



NEWSTEAD WOOD SCHOOL

"creating opportunities for success"



CANDIDATE PACK

JOB ROLE: Lead Practitioner for Maths

*A highly selective girls' state secondary school,
with a co-educational Sixth Form.*



OUR SCHOOL

Newstead Wood School, founded in 1954 as Orpington Grammar School for Girls, is renowned for academic excellence and a strong sense of community. With six forms of entry, modern facilities, and the motto *Fortitudine Crescamus* ('May we grow in strength'), the school supports both academic and personal growth. Students are assigned to one of six Houses—Nightingale, Wren, Swift, Falcon, Griffin, and Phoenix—building identity and belonging.

The school offers unique opportunities like international trips to Japan, New York, Borneo, and Malta, plus electives in film, photography, classical civilisation, and fencing. With a focus on highly able students and strong career support, Newstead Wood school consistently earns an 'Outstanding' rating from Ofsted, with the most recent inspection in 2022.

WELCOME FROM THE HEAD

We are looking for people to join us at Newstead Wood School who are passionate about education and their subject, dedicated to fostering a love of learning, and committed to inspiring our talented and able students. We seek dynamic and inspirational staff who share our vision and commitment to providing a broad and high-quality education. Whether you're a seasoned educator or just starting your teaching career, we welcome individuals who thrive in a collaborative, diverse and inclusive environment and are eager to contribute to our vibrant school community.



We are delighted to have been named as London State Secondary School of the Year 2025 in this year's Sunday Times Parent Power schools guide!



'The culture in a girls' school is about smashing the glass ceiling and removing stereotypes. All heads in the STEM subjects are strong, powerful, diverse women. A can-do attitude helps foster the confidence to do well.'

Paul Norman, Headteacher



ACADEMIC EXCELLENCE

GCSE RESULTS 2024
Grade 9 **40%**

A LEVEL RESULTS 2024
Grade A* - B **85%**

GO TO A RUSSELL GROUP UNIVERSITY 2024 **40%**

MOST POPULAR COURSES FOR UNIVERSITY

- Medicine
- Biomedical science
- Computer science
- Engineering
- Economics
- Accountancy
- Fashion and Fine Art
- Law
- Maths
- Politics and Philosophy
- Psychology

MOST POPULAR UNIVERSITY DESTINATIONS

- University of Oxford
- University of Cambridge
- Kings College London
- Imperial College London
- University College London
- London School of Economics
- University of Bristol
- University of Nottingham
- University of Warwick
- Durham University
- University of Sheffield

ELECTIVE PROGRAMMES

- Medicine, Dentistry, Veterinary
- Oxbridge Programme
- GCSE Statistics
- Crest Science Programme
- Model United Nations
- Jack Petchey Dance Programme
- Fencing
- Neuropsychology
- Yoga



CAREERS & TALKS
Industry talks with leaders to provide students with career insights

MENTOR STUDENTS
throughout university application process with mock tests and interviews

SUPPORTING PUPIL PREMIUM STUDENTS

SPORTING EXCELLENCE

- Netball
- Football
- Rugby
- Hockey
- Badminton

KENT NETBALL CHAMPIONS

PARTNERSHIP WITH BROMLEY TENNIS CENTRE



DIGITAL PLATFORMS TO SUPPORT LEARNING

- Sparx Maths
- Sparx Science
- Sparx Reader
- Seneca Learning
- MS Teams
- Kerboodle
- Uplearn
- Massolit



TRIPS & VISITS

- France
- Spain
- USA
- Switzerland
- World Challenge trip to Borneo 2026

INTERNATIONAL EXCHANGE PROGRAMMES

TWILIGHT LANGUAGES

- Mandarin
- Japanese
- Latin



In the Sixth form, students enjoy demanding work and use academic vocabulary to question and challenge concepts readily.

Ofsted

Leaders promote a coherent, integrated and nurturing approach to the well-being of pupils.

Ofsted

Pupils thrive here. They are happy and safe in the school's nurturing environment.

Ofsted

We found pupils positive, focused and eager to speak their minds - a good reflection of the independence of thinking nurtured here.

Good Schools Guide 2023

CLUBS & SOCIETIES

- Music
- Sports
- Film and Drama
- Debating
- Science
- Medical Societies (MUAF/MUN)
- Languages
- Arts and Graphics
- Design and Textiles
- Literature
- Chess, Games, Puzzles

 **International Coalition of Girls' Schools**

INTERNATIONAL COALITION OF GIRLS' SCHOOLS (ICGS)

As one of the UK's leading super selective schools, we are proud to be part of this global network dedicated to empowering young women through education, collaboration, and advocacy.



ACADEMIC EXCELLENCE FUND



ALUMNI NETWORK

DUKE OF EDINBURGH'S AWARDS





YOUNG enterprise
A Member of JA Worldwide

DEGREE APPRENTICESHIPS

- Goldman Sachs
- Barclays
- Atkins
- Charles Russell Speechlys
- GSK

STEM LONDON COLLABORATION

providing quality Subject-specific CPD combining expertise in teaching and learning Science



THE ROLE

| | |
|-------------------------------------|---|
| ROLE: | Teacher of Maths Maternity Cover |
| REPORT TO: | Head of Maths |
| DEPARTMENT: | Maths |
| HOURS: | Full time |
| SALARY: | Main Pay Scale (Enhanced United Learning Pay Scale) |
| CLOSING DATE OF APPLICATION: | 31 st May 2026 |

MAIN PURPOSE OF THE JOB

- To be an exemplary classroom practitioner, modelling consistently high-quality teaching in Maths and contributing to outstanding outcomes for students across the school.
- To play a central role in improving teaching and learning, supporting colleagues through coaching, collaboration and evidence-informed practice.
- To contribute to whole-school priorities for teaching, learning and curriculum development, working closely with senior leaders and subject leaders to secure continuous improvement.

KEY RESPONSIBILITIES

Expert Teaching & Modelling

- To consistently deliver outstanding Maths lessons and model highly effective practice, setting aspirational standards for teaching and learning.
- To exemplify excellent behaviour management, clarity of explanation and strong subject knowledge.

Coaching & Professional Development (UL-style language)

- To support colleagues through **instructional coaching, lesson study, joint planning and feedback**, helping to refine and strengthen classroom practice.
- To contribute to the design and delivery of **whole-school CPD**, particularly in areas linked to pedagogy, curriculum and assessment.

Curriculum & Standards

- To work with the Head of Maths to evaluate and improve curriculum planning, sequencing and assessment practice in line with school priorities.
- To support the implementation of strategies designed to **close attainment gaps** and secure strong progress for all groups of students.



Whole-School Contribution

- To act as a **lead professional for teaching and learning**, working with the Assistant Headteacher for Teaching & Learning to monitor, evaluate and strengthen classroom practice across the school.
- To engage positively with school self-evaluation and improvement activity.

Safeguarding & Professional Conduct

- To ensure all safeguarding policies and procedures are consistently followed.
- To work in line with United Learning and school policies, upholding high professional standards at all times.

KEY EXPERIENCE

- Demonstrate outstanding teaching practice and excellent behaviour management
- Have experience of lesson observations and giving robust feedback
- Have experience of improvement planning and of implementing a range of strategies to raise student achievement, with evidence of success
- Evidence of improving on the quality of learning and teaching and curriculum
- Have a proven track record of excellent results at KS3 and 4, and, ideally, experience of teaching to KS5
- Have experience of high quality pupil tracking and feedback practices



PERSON SPECIFICATION

| | | Essential | Desirable |
|--|--|-----------|-----------|
| Education/Qualifications and Training | Degree or equivalent | X | |
| | Qualified teacher status | X | |
| | Evidence of further study (MA, MBA, MEd) | | X |
| | Evidence of and commitment to continuing professional development | X | |
| Knowledge Skills & Experience | Strong subject knowledge | X | |
| | Knowledge and understanding of the theory and practice of effective teaching and learning | X | |
| | Reflective teaching | X | |
| | Successful experience of managing change in an educational situation | | X |
| | Understanding of use of assessment data to raise achievement | X | |
| | Make effective use of ICT across the curriculum when teaching and planning | X | |
| | Ability to work with all MS Office Applications | X | |
| | Understanding behaviour management strategies | | X |
| | Teach using an increasingly wide range of teaching strategies to meet different learning needs and abilities | X | |
| Personal Characteristics | Ability to demonstrate sound balanced judgement with decisiveness, flexibility and integrity | X | |
| | Resilience, the ability to work under pressure and be able to meet deadlines | X | |
| | Excellent communication skills (including written, oral and presentation skills), managing challenging conversations. | X | |
| | The ability to think strategically, creatively and to prioritise. | X | |
| | The ability and motivation to constantly improve own practice and knowledge through self-evaluation and learning from others | X | |
| | The ability to support colleagues | X | |
| | Strong organisational skills and ability to meet deadlines | X | |
| | Personal resilience, energy and enthusiasm | X | |
| | Good sense of humour and positive team player | x | |
| | Accuracy and attention to detail | X | |
| | Full clean driving licence | | x |
| Checks | Enhanced DBS, Clearance for Prohibition Check and Right to Work in the UK | X | |



THE DEPARTMENT

We are a thriving department, where academic excellence and student enthusiasm create an inspiring learning environment. As the most popular A-Level choice, our mathematics provision sits at the heart of our school's success. Our talented students consistently demonstrate exceptional ability and genuine passion for the subject, making teaching here a truly rewarding experience.

Our department stands out for its collaborative approach, where every teacher contributes to curriculum development and has the opportunity to teach across all year groups, from Year 7 through to A-Level. We work with highly motivated, academically gifted students who make teaching a genuine pleasure.

We offer a rich blend of academic excellence and practical application, enhanced by an extensive enrichment program including UKMT challenges, guest lectures, and trips as well as several after school clubs. We believe in a community of learners and cultivate a friendly and supportive culture in our students. Our curriculum pathway incorporates Pearson Edexcel, AQA, and OCR specifications, offering students maximum flexibility in their mathematical journey.

Key examination boards:

- GCSE & A-Level Mathematics: Pearson Edexcel
- GCSE Further Mathematics: AQA
- Level 3 FSMQ & A-Level Further Mathematics: OCR

EQUAL OPPORTUNITIES

We are committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

We particularly welcome applications from BAME candidates as they are currently under-represented at Newstead Wood School.





WHY WORK WITH US?

Competitive Pay



Competitive remuneration & benefits. For teachers, we guarantee to pay above the maintained sector.

Pension Scheme



Generous TPS/LGPS pension schemes to all academy based colleagues. (26.68% TPS and 22.9% LGPS)
Both schemes will pay a death in service payment of 3 times your pensionable pay.

Health Care Cash Plan



Money towards the cost of essential healthcare such as trips to the optician, dentist or physiotherapist up to certain annual limits. Virtual GP access 24/7.

Cycle to Work Scheme



Tax efficient cycle to work scheme.

Discounts



Access to over 250 exclusive discounts on everything from coffee and cinema tickets, to holidays, shopping and gym memberships through Perkbox.

Discounted RAC Cover



Free On-site Parking



Free Annual Flu Vaccination



Support and Training

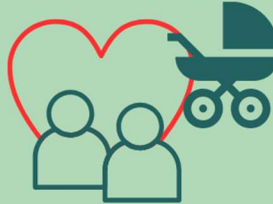


Career Development and CPD



We offer a robust professional development programme including in house training, external courses and a mentoring/coaching scheme to support your growth.

Enhanced Parental Leave and Family friendly policies



Enhanced maternity pay and a supportive company sick pay policy

Employee Assistance Programme



Confidential independent advice and support on a range of financial and legal matters, counselling and support with a 24/7 helpline.

Excellent Transport Links



Rail services to central London and Kent & the South Coast depart from Orpington station (18 minutes walk). The area is served by a number of bus routes. Free parking is available to all staff onsite.

Staff Wellbeing classes & socials



Access to free of charge yoga classes, fitness classes and "Let's talk" clubs. Staff socials including quizzes, parties and a choir.

Car Lease Scheme



Access to great discounts on car leasing of low emission cars through a direct debit scheme



HOW TO APPLY

You can complete the application online via the school website [here](#).

If you have any questions or would like an informal discussion or school visit, please contact our HR Department: recruitment@newsteadwood.co.uk or call 01689 853626.

INTERVIEWS

The closing date for applications is 31st May 2026.

Applications will be reviewed as they are received and we may conduct interviews on 22nd May 2026. The school reserves the right to appoint at any stage of the recruitment process; early applications are therefore encouraged.

Please note, we do NOT accept applications by Curriculum Vitae.

SAFEGUARDING NOTICE

Newstead Wood School is committed to ensuring the highest levels of safeguarding and promoting the welfare of children and young people, and we expect all our staff and volunteers to share this commitment. All offers of employment are subject to an enhanced Disclosure and Barring Service (DBS) check, references, an online search, and where applicable, a prohibition from teaching check will be completed.

RECRUITMENT POLICY

Newstead Wood School is working hard to become a more diverse organisation which is key to our commitment to bringing out the best in everyone. We welcome applications from everyone committed to this ethos and would particularly welcome applications from minority candidates. We always appoint on merit.

If you consider that the provisions of the Equality Act 2010 apply to you, or if you require assistance at any stage of the process, please contact the HR Department, telephone 01689 853626 or email recruitment@newsteadwood.co.uk. Newstead Wood School actively supports equality, diversity and inclusion and encourages applications from all sections of society.

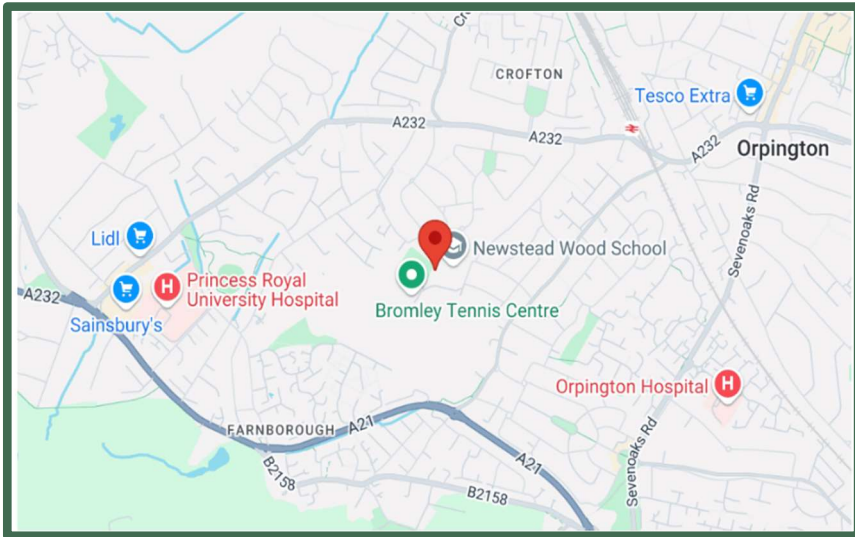
USEFUL LINKS

[School Website](#)

[School Prospectus](#)

[United Learning Group](#)

[UL Benefits](#)



LOCATION:

Newstead Wood School
Avebury Road
Orpington
BR6 9SA
Telephone: 01689 853626



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