



BADMINTON  
SCHOOL



Badminton School

TEACHER OF MATHS  
VACANCY (Maternity Cover)

June 2026



# Message from the Head

Dear Candidate

Thank you for taking an interest in the role of Teacher of Maths (Maternity Cover) at Badminton School. We are a thriving day and boarding school, which has remained at the forefront of girls' education for over 160 years, and we are excited to see how the successful applicant for this role will bring forward their ideas and energy to support the Maths Department.

I hope that you find this brochure helpful and informative, but should you require any further guidance, please do contact our HR team who will be happy to assist further.

I look forward to receiving your application.



Mrs Jessica Miles  
Headmistress



# Teacher of Maths Job Description

## Hours

This is a temporary position to cover maternity leave (approximately 0.94 to 1.0 FTE).

## Salary

Badminton operates on its own pay scale. Staff joining Badminton School are assimilated on to the Badminton Scale at a point appropriate to their qualifications and experience and the post to which they are appointed. The school offers membership of a contributory pension scheme and has a contractual sick pay scheme.

## Aim of the Role

- To teach your subject in an interesting and challenging manner, enabling each pupil to realise her potential;
- To stimulate and foster enthusiasm for your subject within the school.
- To adhere to all school policies and procedures (e.g. Child Protection/Safeguarding, Health and Safety, Appraisal), including all school and departmental educational policies;
- To support the school's vision and values.

## Meet the Department

The Mathematics Department forms part of STEM (Science, Technology, Engineering and Mathematics) provision at Badminton School. There are currently eight teachers in the department comprising a mixture of full and part time staff.

The subject is taught throughout the school with a large uptake of both Mathematics and Further Mathematics at A Level. For A Level, Mathematics follows the Edexcel specification and at Key Stage 4 the Edexcel IGCSE course.

## Examination Information

Maths GCSE examination results for the years 2023-25:

	2025 %	2024 %	2023 %
Grade 9	48%	24%	34%
Grade 9-7	84%	69%	84%

Maths A Level examination results for the years 2023-25:

	2025 %	2024 %	2023 %
A*	47%	42%	32%
A* - A	77%	71%	75%
A* - B	83%	77%	86%

# Teacher of Maths Job Description

## Accountability

You are responsible firstly to your Line Manager. All teachers are responsible to the Deputy Head (Academic) on academic matters, to the Deputy Head (Pastoral) on matters of discipline, pastoral, welfare and safeguarding, and ultimately to the Head.

## Main Purpose

Under the direction of the Head of Department/Head of Subject:

- a) To contribute to the teaching of your subject.
- b) To participate in the development of appropriate specifications, materials and schemes of work.

## Key Responsibilities - Academic

Under the direction of the relevant Head of Department to:

- Contribute to the teaching of the department as set out in the timetable;
- Prepare lessons taking account of the pupils' abilities within each teaching group/set;
- Identify, encourage and help to realise each pupil's academic potential;
- Employ good subject knowledge, become fully acquainted with the appropriate specifications and schemes of work and carry out the requirements thereof;
- Keep abreast of developments and teaching methods to maintain a high level of professional competence;
- Participate in appraisals and training as may be necessary;
- Be a good ambassador for the subject; attend departmental meetings, subject meetings and INSET courses as appropriate;
- Take a proportional share of responsibilities for departmental activities (e.g. trips, lectures, societies, intranet maintenance, HE advice), new initiatives and provision and maintenance of resources (e.g. the writing and updating of schemes of work, the display of pupils' work, etc);
- Manage the classroom environment in a way conducive to successful learning and the maintenance of good pupil discipline, making use of sanctions and rewards in line with school policies;
- Check the attendance of and keep necessary academic records for groups taught and apply the school's assessment framework;
- Maintain an up-to-date knowledge of pupils with special needs and facilitate their work accordingly;
- To take a proportional share of examination invigilation;
- Set and mark a proportional share of the internal examinations, entrance papers, scholarship papers, mark coursework, write reports and grades according to school policy;
- Set and mark work regularly for all pupils, in accordance with departmental guidelines;
- To support the Departmental Development Plan;
- As appropriate, be aware of all departmental and school health and safety requirements including relevant risk assessments and contribute to their development as necessary.

# Teacher of Maths Job Description

## Other Academic Responsibilities

- To attend all relevant meetings (with staff, parents, pupils, prospective parents and pupils, and visitors);
- When occasion demands, to communicate politely, helpfully and effectively with parents and guardians;
- To write references as necessary;
- To ensure that appropriate use is made of ICT;
- To adhere to the Staff Dates List and attend staff meetings, In-Service Training, a limited number of whole school events as identified by the Head and to support school activities;
- To participate in the school's scheme of staff appraisal and engage in CPD and peer observation;
- To foster and maintain good relationships with other schools, professional organisations and outside bodies;
- To invigilate internal and external examinations and to provide cover, within reasonable limits, for absent colleagues as required;
- To carry out any other task at the reasonable request of the Head;
- To supervise projects, such as extended essays, as requested.

## Management and Administration

- To contribute to the teaching of the Department;
- Report pupil absences in accordance with school procedure;
- Report pupil concerns to the Head of Department.

## Key responsibilities – Pastoral

All staff are expected to conduct themselves in an appropriate manner at all times and to support and foster the vision and values of the school. They must undertake a pastoral responsibility as a form tutor, Sixth Form tutor or House tutor (as set out in those job descriptions) and to contribute to activities, clubs and events which underpin and enhance the intellectual, cultural and physical and social life of the community. Each member of staff is also associated with one of the six houses and is expected to support their house events and activities. All staff may be required to deliver of the school's PSHCE program when required and ensure that they are familiar with the school's Child Protection, Safeguarding, Health & Safety and ICT acceptable use guidance.

## Key responsibilities – Extra-Curricular

To participate in the school's extra-curricular program; this means offering at least one extra-curricular activity per week in addition to departmental activities as agreed with the Head or Deputy Heads.

# Teacher of Maths Job Description

## Key responsibilities – General

- To share in the responsibility for maintaining high standards of discipline, courtesy and appearance among the pupils, while promoting their welfare, safety and happiness;
- To contribute to the collective work of the teaching staff in providing daily duty teams as per the SLT schedules;
- To take a proportional share of examination invigilation;
- To exercise a duty of care to promote the safeguarding and wellbeing of pupils and contribute to the maintenance of a safe and secure school environment;
- To behave at all times with an awareness of the ambassadorial role that teaching at Badminton entails.
- Participate as appropriate in whole school marketing events, such as open days and activities days and also at school community events;
- To support the school's Development Plan;
- To attend meetings as required;
- To undertake any other task reasonably requested by the Head.

## Safeguarding

The role will involve regular contact with pupils and will therefore involve “regulated activity”. You will therefore always have due regard to the welfare and safeguarding of Badminton pupils and act in accordance with the school's safeguarding policies.

This is not an exhaustive list of tasks. This job description is subject to regular discussion and review. The post holder will be expected to adopt a flexible attitude towards these duties, which may have to be varied subject to the needs of the school and the Badminton Group. This job description is subject to regular discussion and review.



# Teacher of Maths Job Specification

## Education and qualifications

Applicants must have appropriate academic qualifications for the role, which for most teaching posts means a good degree in the relevant subject.

Their subject knowledge will be excellent and they will be capable of sharing their expertise at levels commensurate with the age and abilities of their classes.

Applicants should have qualified teacher status, although the school may also from time to time accept applicants who are on an accredited program working towards Qualified Teacher Status.

## Teaching experience

Teaching experience at both GCSE and A Level in the subject applied for is desirable, although not essential if candidates are applying for a first post in teaching. All applicants, however, should have experience of working with young people in some capacity and should have some knowledge of how to enthuse, lead and manage teams and groups.

## Knowledge and understanding

Applicants should demonstrate a clear understanding of the secondary curriculum and its assessment, have an ability to employ a range of effective teaching, learning styles and assessment methods and possess the ability to use assessment data to inform planning and set targets.

## Teaching and learning

Applicants must be motivated to work with young people, be able to form and maintain appropriate relationships with pupils and establish personal boundaries, have emotional resilience and be able to maintain good order.

They will be thorough in preparing lessons and in assessing and monitoring progress. They will keep full records and write detailed reports.



# Teacher of Maths Job Specification

## Personal qualities

Applicants will be personable, of smart appearance and have good social skills. They will be organised, punctual and efficient in organising their workload and managing their time effectively. They will be competent in the use of IT. They will work well in a team and be responsive to advice and guidance.

All applicants are expected to share the school's vision of the benefits that single sex education provides. The successful applicant will contribute widely by taking on the role of tutor and by playing a full part in the sporting and extra-curricular activities of the school and in the boarding life of the school.

In addition to the above, the successful applicant will be expected:

- To promote the safeguarding and welfare of children and young persons for whom they are responsible or come into contact with;
- To be supportive of and committed to the school's policies on Child Protection;
- To be supportive of the school's policies on Equal Opportunities;
- To be mindful of their personal responsibilities relating to Safety, Health and the Environment;
- To be mindful of the need to treat all sensitive information relating to pupils, fellow employees and the business of the school as confidential;
- To be accepting of the need to follow all other school policies and procedures as appropriate and relevant to their post.

# Application Process

For information about the application deadline for this vacancy, and to apply, please visit the careers page on our website.

Suitable candidates may be interviewed before the closing date and the school reserves the right to withdraw the position if an early appointment is made. Applicants are therefore strongly encouraged to apply early. Please be aware that we do not accept or review curriculum vitae, so please do not enclose these. All applications will be acknowledged upon receipt.

## References & Employment History

It is school policy that we request employment references for all short-listed candidates prior to interview and we may approach any previous employers for information to verify particular experience or qualifications, before interview. All applicants will be asked the reason for leaving previous roles if this is not explained on the Application Form. Applicants will be asked to confirm that they have not been disqualified from working with children. Any gaps in employment will be explored at interview.

## Online Searches

Badminton School will conduct online searches for shortlisted candidates in accordance with the requirement set out in Keeping Children Safe in Education, in order to ensure the suitability of individuals to work within our school. These checks will be conducted by an external third party to ensure objectivity, and HR will only share the results of this check with the panel if and when findings are of concern. The panel will explore any concerns passed to them as part of our due diligence process.

## Further Checks

The offer of a post will be made subject to satisfactory written references, health declaration and enhanced DBS check.

Further information about the application and recruitment process can be found in our Recruitment Policy.

Thank you once again for your interest and we look forward to receiving your application.

# Additional Information

## Compliance

The school underwent an ISI Routine Inspection December 2025; the full report is available via a link from our website [here](#) or from the ISI website [here](#). We hope that the report will enable you to understand more about Badminton School and encourage you to submit an application.

All posts in the school are offered subject to the receipt by the school of a satisfactory Enhanced DBS Disclosure, Criminal Records Declaration, satisfactory references, verification of any qualifications cited and proof of the right to work in the UK. A probationary period will also apply to any offers made. Candidates are advised to disclose any possible impediment to appointment at the time of applying and failure to do so could result in an appointment not being confirmed or being withdrawn.

## Commitment to Safeguarding

In the education sector, we have a responsibility to safeguard young adults and children in our care. Under current legislation, we are required to obtain full employment and education history including dates, as such please ensure that any gaps in your employment history since the age of 16 years are explained. We are also required to undertake a number of other compliance checks as well as seeking and verifying references. Candidates are therefore asked to read the full requirements on the Application Form and to provide all of the information requested in order to avoid their application being delayed or rejected.

Badminton School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. All staff have a responsibility for promoting and safeguarding the welfare of children and young people for whom they are responsible, or with whom they come into contact, and are required to adhere to the school's Safeguarding Policy and related procedures.

If, in the course of carrying out the duties of the post, the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the school, he or she must report any concerns to the Designated Safeguarding Lead or other appropriate person as set out in the Policy.

To read the Badminton School Safeguarding Children Policy, please click [here](#) where you can download the policy.



# Badminton Benefits

What it is like to work at Badminton School

Big enough to matter,  
small enough to care

Cycle to work  
scheme

Staff Induction  
program and  
mentoring  
scheme

Friendly  
colleagues

Boarding and  
Day School

Homely environment

Beautiful grounds and  
well-maintained buildings

Girls aged  
3 – 18 years  
on one site

Central Bristol location

Free use of sports  
centre, pool, gym  
and tennis courts

Ambitious and  
high-achieving pupils

Generous  
holidays

Social  
calendar

Consultation and communication  
via our Staff Forum and Council

Diverse and international  
yet also local

All girls

Free School lunch

Pension scheme  
from day one

Internal and external  
professional development

On-site parking

Online learning/training

Dedicated  
support staff

Supportive culture

Initiatives to  
support and  
promote staff  
wellbeing

Disciplined  
yet informal  
teaching  
environment

Quality IT environment  
for teaching staff

Line management  
opportunities

Free and confidential counselling helpline for staff

# Badminton School



Badminton School is an independent day and boarding school for girls aged 3 – 18 years. Its location in Westbury-on-Trym on the leafy outskirts of the university city of Bristol provides all the amenities and opportunities of a diverse city, mixed with the green open space of the surrounding areas. The school itself has an enviable sense of community, which is felt the moment you step through the gates to the enclosed campus of beautiful buildings and pleasant gardens.

The school consistently achieves impressive academic results, which enables the girls to access a wealth of world-class universities, music conservatoires and art colleges. Badminton has a holistic approach to learning and girls are encouraged to develop as individuals, pursue their own interests and expand and explore their ambitions, both in their academic work and co-curricular activities. The aim at Badminton is to encourage the pupils to become curious, confident and enthusiastic learners within a community that is supportive, friendly and fun!



In the recently published and highly influential Sunday Times “Parent Power” report, Badminton was once again in the top 20 Independent schools for girls in the country and was ranked eighth best Independent School of any type in the South West.

The happiness and welfare of our pupils is paramount to everyone at Badminton. We currently have around 550 pupils in our strong community; small class sizes mean that there is a focus on the pupils as individuals, leaving no opportunity for anyone to be anonymous. Awareness of responsibility is cultivated and the community code of conduct makes pupils aware that other people matter. The pupils’ mutual respect and support for not only their peers, but also for the whole community, goes right to the heart of the school’s ethos.

In the Prep School there are approximately 110 girls, most of whom are day pupils; in the Senior School there are over 400 girls of whom approximately half are boarders.

# The School's Vision and Values

## Vision

“To be an internationally renowned school that provides the best preparation for thriving in a global society.”

## Values

Badminton pupils are distinctly individual but share the Badminton values of:

- Curiosity: The desire to explore, understand and learn about the world. The spark that ignites discovery and innovation. A willingness to embrace new ideas and perspectives
- Aspiration: The desire to achieve something greater, to set ambitious goals and work towards them with dedication and perseverance. The belief that there are goals worthy of real endeavour and an anticipation of the fulfilment that will come from achieving them
- Courage: The determination to face challenges head-on and with integrity. The readiness to stand up for what is right
- Courtesy: Showing respect, kindness, and consideration towards others. Being polite, thoughtful, and mindful of how your words and actions impact on those around you. Showing respect to those who are different from yourself and consideration to those who are more vulnerable

## School Results and Achievements

A Level (Upper Sixth)	2025	2024	2023
Grades A*/A	50%	61%	48%
Grades A*, A, B	73%	82%	73%
Average subjects per candidate	3.2	3.2	3.1

GCSE (Year 11)	2025	2024	2023
Grades A* - A/9 - 7 (includes 9-7 for 2017/18 onwards)	75%	62%	69%
Grades A* - B (includes 9-6 for 2017/18 onwards)	88%	82%	83%
Average subjects per candidate	9.1	9.1	9.8

# Why Bristol?

7 reasons why it is one of the best cities in which to live and work\*

## 1 Quality of life

Bristol has something for everyone, from idyllic landscapes to a host of trendy bars and restaurants. In recent years, this has been supplemented by low unemployment, excellent public services and falling crime rates. The city is a hub of cultural activity, home to a thriving technology scene and a host of big-name companies.

## 2 Local economy

Continued investment in Bristol shows confidence in the area remains high. The local economy is expected to keep growing for the next few years.

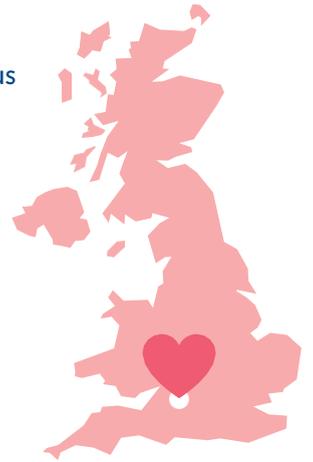
## 3 Cycle everywhere

Bristol was the UK's first cycling city. You only have to look outside to see how cycling mad the city of Bristol is. There is an impressive number of urban cycle routes and the first bit of the National Cycle Network was built right here in our city.



## 4 Location and transport

In Bristol you are only ever a short drive away from gorgeous beaches and scenery, whilst journeys to London, Cardiff, Plymouth and Birmingham can all be made in under two hours via the train. The M32 runs directly into the centre, with the M4 and M5 close by. Buses serve the city centre well too.



## 5 Culture

There are plenty of attractions in the city, notably Bristol Zoo, Brunel's SS Great Britain and the Clifton Suspension Bridge, along with a host of parks, museums, religious sites and activity centres. Looking for somewhere to eat and drink? Bristol has long enjoyed a reputation as having one of the best food scenes in the UK.



## 6 Parklife

Bristol has got some of the best green spaces around; from Brandon Hill to the Downs, take your pick. And the city works hard to keep them nice and clean.



## 7 Sustainability

Bristol was the first British city to be named European Green Capital in 2015. Bristol is a place where people care, where you can do your bit to protect the environment by learning more about sustainability. Join one of many sustainability campaigns or local charities and grab the opportunities to get involved and make a difference.

\*According a Survey in the Sunday Times in 2017, Bristol was the best place to live in the UK.



BADMINTON  
SCHOOL



Badminton School  
Westbury Road  
Westbury-on-Trym  
Bristol BS9 3BA

T: +44 (0) 117 905 5200  
E: [hr@badminton-school.co.uk](mailto:hr@badminton-school.co.uk)  
[www.badminton-school.co.uk](http://www.badminton-school.co.uk)