



Headmaster T N M Lawson MA (Oxon)

Teacher of Mathematics
Maternity cover, starting in
September, October, or November 2026

Introduction

The College seeks to appoint an inspirational and energetic Teacher of Mathematics on a fixed-term contract from autumn 2026. The right person will have a marvellous opportunity to work in a stimulating environment, where resources, buildings, colleagues and pupils all strengthen the process of teaching and learning.

The position would ideally suit an experienced teacher wanting to put his or her experience to use in a different context, and with the right skills and vision to inspire and motivate young people. But we would welcome applications from recent top-flight graduates, thinking about a teaching career and also high-calibre ECT's.

The College

Eastbourne College is a co-educational HMC independent school of just over 550 pupils, of whom about half are boarders; the majority boarding for the full week. It is a strong community with excellent links with local schools and the remarkable town in which it is located.

Academic standards are very high with an average of almost 80% of A-level grades being awarded A*, A or B in the last five years. At GCSE just under 60% of all grades awarded are 9-7. The College recruits from a wide ability range and value-added outcomes are exemplary. The majority of College leavers enter higher education in leading universities at home or abroad, with 60% of these gaining places at Russell Group universities last summer.

The College is run as a seven-day week, full boarding school; values-led and within a Christian tradition that is inclusive of multi-faith (and no particular faith-beliefs). Day pupils share the same wide curriculum as boarders and enjoy equal access to the physical and human resources of the school. Day pupils benefit from an extended day, ending for most at 6pm although some remain later until 9pm on weekday evenings.

We are proud of our rich cultural and sporting traditions. The Birley Centre is a hub of music practice, performance, composition and recording. There is an established partnership with Glyndebourne and links with Rambert, local artists and musical ensembles. We have three theatre performance spaces, one of which is outdoor. College artists exhibit in London, actors have starred in film and TV; the Design & Technology department wins a number of Arkwright scholarships.

We have an enviable reputation for sport both regionally and nationally. Eastbournians frequently represent the county in hockey, rugby, cricket and netball; several old Eastbournians have gone on to achieve international honours. There are also thriving cadet force (tri-service CCF), D of E and service programmes.

Eastbourne College places great emphasis on the importance of developing a school in which education is built on core values, character and positive, supportive relationships. These central qualities will endure long after a pupil moves on from the College. The four key values of participation, the pursuit of excellence, integrity and kindness are, it believes, the bedrock upon which every child's education should stand, providing them with the wherewithal to flourish both at school and beyond.

More information about the College may be found by visiting the website: www.eastbourne-college.co.uk

News of latest events can be found by visiting our FB page: <https://www.facebook.com/EastbourneCollege>

The Post

The successful applicant will be expected to teach mathematics to pupils of all abilities throughout the school. GCSE pupils follow the Edexcel IGCSE course, with some also completing AQA GCSE Further Mathematics. At A-level, sixth form pupils are taught the OCR (MEI "B") specification for both mathematics and further mathematics. The successful applicant will be expected to share their passion for mathematics by offering enrichment opportunities to pupils outside of the taught specifications.

All members of Common Room (teaching staff) are expected to play an additional part in the broader life of the College, eg by acting as a tutor in one of the day or boarding houses, by offering their expertise in coaching team sports, or contributing to music, drama, debating etc. The Mathematics Department has a long tradition of wide and varied contribution, recognising the value it brings to relationships with pupils in the classroom.

Whilst pastoral and tutor work is integral to all teaching staff posts at Eastbourne, for this position, there is potential scope to have a lighter co-curricular loading and a fuller teaching timetable, or indeed a lighter co-curricular load for a lower FTE / remunerated salary.

The College has its own salary scale, and the successful applicant will be placed on the scale at a level commensurate with age, experience and qualifications. Accommodation may be available for single or married applicants, including those with families. Teaching staff benefit from generous rates for the education of their own children both at the College and at St. Andrew's preparatory school.

The Department

The maths Department is one of the academic powerhouses of the school and it attracts high numbers each year in the sixth form. Over the last seven years 90% of A-level results were at A*, A or B grade. The department, comprising seven full-time and two part-time teachers, is housed in the stunning and recently built and bespoke Nugee building. There is a strong cohesion in the department, facilitating discussion and the sharing of ideas. All classrooms have Prowise screens and roller whiteboards. The central philosophy of the department is to provide a comprehensive and inspirational service to pupils of all abilities through not only curriculum time but also through extra help in surgeries and revision sessions. The department prides itself on its effectiveness at enthusing scholars and the academically challenged alike. Cambridge maths applicants have enjoyed outstanding success on the ultimate challenge of STEP papers and several candidates have secured Oxbridge places in recent years.

JOB DESCRIPTION

1. Job Title Teacher of Mathematics
2. Responsible to The Head of Mathematics
3. Job Summary To teach mathematics to pupils of all abilities throughout the school. To play a full role in the development of pupils by contributing to the academic, pastoral and co-curricular life of the College.

4. Duties and Responsibilities

A) Academic

- To teach up to 38* periods per timetable (fortnightly) cycle in consultation with the Head of Department (HoD) and the Assistant Head (Curriculum). *See co-curricular section – it is possible that more maths teaching could replace some co-curricular work.**
- To prepare and teach lessons in accordance with programmes of study and schemes of work drawn up by the HoD.
- To plan lessons such that there is variety, challenge and measurable progress in pupil learning.
- To expect and promote the highest standards of pupil behaviour both in and out of the classroom.
- To provide differentiated activities to ensure that learning is appropriate and accessible to all.
- To set and mark prep in accordance with College and Department policy.
- To keep up to date records of pupil progress, sanctions and rewards.
- To make a contribution to the strategic development of the department.
- To promote and support the wider work of the department through enrichment activities.
- To make regular formative assessment of pupil progress through the eRC system as scheduled by the Assistant Head (Curriculum).
- To attend INSET and seek opportunities for CPD in consultation with the HoD and the Assistant Head (Staff Development).
- To attend parents meetings and other academic events as requested by the Headmaster or other members of the Senior Management Team.
- To assist in the setting and marking of internal examinations as requested by the HoD.
- To assist in the marking and moderation of coursework, controlled assessment etc. as requested by the HoD.
- To attend department meetings as requested by the HoD.
- To attend staff meetings as requested by the Headmaster.
- To carry out any other duties associated with the role as requested by the Headmaster or Senior Management Team.

B) Pastoral

- To promote and uphold the College's core values both in and out of the classroom.
- To support the development of all pupils through the unspoken curriculum (the way pupils learn to treat each other and the way they are expected to behave).
- To be a tutor in a day or boarding house as directed by the Senior Deputy Head (Pastoral).
- To act as tutor to a group of tutees as directed by the relevant Hsm (housemaster or mistress).
- To hold regular meetings with tutees to discuss academic progress and any pastoral issues.
- To discuss eRCs (electronic report cards) with tutees and comment as appropriate.
- To support the Hsm and House by attending house activities and events.

- To support tutees in their wider College lives.
- To attend chapel alongside tutees at weekly chapel services and any other school congregational events as requested by the Senior Deputy Head (Pastoral).

C) Co-curricular – some optionality could be afforded here*

- To play an active role supporting the games and activities programme as directed by the Deputy Head (Co-curriculum and Operations).
- To provide team /activity lists and carry out other administrative tasks as requested by the Deputy Head (Co-curricular and Operations) or the Director of Sport.
- To attend INSET and other training courses as appropriate.
- To play a role supporting either the CCF or S@S programme on Monday afternoons.

D) Safeguarding Duties

- The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact will be to adhere to and ensure compliance with the School's Safeguarding and Child Protection Policy Statement and staff code of conduct at all times.
- The post holder will be engaging in regulated activity. There are particular safeguarding issues requiring attention for this post.
- The responsibility for pupil discipline, occasional one-to-one settings or trips/transport, and variety of situations require staff in this post to have a deep and wide understanding of safeguarding procedures. They have a broad view of pupil behaviours and should exercise vigilance regarding child protection issues.
- 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 they must report any concerns to the School's Designated Safeguarding Lead or, if they are the School's DSL, to the Headmaster and relevant agencies.

In making the appointment the Headmaster will have regard to the experience and potential specifically exhibited by candidates. The exact delineation of responsibilities will be determined by the strengths and interests of the appointee.

This job description may be altered to meet changing educational context at the discretion of the College.

5. Person Specification

Applicants should be able to demonstrate the following:

Attribute	Essential	Desirable
Education and Training	• Educated to good degree standard (or equivalent) in mathematics or a closely related discipline • Evidence of continuous personal and/or professional development	• Teaching qualification • Postgraduate degree
Knowledge and Experience	• An understanding of GCSE and A-level mathematics and the importance of mathematics in the school curriculum • Involvement in, and support for, co-curricular activities relevant to the College	• Experience of working in a boarding/residential environment • The ability to teach further mathematics at A-level

	Teaching experience GCSE and A-level – <i>this fixed term position would perhaps be less suitable for an unqualified teacher unless they were someone with very high potential. We would welcome high calibre ECT applicants.</i>	
Skills	- Excellent communication and listening skills - Strong organisational and administrative skills - A high level of ICT competency - An inclusive manner and the ability to work in a team - The ability to interpret quantitative and qualitative feedback; to monitor and evaluate.	
Personal Qualities	- A belief in the College's core values and the determination to uphold them - An ability to set deadlines, meet them and manage expectation against them - An ability to build, foster and sustain positive relationships with all in the College community - Patience, compassion, courage, resolve and objectivity. - Dedication, loyalty, commitment and positivity - Capacity for hard work - Being a positive role model for all in the College community by virtue of approachability, personal conduct and standards of expectation.	

6. Salary and Conditions

The College has its own salary scale and the successful applicant will be remunerated at a level representing their qualifications, skills and experience. Specifics of this can be discussed with the Headmaster at interview.

The College offers generous packages of additional benefits and pay; all staff are on a salary scale above the national average and have opportunities for salary progression.

Accommodation may be available. The successful candidate will also benefit from a generous rate for the education of their own children, both at the College and at St. Andrew's Prep.

All appointments are made subject to a satisfactory medical disclosure, an enhanced check with the DBS and any other pre-employment checks deemed necessary by the College.

The College is a non-smoking establishment and an equal opportunities employer.

7. How to Apply

To apply, please visit <https://www.eastbourne-college.co.uk/contact/employment-opportunities/> and click the **Apply Now** button to complete the required application form.

A letter of application (addressed to the Headmaster), evidencing your suitability for the post against the job description and person specification described above, and an up-to-date CV should be uploaded with this online application form.

Please also provide the contact details of three referees, one of whom should be your current employer.

Closing date: **11 May 2026**

Early applications are encouraged. Applications will be considered upon receipt, and we reserve the right to withdraw this vacancy

For further information please contact Human Resources Department on <mailto:hr@eastbourne-college.co.uk> or phone 01323 452288.

8. Safeguarding Statement

Eastbourne College (Incorporated) is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The appointment is subject to an enhanced DBS check, pre-employment medical questionnaire and positive references.

The post is exempt from the Rehabilitation of Offenders Act 1974 and the Charity is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children.

Eastbourne College (Incorporated) is committed to the provision of equal opportunities in employment and accordingly wishes to ensure that no job applicant is treated less favourably on unjustifiable grounds.

Postscript

There are many attractions to teaching at Eastbourne College, not least its location on the south coast in the sunniest part of the country.

The College provides a safe urban environment in an attractive part of a peaceful town where pupils have easy access to shops, cinemas and theatres at appropriate times, and this strengthens the boarding experience. The railway station is close, with easy travel to Gatwick (one hour) and London (under 90 minutes). The beach and sea are a five-minute walk away and the South Downs (the newest National Park) are literally on our doorstep.

The school is a strikingly happy, cohesive and coherent community. We look forward to meeting you.

April 2026