



Assistant Head (Staff development and Co-curriculum)

King's College London Mathematics School

- 1-year fixed term
- Part time or Full time (0.8-1.0FTE)
- Start date 1 January 2027
- Full-time salary £65,536-£71,325, depending on experience

Job pack contents:

- Application procedure
- Information about King's College London Mathematics School, and the post;
- Job description;
- Person specification.

In anticipation of the expansion of the school, King's College London Maths School is seeking to appoint a motivated and strategic leader to the new role of Assistant Head (Staff Development and Co-Curriculum).

Application Procedure

Should you wish to apply for this position please send the following:

- A completed application form, and
- An Equality and Diversity reporting form

Links to these documents can be found on our [website](#).

You may include a curriculum vitae and/or covering letter as well as, but not in place of, the application form.

Applications should be made electronically in Word or PDF format by email to kclmsvacancies@kcl.ac.uk. Enquiries may be made to Tom Collins, Deputy Head, using the same email address.

Closing date: 09:00 on Wed 30 September 2026

Interviews will be held in w/c 5 October 2026

Please advise your referees that they may be contacted and asked to provide a reference at short notice.

King's College London Mathematics School (KCLMS)

<https://www.kingsmathsschool.com/>

King's College London Mathematics School is for students with a particular aptitude and enthusiasm for mathematics, and aims to widen participation in mathematical degrees and careers at the very best institutions. The state-funded school was opened in September 2014 by King's College London, and since then its students have consistently achieved unparalleled attainment and progress through A Level results that have established the school as the top performing school in the country. Following the school's success, maths schools are now being opened by universities across the UK. The school has been awarded accolades including State Sixth Form School of the Decade by The Sunday Times.

The curriculum

Our aim for the curriculum is for it to not only ensure excellent progress and attainment at A-level, but also to prepare students for successful further study and careers in the mathematical sciences.

All students at the school take Mathematics, Further Mathematics and either Physics or Computer Science to A-level, and an additional AS Level in Physics or Economics. They also take part in an extended curriculum that develops research, independence, literacy and communication skills, and that encourages the development of interests and of a healthy lifestyle. The school's educational ethos involves supporting students' future fulfilment by enabling confident self-expression both within and without our curriculum.

Students are prepared throughout their time at the school for the most challenging qualifications at sixth form level, including the STEP (Sixth Term Examination Paper, set by the University of Cambridge). They are also prepared to enter the many individual challenges and team competitions that are available in mathematics, physics and computer science.

The link to King's College London

King's College London is one of the top 10 universities in Europe (*Times Higher Education World University Rankings 2023*) and the fourth oldest in England. It is the sponsoring organisation for KCLMS, and the university maintains strong strategic and operational links with the school. Strategic oversight is provided by the university through the school's governance structures, and academics from the faculty of Natural, Mathematical and Engineering Sciences interact with KCLMS students by teaching extension programmes and mentoring groups of students working on extended research projects.

Site and Size

The school is located on Lambeth Walk, near to the Imperial War Museum and a short walk from King's College London's Waterloo campus. The school is half-way through an expansion project and has 114 students in Year 12 and 78 in Year 13.

Admissions Policy

KCLMS operates a selective admissions process. The key entry requirements are:

- At least seven GCSEs at grade 5-9, including: Mathematics (grade 8 or better), Physics or dual award science (grade 7 or better), and English Language (grade 5-9);
- A threshold score in a mathematical entry test set by KCLMS;
- A successful interview in which the school will further assess applicants' ability to benefit from the experience of attending a specialist mathematics school.

The school is committed to recruiting a significant proportion of students from socially and financially disadvantaged backgrounds, and to an outreach programme to further this objective.

Outreach

KCLMS aims to be a centre of excellence for the teaching of mathematics and its applications. The school supports high-attaining students across London, and in particular those who come from more disadvantaged backgrounds, to develop their mathematical and physics skillset, and also works with teachers to provide professional development around the teaching of mathematics and physics.

Why work for King's Maths School?

At King's Maths School we are proud to be an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. Benefits include:

- Being part of a small, knowledgeable, and fun team.
- The opportunity to work with young people who are deeply curious, focused, and ambitious.
- A highly collaborative work ethos including weekly group lesson planning.
- A progressive staff wellbeing policy that includes access to an in-school counsellor.
- Better than industry standard family leave benefits, including for adoption and surrogacy.
- 3 flexible holiday days per year that can be used during term-time to go to events or opportunities that would otherwise be difficult for teachers to attend.
- More holiday allowance than other state schools.
- A later start, with lessons commencing at 09:15.
- A cycle to work scheme (we have staff changing and shower facilities on site), educational discount at the Apple Store, access to King's College London's research, learning and prayer facilities, and subsidised KCL gym use.
- Opportunities to attend a range of cultural events for free as part of our cultural programme, including theatre shows, orchestra performances, sporting events, art galleries and museums.
- A bean to cup coffee machine – we know the importance of caffeine!

Assistant Head (Staff development and co-curriculum)

The Assistant Head (Staff development and co-curriculum) will be part of the strategic leadership team of the school and will play a central role in defining, articulating and implementing the shared vision and values of the school. They will demonstrate outstanding leadership and collaboration, working closely with other assistant heads and the deputy head to ensure the provision of a high quality of education for all our students.

The postholder will hold responsibility for the wider development of students, including the skills and speakers programme, sports and societies. They will also hold responsibility for careers, ensuring the school meets Gatsby benchmarks and developing entrepreneurship opportunities for students.

They will in addition take on core teaching responsibility in the school, teaching one of the school's existing subjects. (Mathematics, Further Mathematics, Physics, Computer Science and Economics).

Working closely with the Deputy Head (Academic), the Assistant Head (SDCC) will ensure a dynamic and tailored staff CPD program on Friday afternoons and support the Deputy Head in planning for INSET and training of the staff body. The Assistant Head (SDCC) will be responsible for progressing staff wellbeing and welfare, continuing the work the school has undertaken in recent years to improve feedback mechanisms and to ensure individual workplace improvements continue to make KCLMS a great place for staff to work. The Assistant Head (Staff development and Co-curriculum) will also have responsibility for Diversity Equity and Inclusion in school.

The Assistant Head will also take on a number of other key roles commensurate with their experience and the seniority of their post, including line management. The nature of the school as a small institution means that we are a flexible and collaborative team and that responsibilities amongst the senior team may be adjusted to accommodate the experience and skillset of a strong candidate.

The ideal candidate will have strong academic credentials, a proven record of outstanding teaching and will demonstrate excellent interpersonal skills. They will also share the vision of the school, to help support young people from diverse backgrounds with a particular aptitude for mathematics to find extension and excitement in a curriculum that fosters academic growth and curiosity.

This post represents an exciting opportunity for a teacher who has experience of middle leadership to take on their first senior leadership role, or for a current senior leader ready to take on more significant responsibility as one of the six members of the Senior Leadership Team.

The post is either part-time or full-time (0.8-1.0FTE, so 4-5 days per week) and will commence on 1 January 2026.

Job description

Post title	Assistant Head (Staff Development and Co-Curriculum)
Responsible to	Deputy Head Teacher (Academic)

Role outline
The Assistant Head will work alongside the Head Teacher as a member of the Senior Leadership Team in defining, articulating and implementing the shared vision and values of the school. They hold an important role and are expected to demonstrate outstanding leadership and interpersonal skills in collaborating with the Head Teacher on the implementation of the strategic direction of the school and a high quality education for all our students. The Assistant Head (SDCC) will hold responsibility for pupil development beyond the academic and joint responsibility with the Deputy Head (Academic) for staff development. This will include sole responsibility for the skills, speakers, sports and societies programmes, careers, entrepreneurship and DEI. This will include shared responsibility with the Deputy Head (Academic) for staff CPD and training through the Friday afternoon program, INSET and courses for individuals. We have a small and collaborative SLT at King's Maths School and there is scope for change in the specific responsibilities of the post in order to best fit the experience and skills of the appointee, other members of the Senior Leadership Team, and the overall needs of the school.

Responsibilities
1. School Culture 1.1 Create and sustain, in partnership with the Head Teacher and SLT, a culture in which students experience positive challenge and enriching experiences within a highly supportive community; 1.2 Promote positive and respectful relationships across the school community and a safe, inclusive environment; 1.3 Provide inspiring and purposeful leadership for all staff, ensuring a culture of high professionalism; 1.4 Prioritise at all times the safety and well-being of students and staff; 1.5 Plan, deliver and be present at relevant school events. 2. Skills, speakers, sports and societies 2.1 Manage a rich co-curricular program which develops students skills and interests beyond the academic, including skills identified as important for the future, for example, that are not addressed in other areas of the school's work; 2.2 Monitor and encourage student engagement with the co-curricular provision of the school, identifying and supporting students to participate fully; 2.3 Regularly review provision to ensure we are meeting the needs of students and the school's aims; 2.4 Work with the Sports and Societies Coordinator to ensure practical aspects, such as registers and bookings, run efficiently; 2.5 Work with the Lead Teachers to embed skills throughout the KCLMS curricula; 2.6 Work with the Lead Teacher (Y13) to ensure the speaker program runs effectively. 3. Careers 3.1 Ensure the school meets and continues to meet Gatsby benchmarks for careers education information, advice and guidance;

- 3.2 Develop provision and monitoring of careers advice to ensure all students gain experience of alternative routes into employment, understanding that the majority of the school's work is and will remain focused on university preparation;
 - 3.3 Develop and coordinate provision of entrepreneurship training for students.
 - 3.4 Work with the Assistant Head (Academic) and Lead Teachers of Y12 and Y13 to ensure records are kept of student careers work in preparation for UCAS and other references or applications;
 - 3.5 Investigate opportunities to work with KCL and local schools to provide inspiring and high-quality university and careers information to students and establish a regular event to take advantage of these opportunities.
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4. **Staff wellbeing and welfare**
 - 4.1 Develop and improve existing resources for gathering staff feedback;
 - 4.2 Ensure staff voice is considered in strategic planning;
 - 4.3 Ensure feedback from individual workplace improvement forms is used to improve the work environment for all staff;
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5. **Staff Development**
 - 5.1 Work with the Deputy Head (Academic) to coordinate effective, timely, and tailored CPD for staff through the Friday afternoon program and INSET days, including opportunities for staff to disseminate learning from individual courses and research;
 - 5.2 Keep abreast of best practice in the sector through your own reading and research, delivering training and updates to staff as appropriate to ensure KCLMS continues to be research-led in its practice;
 - 5.3 Identify training opportunities and match them to training requirements in the staff body;
 - 5.4 Line manage individuals as directed by the Head Teacher.
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6. **Diversity, Equity and Inclusion**
 - 6.1 Be responsible for keeping DEI at the forefront of strategic planning;
 - 6.2 Work with the Administration Manager (Data, Admissions and Outreach) to broaden the DEI work done by school through outreach and the DEI committee, including supporting the DEI committee directly to run events in school.
 - 6.3 Maintain the DEI calendar and ensure a range of events are celebrated throughout the school year that highlight and raise awareness of a breadth of differing needs, cultures and inclusion-related matters.
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7. **Organisation and reporting**
 - 7.1 Work as part of the SLT to ensure the smooth, effective and efficient running of the school;
 - 7.2 Engage with the SLT in evaluating and developing all aspects of the school, including drawing up and implementing improvement plans, preparing for external reviews and inspections;
 - 7.3 Engage positively with the school's governors, preparing and presenting reports as requested;
 - 7.4 Take on additional or alternative responsibilities as directed by the Head Teacher to address any change in the needs and strategic focus of the school.
 - 7.5 Report regularly to the Head Teacher as directed.

Person specification

Eligibility to work in the United Kingdom

The advertising of this post has not been compliant with UKBA guidelines for candidates who need to apply for a Certificate of Sponsorship to work in the UK.

We don't want potential candidates to be put off if they believe they do not meet every one of the criteria as described in a job description. We are most interested in finding the best candidate for the job, and that candidate may be one who comes from a less traditional background. ***We would encourage you to apply, even if you don't believe you meet every one of our criteria described.***

Criteria	E S S E N T I A L	D E S I R A B L E	HOW IDENTIFIED AND ASSESSED AP Application I Interview R References TL Taught Lesson
Education/qualification and training			
Excellent grades in A-level(s) most closely suited to your subject specialism, or equivalent qualifications	X		AP
Good honours degree in your subject specialism or a closely related discipline	X		AP
Qualified Teacher Status		X	AP
PGCE		X	AP
Experience			
Experience of a middle leadership role	X		AP, I, R
Successful and recent teaching experience	X		AP, I, TL, R
Teaching Maths, Physics, Economics or Computer Science at A Level	X		AP, I, TL, R
Experience of teaching high-attaining students aged 16-19		X	AP, TL, R
Experience of providing university and careers advice to students		X	AP, I
Experience of coordinating or running co-curricular clubs, courses or events		X	AP, I
Experience of coordinating or running DEI initiatives in school or elsewhere		X	AP, I
Experience of leading whole-school projects		X	AP, I
Experience of preparing for and presenting to Ofsted		X	AP, I
Knowledge/skills			
The capacity to set appropriate and developmental targets for staff and students	X		AP, I
The capability to take decisions and delegate appropriately	X		AP, I
Precise and inquisitive self-reflection	X		I, TL
The depth of knowledge and the mental agility to allow flexibility in lessons	X		I, TL

Ability to quickly create effective rapport and a constructive relationship with students	X		TL
Excellent communication skills, both written and verbal	X		AP, I
Excellent organisational skills, including keen attention to detail	X		AP, I
Capacity to take on board constructive feedback and to use this feedback to make improvements	X		AP, I
Excellent interpersonal skills and the ability to build positive connections with staff	X		AP, I
Knowledge of the needs of SEN(D) learners, in particular learners with high-functioning ASD		X	AP, I
Personal characteristics/other requirements			
Commitment to the educational vision and the mission of King's College London Mathematics School	X		AP, I
Profound and continuing interest in the subject(s) to be taught	X		AP, I
Profound and continuing interest in learning, teaching and assessment	X		AP, I
Commitment to own self-development	X		AP, I
Capacity to take initiative and to innovate	X		AP, I
Ability to lead and to enthuse others	X		AP, I
Ability to work constructively with others inside and outside the school	X		AP, I
Integrity and reliability	X		AP, I

Safeguarding

King's College London Mathematics School is committed to safeguarding the welfare and well-being of children and applicants must be willing to undergo child protection screening appropriate to this post, including checks with past employers and the Disclosure and Barring Service.

Equal opportunities

Our staff are amazing – they inspire students, have great ideas, and help make King's Maths School a fantastic place to work. We are committed to ensuring that we are always recruiting, retaining, and promoting a diverse mix of colleagues because we know that for our students to succeed they need a staff body with a broad range of ideas, skills, and experiences.

Applicants with disabilities

King's College London Mathematics School is keen to increase the number of disabled people it employs. We therefore encourage applications from individuals with a disability who are able to carry out the duties of the post. If you have special needs in relation to your application, please contact the Business Manager by emailing kclmsbusinessmanager@kcl.ac.uk

Thank you for your interest in King's College London Mathematics School.