



# Barrow Hills

SCHOOL

Appointment of a  
**Head of Maths**



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# Executive summary

This is an exceptional opportunity for a new Head of Maths to join a flourishing 2-13 independent school, set in 33 acres of Surrey Hills.

As the Head of Maths you will lead and manage the department to ensure a coherent, balanced curriculum across KS1 to KS3. You will oversee high-quality provision for all abilities while fostering a culture of mathematical excellence among a team of motivated, high-performing staff.

We are looking for a visionary leader to inspire a love for problem-solving and numerical fluency, ensuring every child, from those needing support to our academic scholars, reaches their full potential. You will have a proven track record of outstanding maths teaching at KS2 and KS3, preparing children for Common Entrance and CASE examinations and providing bespoke mentorship for high-attaining pupils, stretching them beyond the standard ISEB syllabus. You will lead the use of standardised data to set ambitious targets and track value-added progress.

With warmth and kindness, you'll be flexible and will significantly contribute to Barrow Hills' ongoing success, working with colleagues across the School in a friendly and supportive environment.



# BHS Our Present and Future

Our School's position within Bridewell Royal Hospital offers families the possibility of continued education from nursery to university, and on a practical basis, allows children at Barrow Hills to access facilities beyond the reach of most stand-alone Preparatory Schools.

Barrow Hills is a lively, warm and aspirational school. Our idyllic woodland setting and a broad range of academic, co-curricular and social opportunities affords every child space to play, explore, feel connected and grow.

Children flourish here – academically, socially and emotionally. We balance rigorous academic learning through a broad and deep curriculum with a truly supportive system of pastoral care. When pupils leave us, they step into their chosen senior schools with strong academic results and often scholarships – but most importantly, with the joy of learning firmly in place.

Every child is known and understood as an individual. The Barrow Hills culture embodies curiosity, compassion, and confidence, and our teachers believe in the considered development of critical thinking skills informed by emotional intelligence. We enable progress through solid knowledge of literature, the sciences, and the world around them.

“Barrow Hills has the environment, learning culture and pastoral care balanced perfectly to nurture success” and “teachers aim for a warm and pastorally supportive ethos, instilling kind, caring values and ensuring that ‘no one slips through the net’” (Good Schools Guide, 2025).

The School's nurturing, progressive environment encourages children to thrive through a broad curriculum in which academic work plays a major role alongside music, art and drama and an outstanding range of sports. Over 50 clubs are offered in our wide-ranging co-curricular programme - with options ranging from robotics and Lego, to crochet and mountain biking.

Boys and girls leave Barrow Hills, usually at 13, to join the finest independent schools, including King Edward's Witley where families benefit from Bridewell's Assured Place scheme. In 2025, the School once again celebrated a 100% pass rate in Common Entrance exams, with 57% gaining A\*/A grades - over fifty percent of the children gained scholarships to senior schools.

The School includes a Nursery and Pre-Preparatory School providing children with the same special, caring and nurturing environment that is unique to Barrow Hills. This ensures a consistent, stable and secure learning environment as the child progresses through the School, and the House to which they belong at Barrow Hills. 100% of our pupils achieve “Good” development in EYFS.



# Academic life and life beyond the classroom

Nestled in the heart of the Surrey Hills within 33 acres of private woodland, our School's distinctive charm and family spirit are evident from the moment you arrive, with outdoor learning playing a central role in school life. As a one or two form entry school, Barrow Hills is known for its strong academic outcomes, underpinned by excellent, supportive pastoral care.

Barrow Hills provides a full range of traditional academic subjects alongside foreign languages, Forest School and weekly PSHE sessions. We aim to nurture informed young citizens who are engaged with the wider world and mindful of their social and moral responsibilities. Our teaching incorporates the best of academic and creative practice and is delivered using state of the art technology. Our role as educators is to treat each child as an individual and provide support as they pursue their journey towards independence.

Teaching at Barrow Hills is based on the understanding that children vary in academic ability, learn, and mature at different rates and discover areas of the curriculum which they enjoy and excel at. Our small class sizes allow for more individual attention from staff, who value and understand every child and spend quality time with them to enhance their learning and confidence. We offer specialist teaching from Nursery, with all lessons taught by specialist teachers by the time children are in Year 5. Many subjects have their own dedicated space including a large communal art building with printing and pottery rooms, studio space for dance and theatre, and purpose-built laboratories in the science block.

The extensive outdoor grounds provide excellent facilities that encourage play and exploration – these include Astro Turf, a swimming pool, sports fields, and multiple playgrounds and Forest Schools for different year groups. Our children are exposed to a variety of different sports and are supported with regular, specialist coaching and weekly fixtures. We also use the grounds and its multiple habitats and eco-systems for science, geography, history, art, biology and for many other curriculum applications such as field study and data collection.

Throughout the school, we provide children with an environment in which to experiment and develop their talents. Barrow Hills has an inclusive House system which is displayed on each child's badge, promoting a sense of teamwork and community across all year groups. There are activities and competitions between houses held all year-round including music, poetry, sports, and drama.

Equally, children feel involved in the running of school through being elected by their peers to the School Council. From Reception right up to Year 8, children represent their year groups in open meetings with our leadership team, where they are encouraged to express their views on school life. This helps them to feel empowered and confident, whilst strengthening the community spirit for which Barrow Hills is renowned.



# Role description

## HEAD OF DEPARTMENT RESPONSIBILITIES

### SAFEGUARDING & PUPIL WELFARE

- To be committed to safeguarding and promoting the welfare of children and young people.
- Ensure that all departmental staff adhere to the School's Safeguarding and Child Protection Policy.
- Promptly report any concerns to the Designated Safeguarding Lead (DSL).

### PEOPLE MANAGEMENT & DEVELOPMENT

- **Culture & Environment:** Foster a collaborative departmental culture that encourages risk-taking, innovation, and the sharing of best practices.
- **Performance Management:** Lead the departmental appraisal process, setting rigorous yet achievable professional objectives that align with the School Developmental Plan.
- **Coaching & Mentorship:** Act as a lead practitioner, using a coaching-based approach to mentor staff, supporting their professional growth and helping them realise their career aspirations.
- **Inclusive Leadership:** Ensure all team members are involved in the decision-making process, actively seeking and valuing diverse perspectives to improve departmental outcomes.
- **Professional Development (CPD):** Identify individual and collective training needs, ensuring staff remain at the forefront of mathematical pedagogy (e.g., Mastery teaching, use of manipulatives, and digital integration).
- **Conflict & Performance Resolution:** Address performance concerns or professional disagreements in a fair, equitable, and timely manner, following the school's HR policies and guidelines.

- **Induction & Recruitment:** Advise the Head and Deputy Head on the recruitment of specialist staff and lead the induction process for new departmental arrivals to ensure a smooth transition.

## DEPARTMENTAL RESPONSIBILITIES

### PEDAGOGICAL LEADERSHIP

- Drive the quality of teaching and learning across the department, serving as a 'lead practitioner' who models outstanding classroom practice.
- Ensure the curriculum is vertically aligned from EYFS, KS1 through to KS3, ensuring no "learning gaps" during the transition to the Prep years.
- Host curriculum evenings and workshops to demystify modern maths methods for parents.

### ASSESSMENT & SUCCESS

- Take ultimate responsibility for the success of pupils in 11+ and 13+ Common Entrance and Scholarship exams.
- Conduct regular work scrutiny and lesson observations to ensure consistency of feedback and marking.
- Promote the department with current parents, prospective parents and the wider community.



# Role description *continued*

## DATA ANALYSIS & PUPIL PROGRESS

- **Benchmarking & Standardised Data:** Lead the administration and rigorous analysis of standardised assessments (e.g., QUEST assessments and ISEB Pre-tests) to benchmark Barrow Hills' performance against national and independent school standards.
- **Target Setting:** Use prior attainment data and "value-added" indicators to set ambitious, individualised targets for all pupils, ensuring every child is challenged relative to their starting point.
- **Intervention & Support:** Conduct termly data reviews to identify "coasting" pupils or those at risk of underperformance; collaborate with teachers and the SENDCo to implement and monitor high-impact interventions.
- **Reporting & Senior School Transitions:** Synthesise complex data into clear, accessible reports for the Senior Management Team (SMT) and Governors using the online INSIGHTS tracking platform. Provide detailed academic profiles to support pupils' transitions to senior schools at 11+ and 13+.
- **Evidence-Based Grouping:** Take responsibility for the "setting" process, ensuring that pupil groupings are fluid, evidence-led, and reviewed regularly based on both internal assessments and standardised data.

## RESOURCE & OPERATIONAL MANAGEMENT

- Oversee the departmental budget with a focus on high-impact resources and manipulatives.
- Ensure all procedures within the department comply with school policies and Health & Safety requirements.
- Manage and maintain decisions on "setting" across Prep and Upper Prep, ensuring fluid, data-led groupings.
- Hold regular departmental meetings and ensure minutes are recorded and shared with SMT.
- Oversee the effective integration of EdTech platforms and AI-assisted learning tools to enhance pupil engagement and streamline teacher workload.

## INCLUSION & LIAISON

- Liaise with the SENDCo to ensure bespoke provision and "Quality First Teaching" for SEND pupils.
- Work with other Heads of Department to ensure continuity of approach and successful pupil handovers.
- Ensure effective liaison with parents regarding welfare and academic progress, maintaining rigorous records of conversation.
- Liaise with the Head of Maths at our partner school, King Edward's Witley, to ensure curriculum continuity and to share best practices within the Foundation.

*This description is in addition to the Teacher's job description. An agreed period of non-contact time will be allocated for the relevant duties in addition to that of a Teacher. This will be reviewed annually.*



# Person specification

## ATTRIBUTES

- A visible and respected 'ambassador' of Barrow Hills School
- Demonstrating principled values and showing integrity
- Inspiring confidence, enthusiasm and motivation in Staff and Pupils and a commitment to, high quality, inspiring, teaching, and to the subject
- Vision and determination; strategic thinking
- Being Innovative and flexible to drive/respond to change
- Sound judgement, ability to manage sensitive and complex situations with care and clarity
- Willingness to challenge, evaluate, monitor, refine and revise with a view to continuing improvement
- Be able to delegate appropriate responsibility and/or accountability

## SKILLS & KNOWLEDGE

- A degree and teaching qualification, such as a PGCE or recognised equivalent
- Experience of teaching KS2 and KS3
- Appropriate academic qualifications in mathematics and professional development in mathematics education
- Ability to listen well and think clearly in difficult situations
- Act as a 'role model' of good practice in all areas of the role
- An excellent communicator with the ability to articulate mathematical concepts and departmental vision to a variety of audiences, including pupils, staff, parents, and governors
- Strong interpersonal skills, communicative abilities, numeracy, and emotional intelligence
- High levels of personal organisation and professional efficiency
- Good academic standing and evidence of continuing professional learning

## EXPERIENCE

- Experience of leading colleagues across a key stage/ key stages as a subject leader
- Experience of delivering strong value add and attainment student outcomes in mathematics at KS2 and KS3
- A proven track record of outstanding maths teaching
- A strong educational background in Mathematics, understanding of current best practice and new developments
- Understanding of the demands and rewards of fast-paced life within a school
- Managing diverse teams in an effective, collegiate manner with regard paid to colleagues' welfare
- Managing difficult conversations



# Terms of appointment and how to apply

The role of the Head of Maths will attract a competitive salary in line with experience and benefits including substantially reduced school fees at Barrow Hills School and King Edward's Witley.

Candidates should submit a fully completed Application Form and a covering letter which addresses the competencies outlined in the role description and person specification. Candidates may submit a CV in addition.

Barrow Hills School and King Edward's Witley are committed to safeguarding and promoting the welfare of children and young people and the Court expects all staff and volunteers to share this commitment.

Please refer to our websites or ask HR for our child protection and rehabilitation of offenders' policy. Shortlisted candidates will be reviewed on social media/on-line platforms. We particularly welcome applications from under-represented groups.





## Bridewell Royal Hospital

King Edward's Witley and Barrow Hills School are partner schools of Bridewell Royal Hospital.

