



Job Description: Maths Teacher

Job Title: SEN Maths Teacher (KS2–KS4 Pathways)

Suitable for Primary or Secondary trained teachers (QTS required)

Reports to: Maths Lead

Location: Orange Tree School (OTS), Oakleigh Park North, Whetstone, London, N20 9AR

Hours: Full-time, 8.30–16.00 Monday–Friday

Contract: Full-time, permanent

Salary: Competitive

About Orange Tree School

Orange Tree School is an independent SEN provision for young people aged 11–19 who thrive in a small, therapeutic and nurturing environment.

Our students often arrive having experienced challenges in mainstream education and present with gaps in learning, particularly in core subjects such as Maths.

We are passionate about providing a safe, calm and aspirational environment where students can:

- Re-engage with education
- Rebuild confidence
- Make meaningful academic and personal progress

Our highly trained team supports each student's individual needs through a relational, therapeutic and consistent approach.

Purpose of the Role

To deliver high-quality, adaptive Maths teaching to secondary-aged students with SEN and/or SEMH needs, many of whom are working below age-related expectations (often at KS2–KS3 levels).

The role focuses on:

- Closing gaps in learning
- Rebuilding confidence in Maths
- Supporting sustained, meaningful progress over time

This is not a traditional secondary Maths role; success is measured through engagement, progress and personal development, as well as academic outcomes.

Key Responsibilities

Teaching and Learning

- Plan and deliver engaging Maths lessons across KS2–KS4 content, tailored to individual student needs
- Adapt teaching to support students with significant gaps in learning and low starting points
- Use scaffolded, differentiated and multi-sensory approaches to support understanding
- Create a calm, safe and predictable classroom environment that promotes confidence and trust
- Use creative and practical strategies to increase engagement and make Maths meaningful
- Model therapeutic approaches, including positive reinforcement and restorative practice
- Maintain high expectations for behaviour in line with the school's Behaviour for Learning Policy
- Work effectively with support staff to maximise student progress and engagement

SEN & Student Support

- Deliver teaching aligned to EHCP outcomes and individual learning plans (ILPs)
- Support students' emotional regulation and readiness to learn
- Understand and respond to behaviour as communication
- Work closely with the SENCO, support staff, families and external professionals
- Contribute to EHCP reviews, reports and target setting

Assessment & Progress

- Use regular, purposeful assessment to monitor individual progress over time
- Set realistic, personalised targets based on students' starting points
- Provide constructive, supportive feedback to promote progress
- Track and celebrate small-step progress as well as attainment
- Provide regular updates to SLT, parents/carers and external professionals

Curriculum Development

- Contribute to the development of a flexible, accessible SEN Maths curriculum
- Incorporate real-world and cross-curricular links to enhance engagement
- Support pathways including functional skills, GCSE and personalised outcomes
- Contribute to enrichment opportunities, including trips and practical learning experiences

Form Tutor Responsibilities

- Build strong, consistent and supportive relationships with students
- Maintain regular communication with parents/carers and external agencies
- Support students' personal development, wellbeing and engagement
- Contribute to reports, assessments and EHCP processes
- Guide students in making appropriate choices about their learning pathways

Wider School Contribution

- Act as a role model for the school's therapeutic and inclusive values
- Support whole-school wellbeing and pastoral initiatives
- Contribute to enrichment, trips and wider school life
- Work collaboratively with colleagues and external professionals
- Engage fully in CPD and the appraisal process
- Provide cover and undertake additional duties as required

OTS Culture

- Promote a culture of respect, consistency and positive relationships
- Support and contribute to school policies and procedures
- Work collaboratively to ensure the best outcomes for all students
- Uphold high expectations for both achievement and wellbeing

Person Specification

Essential

- Qualified Teacher Status (QTS) – Primary or Secondary
- Eligible to work in the UK
- Experience working with students with SEN and/or SEMH needs
- Ability to teach Maths across a wide ability range, including KS2 level
- Strong understanding of adaptive teaching and differentiation
- A nurturing, patient and resilient approach
- Excellent interpersonal and communication skills
- Commitment to the therapeutic, holistic ethos of OTS
- Ability to build strong relationships with students and families
- Commitment to safeguarding and child protection

Desirable

- Experience in a specialist, SEN or alternative provision setting
- Knowledge of trauma-informed or therapeutic approaches
- Experience supporting EHCPs and personalised learning
- Experience in curriculum development and enrichment
- Ability to contribute to another subject area (e.g. IT at KS3)

Safeguarding & Compliance

The school is committed to upholding the highest possible safeguarding standards and follows safer recruitment practices to protect children and vulnerable adults.

All appointments are subject to:

- Enhanced DBS check
- Prohibited Teacher Check

- Safer recruitment procedures

Applicants must have the right to work in the UK.

Additional Information

This job description outlines the general nature and level of responsibility of the role and is not exhaustive. The postholder may be required to undertake additional duties appropriate to the level of the role, as directed by the Headteacher or line manager.

The school is committed to upholding the highest possible safeguarding standards and follows safer recruitment practices to protect children and vulnerable adults.

The successful candidate will be required to apply for an Enhanced Disclosure from the Disclosure & Barring Service. We can only accept applicants who have the right to work in the UK.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the member of staff will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the Headteacher or line manager.

Signed: _____

Name: _____

Position: _____

Date: _____