

APPOINTMENT OF
Maths Teacher
September 2026



ORLEY FARM
SCHOOL





'It takes a village
to raise a child'

Dear Applicant,

Orley Farm School is an extraordinary place of learning! We are set in a highly competitive part of London where expectations are always leveled at doing and being our very best.

However, do not be fooled into assuming that our parents are part of the dinner-set who focus on superficial veneer-thin aspirations. The DNA of this school runs very deep and it is founded in developing remarkable young people, not simply the one-dimensional 'academic' child. We are equally focused on developing the social, physical, creative, emotional and spiritual child alongside our academic challenge because we know that this leads to enriched learning. It is also the right thing to do in a world that tends to only value short-term highs; we are in this for 'life', as I want our pupils, staff and parents to look back on their Orley years as a time of wonder and inspiration!



In order to achieve this you have to surround young learners with adults who share a sense of service, duty, commitment and above all, care for this vision. Orley Farm School inspires everyone to achieve in every aspect of their educational experience, pupils, staff and parents included! Our focus is on the individual and their passions and this is at the heart of all that we do, in order to unlock further learning and develop new skills.

A very strong part of our vision is how we sit in our community. We talk about the bonds of family within our school and this is certainly evident in the relationships across and within the school. We are blessed with an extraordinary setting and facilities within a stone's throw of London. Our school community has a strong foundation in 'giving', as this goes back to those founding values in developing happy, fulfilling and purposeful lives – for pupils, staff and parents!



I was so fortunate in my early years as an art teacher and Housemaster to work for a Head who expected me to make mistakes, learn from them but to always aim for the stars! I hope that having the opportunity to visit our website and peruse our prospectus will give you further insight into what an extraordinary place this is with infinite opportunities. Initiative and Risk Taking are two of our ten unique 'Thinking Skills' and if the attached role and description of our community excites you, then I do hope that we hear from you!

Yours faithfully,

Headmaster

Orley Farm School was founded in September 1850 by Mr Edward Ridley Hastings. Mr Hastings had previously been employed as a tutor, but with encouragement from Dr Vaughan, the great Headmaster of Harrow School, he formed a preparatory School so boys did not have to “enter Harrow too early”.

A new classroom block was added. 1973 saw the addition of the Gardner building, and in 1977 phase one of the Sports Hall complex was completed, with the addition of a gymnasium in 1981. Two major changes were also brought about in 1978; the Pre-Preparatory department was opened to educate boys from four to seven years. Then in 1984, a year after St George’s Hall was finished and 133 years after the first boarders, Orley Farm ceased to be a boarding School and the dormitories were converted to classrooms.

That year also saw the Official Grant of Arms made through the College of Heralds, and in May 1985 the emblazoned Orley Farm School scroll was put on display in the corridor of St George’s Hall. The arms and crest have three historical sources: (1) the stag holding an oak leaf is the Trollope family crest; (2) crossed arrows and a silver laurel wreath are included on the Harrow arms, and (3) the “Hurst” of oak trees on the shield and sprig of oak in the badge refer to the Gardner family. The motto, Haec cogitate, “think on these things”, comes from St Paul’s letter to the Philipians’.

In 1990, there were more changes, most important of these was the admittance of girls to the School in 1994, adding another dimension to Orley Farm’s long and varied history. In 1995, a new Pre-Preparatory department was built, followed in October 1996 by the opening of the all-weather pitch and Quadrangle development. Finally, as the School’s approached its 150th birthday in 2000, a state-of-the-art music faculty was completed.



**Orley Farm School:
Aiming for excellence
in all we do!**

ORLEY FARM HISTORY





ORLEY FARM ETHOS

At Orley Farm we pride ourselves in providing a challenging environment to stimulate and develop lively and inquiring minds.

We encourage all pupils to reach their true potential and eventually become individuals who value learning with and from others, as a life-long process. Independence of thought and action is encouraged, together with application, perseverance and initiative.

The curriculum is broad-based in order to facilitate the acquisition of knowledge, promote enjoyment in learning and to provide skills to equip students for their next school and further. We aim for our pupils to enter the rapidly-changing world of work and leisure as active and confident participants.

Everyone at Orley Farm works to create an atmosphere in which pupils feel secure and valued and encouraged to progress academically and socially. We try to develop in them a sense of moral values, especially respect for others and their property, which will enable them to become responsible and considerate members of any community.

**‘Focus on the journey,
not the destination.
Joy is found not in
finishing an activity
but in doing it.’**





Positive staff mental health and wellbeing are essential ingredients for cultivating a mentally healthy school.

Positive staff mental health and wellbeing at Orley Farm is all about flourishing and thriving at school, work and beyond. We give our pupils and staff the happiness advantage by drawing on the principles of Positive Education.

Positive Education is the practical application of Positive Psychology within an educational setting combining best-practice teaching and pastoral care with the science behind happiness and wellbeing. We strive to equip our whole school community with positive mental health strategies through continuous professional development alongside their personal development and growth.

Here at Orley Farm, we view professional growth as a protective factor in staff wellbeing and value the positive impact that continued learning has on mental health and wellbeing.

Three core pillars drive through the heart of the school ensuring pupils have a balanced approach to their school life. Hand in hand academia, co-curriculum and pastoral care form 'The Orley Farm Way.' They are woven into the fabric of the school and the exceptional pastoral care that the school provides enables children to foster a strong sense of 'self', 'belief' and 'purpose.'



The Thinking Skills are at the heart of school life.

LIFE TIME OF LEARNING



Ambition



Creativity



Curiosity



Empathy



Flexibility of Mind



Focus



Good Judgment



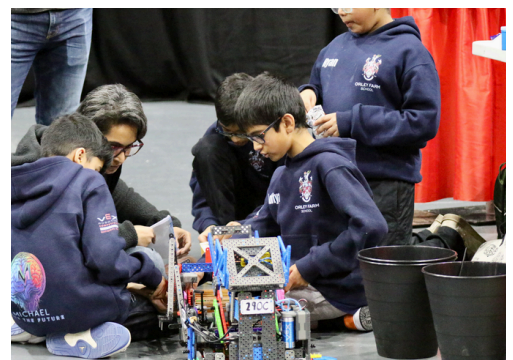
Initiative



Resilience



Risk Taking





THE ROLE

The Role

The Maths Teacher will be responsible for delivering high-quality mathematics teaching to pupils in Key Stage 2, ensuring that all learners develop strong numeracy skills, mathematical confidence, and a positive attitude towards the subject. The post-holder will plan, deliver, and assess engaging Maths lessons and support pupils of varying abilities to make excellent progress.

The Teacher shall fulfil the following:

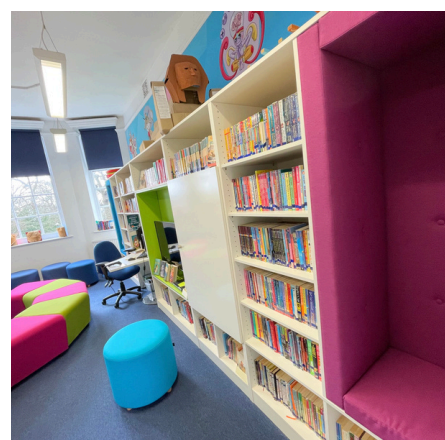
1. Teaching

Carry out the following in line with current school policy:

- Plan, prepare, deliver, evaluate, and adapt learning programmes in line with the curriculum, working collaboratively with colleagues where appropriate.
- Differentiate teaching to meet the diverse needs of individual pupils and support their progress.
- Mark, assess, and record pupils' achievement, effort, and development in line with school expectations.
- Attend Parent Evenings and provide clear oral and written feedback on pupils' progress to parents and staff.
- Support and maintain high standards of pupil behaviour in the classroom, around the school, and during off-site activities.
- Contribute to the creation and upkeep of engaging displays within classrooms and shared areas.
- Attend departmental and other staff meetings as required.
- Promote and model positive behaviour, manners, and mutual respect.
- Participate in the school's Professional Review and development processes.

2. Other Activities

- Being able to teach Maths from KS2/KS3.





- Follow and uphold all relevant school policies, including those on Child Protection, Special Educational Needs, and Health and Safety.
- Attend House meetings as required.
- Contribute to safeguarding the health and safety of pupils on school premises and during off-site activities.
- Attend and participate in training or courses provided or recommended by the school to support
- Organise and participate in extra-curricular activities at lunchtime or after school when requested.
- Undertake break, lunchtime, and other supervisory duties as required.
- Communicate and collaborate effectively with external individuals and organisations.
- Participate in the activities of Expeditions Week as required.
- Support school events during and outside regular hours to contribute to the wider school community.
- Attend in-house training sessions and professional development activities as appropriate.
- Undertake any other duties as requested by the Head or Deputy Head Academic that are reasonably required and commensurate with the responsibilities of the post.

Salary offered will be dependent on experience and qualifications.

The school provides a generous employer contribution to a private pension scheme and will auto-enrol all eligible staff in line with statutory requirements.

This job description outlines the main duties of the role but is not exhaustive. Staff may be asked by their Line Manager to carry out other reasonable tasks at a similar level. The description will be reviewed periodically and may be updated to reflect the needs of the school, with any changes discussed in advance.

Please note that this role is 'exempt' from the Rehabilitation of Offenders Act 1974. Therefore, you are required to disclose any convictions, cautions, reprimands and final warnings that are not considered 'protected' under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013).

Orley Farm School is an equal opportunities employer and is committed to treating all current and prospective staff fairly and consistently. We value diversity and strongly encourage applications from suitably qualified candidates of all backgrounds.

Orley Farm School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.



PERSON SPECIFICATION

Qualifications and Experience

- Qualified Teacher Status (QTS)
- A Level or a degree in Mathematics or a related subject is desirable.
- Ongoing professional development, particularly in primary maths.
- Ability to create a positive, nurturing, and stimulating learning environment.
- Confident use of educational technology and digital tools to enhance learning.
- Familiarity with Common Entrance / 11+ / 13+ preparation is desirable.

Experience

- Successful experience teaching Maths at KS2/KS3, with evidence of strong pupil progress.
- Experience working collaboratively within a teaching team.
- Experience delivering high-quality, differentiated lessons to mixed-ability groups.
- Experience preparing pupils for scholarship or entrance exams for independent schools is desirable.

Skills and Abilities

- Ability to plan and deliver engaging, high-quality and challenging lessons.
- Awareness of inclusive teaching strategies and SEND provision.
- Strong classroom management and behaviour-support skills.
- Ability to use assessment effectively to inform teaching and track pupil progress.
- Strong communication skills with pupils, parents, and colleagues.
- Strong organisational and time-management skills.

Personal Qualities

- A passion for mathematics education and a love of working with children.
- Warmth, approachability, and a supportive teaching style.
- High expectations for pupil achievement and behaviour.
- Professional integrity, reliability, and a strong sense of responsibility.
- Creativity, enthusiasm, and a positive attitude toward innovation in teaching.
- Ability to work effectively as part of a team and contribute to wider school life including events, clubs and duties.
- Commitment to safeguarding and promoting the welfare of children.
- Ability to act as a form tutor or pastoral lead, supporting pupils' wellbeing.

The post-holder is responsible for promoting and safeguarding the welfare of children they work with or come into contact with, in line with the school's Child Protection Policy, which must be followed at all times.

If, during their duties, the post-holder becomes aware of any actual or potential risk to a child's safety or welfare, they must report it to the Designated Safeguarding Lead or the Headmaster in line with the School's Safeguarding Policy.

This position is subject to an enhanced check with the Disclosure and Barring Service in the event of a successful application and a background online digital check by a third party professional screening company Safehire.ai Ltd. Further details are available in our Recruitment Selection and Disclosures Policy and Recruitment Privacy Notice.

**Orley Farm School:
Aiming for excellence
in all we do!**

BENEFITS



COMPLIMENTARY LUNCH
during term-time



USE OF OUTDOOR SWIMMING POOL
in the summer at designated times



COMMITMENT TO PROFESSIONAL
DEVELOPMENT



FEE REMISSION FOR CHILDREN
OF ALL STAFF
after probationary period



EXCELLENT TRANSPORT LINKS
& ON-SITE PARKING



COMMITMENT TO POSITIVE
MENTAL HEALTH & WELLBEING
for staff and pupils

Orley Farm School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

THE APPLICATION PROCESS

Suitability will be assessed through the application form, supporting documents, interviews, and references. If invited to interview, you must present original ID and qualification certificates; copies will not be accepted. Originals will only be kept if you are appointed, and any copied documents for unsuccessful candidates will be securely destroyed.

Applications must be submitted using the School's application form; CVs will not be accepted. Candidates should complete the form fully, including qualifications, full employment history, and contact details for two professional referees—one of whom must be the Head of your current or most recent school. The School may contact any previous employers.

Shortlisted candidates will be asked to provide details of all unspent convictions and any that are not subject to filtering, prior to the interview date.

As part of the shortlisting process, we will be carrying out an online search on shortlisted candidates as part of our due diligence. This will be using the online platform provided by [Safehire.ai](#) Ltd to undertake Surface and Deep Web background checks on shortlisted candidates for purposes including but not limited to compliance with applicable laws and regulations (such as safeguarding obligations, including those referenced in the UK Department for Education's statutory guidance: "Keeping Children Safe in Education"), risk management, due diligence, and internal policies.

This forms part of our wider safeguarding due diligence which aims to prevent individuals who may be unsuitable to work with children from working in a school environment.

References will be taken for all shortlisted candidates before the interview, and online checks will be carried out for those progressing to interview.

All application forms and queries should be e-mailed to Purvi Patel, HR Manager, at: HR@orleyfarm.harrow.sch.uk

All applications will be acknowledged. Candidates who do not hear from us within two weeks of the closing date should assume the post has been filled. Applications are reviewed as received, and interviews may be held before the closing date.

Orley Farm School reserves the right to close the vacancy early should a suitable appointment be made, and early applications are therefore strongly encouraged. Interviews will be scheduled on a rolling basis as suitable candidates apply.





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