS check and all relevant pre-employment checks.

Application Process

Applicants should complete the Eastern Learning Alliance application form and submit a supporting letter of no more than two sides of A4 outlining:

- Your reasons for applying.
- What strengths and experience you would bring to the role.
- Your leadership style and approach.
- The areas of whole-school leadership that particularly interest you.

- Why you believe you would be well suited to the opportunities and challenges of Cambridge Maths School.

Visits to the school are warmly encouraged.

For further information, please contact recruitment@cms.tela.org.uk.

Closing Date: 13th October 2026

Interview Date: To be confirmed

Cambridge Maths School

A specialist sixth form for mathematics and the mathematical sciences, committed to academic excellence, widening participation and transforming futures through exceptional education.