



WINCHESTER  
COLLEGE



# TEACHER OF MATHEMATICS

CANDIDATE INFORMATION PACK



Closing date for applications Thursday 26<sup>th</sup> February 2026

Early applications are encouraged, and the school reserves the right to close the application process early should a suitable candidate be found.

# PART ONE

## ABOUT THE ROLE

Winchester College seeks to appoint a well-qualified, able and inspiring Teacher of Mathematics. This role would be equally suitable for early career teachers as well as those with more experience.

The successful candidate, who will teach throughout the school, will join a thriving Mathematics Department that has 14 teachers. All colleagues find the Mathematics Department a stimulating and collegiate place in which to work and teach. Mathematics teaching at Winchester College satisfies the pupils' vast appetite for the subject, and its teachers believe that learning in Mathematics should be enjoyable, memorable, rigorous and challenging. The Mathematics Department enjoys strong links with the Science, Computer Science, and Economics Departments, has a flourishing and extensive outreach programme, and has strong connections with local state primary, secondary schools and Winchester's Sixth Form College.

A huge majority of the pupils in the upper and lower sixth forms (which is recently expanded with the addition of female and day pupils) study Mathematics; and of these nearly half also take Further Mathematics. In Summer 2024, over 85% of our GCSE candidates achieved a grade 8 or 9; alongside this, over 80% of entries for Mathematics and Further Mathematics were at A\* or A grade. Pupils throughout the school participate in the various activities of the UKMT, with excellent results, including, in 2024, fifteen distinctions in the first round of the British Mathematical Olympiad. Each year the department supports a number of successful applications to read Mathematics at Oxford and Cambridge, as well as successful applications to elite American universities.



# PART TWO

## RESPONSIBILITIES OF TEACHER OF MATHEMATICS

The successful candidate will be accountable to the Head of Mathematics for the quality, success and development of their teaching, all routine activities throughout the working week and providing feedback on any pupil, staff or organisational issues, and for external examination results.

They will have an enthusiasm for the subject and for teaching. Upon joining the department, they will take responsibility for a number of classes across the age and ability range of the pupils in the school.

The following summary of duties is intended to assist the Teacher of Mathematics in their respective responsibilities. The successful candidate will be able to:

### Teaching Timetable

- teach a set timetable per week
- set and mark work in accordance with school and department policies
- maintain accurate records of pupils' attainment and academic progress
- be available to provide extra teaching outside the timetable where appropriate, and as reasonably required by the school

### Communication

- write reports on pupils as required
- monitor the progress of all pupils, giving constructive feedback from oral, written or examinable tasks
- attend meetings, including (but not limited to) staff meetings, chapel services, Professional Development days, and parents' evenings
- communicate with parents over pupil progress both at planned school events and on an 'as-needs-be' basis (either by email or face-to-face)



## **Professional Development**

- show evidence of, and a continuing interest in, professional and personal development
- participate in the school's Professional Development Review system
- produce, share and encourage the generation of outstanding and innovative digital resources
- share best practice with the rest of the department

## **Additional Responsibilities**

- be available to cover for absences both inside and outside the department as reasonably required by the Head of Department and/or the Director of Studies
- assist the Head of Department with the marking of scholarship and entrance examinations as required
- act as a tutor to a group of pupils in a boarding house
- invigilate exams (internal and external) as reasonably requested by the Examinations Officer and in accordance with the regulations of the Examining Boards

# PART THREE

## PERSON SPECIFICATION AND KEY QUALITIES

The successful candidate will possess a strong track record of achievement in:

- demonstrating and sharing knowledge of Mathematics, with an intuitive awareness of classroom management skills and an appropriate rapport with pupils
- being able to understand and demonstrate outstanding teaching ability
- communicating concepts in Mathematics in an articulate, positive and sensitive way to pupils across the age and ability range, developing with them a working relationship of mutual trust and respect
- the ability to use an appropriate range of resources and strategies in teaching, to facilitate good learning
- being able to adapt existing departmental lesson resources to a high standard, and produce new ones to share with the rest of the department, conforming to the scheme of work laid out in the department's working document
- the ability to organise and manage time effectively to meet the demands of the teaching week
- nurturing and supporting pupils' wellbeing with well-developed pastoral instincts

### **Qualifications**

#### **Essential**

- An excellent Honours degree relevant to the teaching aspects of the role

### **Key Qualities**

The successful candidate will have:

- the ability to inspire and motivate pupils
- excellent interpersonal skills
- emotional intelligence and the ability to empathise with both staff and pupils
- the ability to use initiative
- the resilience and stamina needed to deal with the demands of boarding school life
- a genuine enthusiasm to contribute to the wider life of the school, with the ability, skills, and experience to contribute in some capacity to the school's extra-curricular activities
- commitment to promoting and embedding an inclusive culture, with equality of opportunity for all

# PART FOUR

## BENEFITS, TERMS AND CONDITIONS AND APPLICATION

### Start Date

Flexible start date for the right candidate with preference for commencement at the beginning of the next academic year, **September 2026**.

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### Salary

Winchester has its own generous salary scale, which is above the national scale. In addition to salary, the school allocates a Special Responsibility Allowance (SRA) to those with additional roles, ranging from running a sport to Head of Department or House.

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### Accommodation

Accommodation may be available with this position.

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### Induction and Continuous Training and Development

The school is fully committed to the induction and training of all staff. All staff are well supported when they arrive, with help and advice available from Heads of Department, Housemasters, the Director of Studies, and the Director of Teaching and Learning, who has specific responsibility for overseeing the induction process.

All members of the Common Room are encouraged to subscribe to external CPD courses. In addition, we deliver a range of training, run by both our own staff and external providers, ranging from highly practical First Aid courses to seminars and learning lunches on many aspects of teaching and learning.

There is an annual Professional Development Review offering the opportunity to reflect on professional practice and development opportunities.

For those new to teaching there is the opportunity to work towards a PGCE whilst working with us.

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### Probation and Notice Periods

The first twenty-four months of employment will be a probationary period. Regular reviews with line managers take place over the probation period with the opportunity to discuss progress, identify any areas for action and ensure there is appropriate guidance and support in place to enable successful completion of the probationary period.

During the probationary period, the notice required by either party to terminate employment will be one month within the first term of employment. After the first term, the notice required by either party to terminate employment will be one full term.

Once employment is confirmed, the notice period will be one full term.

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## Private Health Care and Pension

The successful applicant will be enrolled in the school's Corporate Health Scheme in accordance with the current rules of the scheme. Membership of the scheme does not extend to family members and is a taxable benefit in kind.

A generous pension scheme (either Teachers' Pension Scheme or Defined Contribution (DC) Scheme) and Life Cover (4 times salary) are part of the package.

At Winchester College, teachers may choose to participate in the Teachers' Pension Scheme (TPS), for which the cost to the College of employer pension contributions is capped at 23.68%. The required employer contribution to the TPS is currently 28.68%, and the 5% differential is deducted from the employee's gross salary.

Alternatively, teachers may choose to join the Direct Contribution Scheme for which the default employee and employer contributions are 9% and 21.5% respectively. Under this Scheme, you have the flexibility to reduce employee and employer contributions, with a minimum contribution of 5% for employee and 5% for employer contributions. If you choose an employer contribution lower than 21.5%, the difference, net of additional employer payroll costs, will be paid as non-pensionable salary via salary exchange.

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## Annual Leave

This is a Teaching position which benefits from the school holidays.

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## Wider Benefits

- Free staff lunches during term time.
- Free membership of Edapt, providing legal support, confidential counselling and other services
- Free use of some sports facilities and discounted hire charges for others
- Tour of the College, with discounted rates available for booking venues within the school's grounds for hospitality events.
- Cycle to work scheme.
- Free access to an ongoing cycle of cultural, musical, theatrical and sporting talks and events.
- Employee Referral Scheme, with a reward of up to £250 for staff (subject to scheme conditions).
- Free Library membership with access to a range of online journals and magazines.
- Reduced green fee rates for local golf course.

## Disclosure Check

As Winchester College is an educational establishment, a condition of employment will be that the successful candidate must consent to the school obtaining an Enhanced Level Disclosure Check through the Disclosure and Barring Service (DBS). This will reveal all spent and unspent convictions, warnings, cautions and bind-overs. A policy on the recruitment of ex-offenders is available on the school's website.

Safeguarding is one of the primary responsibilities of this role. The jobholder is responsible for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact with, and will need to adhere to and ensure compliance with the school's **Child Protection and Safeguarding Policy** at all times. The postholder should be conversant with the responsibilities and procedures detailed in this policy and with the **Department for Education's Keeping Children Safe in Education**. If, in the course of carrying out the duties of the post, the postholder becomes aware of any actual or potential risks to the safety or welfare of children in the school, they must report any concerns to the school's Designated Safeguarding Lead, or in their absence, the Deputy Designated Safeguarding Leads.

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## References and Other Pre-employment Checks

The appointment will be dependent upon the receipt of a successful medical check and satisfactory references. The College will usually seek references from shortlisted candidates before interview and may approach previous employers for information to verify particular experience or qualifications. At least one referee must be the current or most recent employer. Where applicants are not currently working with children but have done so in the past, one referee must be the person by whom they were most recently employed when working with children.



## HOW TO APPLY

Only applications completed on the school website will be accepted. Please attach a full CV with your application.

Please note that applications will be dealt with as they arrive. Winchester College reserves the right to appoint before the deadline passes.

**Closing date for applications: Midnight on Thursday 26<sup>th</sup> February 2026**  
**Interviews are expected to be held during the week commencing 2<sup>nd</sup> March 2026**

Those wishing for an informal conversation about this role are invited to speak to Andrew Reeve, Director of Studies [apr@wincoll.ac.uk](mailto:apr@wincoll.ac.uk).

If you have any questions about this vacancy or the recruitment process, please email [\*\*recruitment@wincoll.ac.uk\*\*](mailto:recruitment@wincoll.ac.uk).

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## APPLY HERE

### Diversity and Inclusion

We embrace diversity and inclusion in the workplace and are committed to promoting a fair and supportive environment for all our employees. We are keen to welcome applications from all applicants that feel that they meet the requirements of the role, regardless of their background and culture.

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### Data Protection

Winchester College collects and processes relevant personal data as part of its everyday operations and is obliged to process it in accordance with the General Data Protection Regulation and Data Act 2018. The school is the Data Controller of this data under the Act and is registered with the Information Commissioner's Office. Its registration number is Z5751669.

If you have any queries or comments about this policy or how personal data is processed by the school, please contact the Bursar and his team by emailing: [\*\*dataprotection@wincoll.ac.uk\*\*](mailto:dataprotection@wincoll.ac.uk) or by writing to: Data Protection, The Bursary, Winchester College, College Street, Winchester, SO23 9NA.



# PART FIVE

## ABOUT WINCHESTER COLLEGE

Winchester College was founded in 1382 by a radical educational reformer and has since been shaped by centuries of tradition.

Today, the School has 735 pupils. Over time, the School plans to admit up to 40 day pupils into the Sixth Form each year (around half of whom will be girls) and up to 60 girl boarders. This will bring the total School population to around 900 pupils, similar in size to Rugby and Harrow, but smaller than Sevenoaks, Oundle, Wellington and Eton. The number of boys boarding at 13+ will remain the same.

A recent milestone in Winchester's history is the merger with The Pilgrims' School, one of the leading academic prep schools for boys. The merger strengthens the historical ties between the two schools, ensuring that we both continue to provide an education of exceptional quality and breadth, while also creating new opportunities for increased collaboration and innovation.

The College has also recently completed a brand review and refresh, designed to provide prospective families with a clearer, more distinctive impression of what makes Winchester unique, and to sharpen the way we communicate our core values and messages.

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Find out more

**WHY WINCHESTER COLLEGE?** 

**EMPLOYMENT** 

A photograph of a group of students in a classroom, looking up and holding papers, with text overlaid. The students are wearing dark blue suits and white shirts. The background is a blurred classroom setting with a window and a light fixture.

ORIGINAL  
THINKING

SINCE 1382

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