

Information for Candidates

Deputy Head of Mathematics





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Welcome

Dear Potential Applicant

Thank you for applying to work at Dulwich College. I hope that you will find the prospectuses and web pages useful and feel that they provide a better understanding of our aims, values and ethos. I also hope this booklet makes you feel you might thrive here, would like to join us and make a great professional contribution.

At heart, the College's focus ensures the wellbeing, experience and achievements of our pupils. We want them to be happy, to flourish and to get the very best from their time here. These aims also allow us to have a positive relationship with our families, and uphold our reputation and strategic ambitions.

We have a large, diverse, dedicated and talented team of colleagues. It is a huge collective effort to achieve our annual and long-term goals, and we could not do this without everyone working together in a diligent and good-humoured manner.

As well as rewarding and fun, being part of the College is demanding at times and we have high expectations of all our colleagues. There are, however, many advantages and opportunities, which are better explained in this booklet. Put simply, we wish to get the best from everyone and we will seek to invest in you and develop you during your time with us. We recognise that many of our colleagues are professionally ambitious. We will certainly help you in your aims, through mentoring, professional development courses and career opportunities.

We are fortunate to have a large College community, with several career pathways and experiences available. We hope that you will enjoy working here, really understand the value the commitment shown by everyone and wish to play your part in the exciting life of Dulwich.

Mr Robert Milne
Master



The College

Dulwich College is an academically selective independent boys' school in south east London with a tradition of inspired teaching, genuine scholarship and co-curricular breadth.

Situated in 70 acres, yet only 12 minutes by train from central London, the College enjoys outstanding academic, co-curricular and sporting facilities, including The Laboratory, a RIBA National Award-winning Science and Arts building. There has also been an extensive refurbishment of its iconic Grade II* listed Barry Buildings and surrounding landscaping.

Further information about the College can be found on our website www.dulwich.org.uk



Vision, Values and EDI

Vision

Our vision is to be an outstanding school inculcating in every pupil an aptitude for work and study and a sense of service so they have the potential to make a positive difference in the world.

Values

Our values are purpose, kindness and joy and through these values we seek to encourage curiosity and creativity, compassion and open-mindedness, resilience and integrity, and a collaborative outlook and an appreciation of how we all benefit from living and growing in a diverse and inclusive society.

Equity, Diversity and Inclusion

We proudly celebrate the diversity that exists within our pupil and staff bodies, as well as in our alumni and parent communities, and recognise the important role that our rich array of backgrounds and experiences plays in building a vibrant, forward-looking community. As a result, Dulwich College stands firmly against discrimination and exclusion in all its forms.

We strive to build a supportive community that encourages a sense of social responsibility and which promotes the fundamental British values of democracy, individual liberty, respect and tolerance, and the rule of law. We will continue to work alongside members of our community to progress our inclusion work and embed our core values across all aspects of College life.

All staff have a responsibility to safeguard and promote the welfare of children. The post holder will undertake the appropriate level of training and is responsible for ensuring that they understand and work with the safeguarding policies of the organisation.

As an employer we are committed to promoting and protecting the physical and mental health of our staff.



Emily Von Bergen
Design & Technology Teacher

As I prepared to leave university, I was adamant that an office job was not for me. I am now in my seventh year here at Dulwich and I can state, without hesitation, that joining this school has proved to be the best career decision I could have made. I joined a thriving department and soon after Dulwich sponsored me through my PGCE. My colleagues represent a diverse body of talent and experience that I feel privileged to learn from and be a part of. In any given week, I could find myself tackling complex projects in D&T, coaching sport, planning RAF adventures with the cadets, or helping with D of E. The end of a busy day usually sees me in the gym, with colleagues, using our superb facilities. Dulwich College offers so much to staff, and to our students, it really is a supportive, thriving environment.



Don Mackintosh
Head of Politics

After several years as a corporate lawyer followed by teaching in other schools, the College offers the most enjoyable working environment I have encountered. The friendliness of colleagues across the school is striking. My department is a hub of collaboration, advice, and humour. In my teaching practice I am given independence, while still receiving plenty of training and feedback to refine my pedagogy. Pupils are pleasant and hungry to learn. Something I have particularly appreciated is the way that co-curricular opportunities share an equal billing with academics. Some of my teaching allocation is given over to sport, rather than fitting it on top as an extra burden, which has given me space to develop my coaching skills as well as providing an ideal professional balance inside and outside the classroom.



Raj Joshi
Physics Teacher

Prior to joining Dulwich I worked in leadership roles in a number of state schools and MATs in South and East London. The College is an incredibly welcoming place to work, and assessments, schemes of work and performance management are well planned and communicated, and even the coffee is excellent! Senior staff are open and approachable and there is transparency and mutual trust. The pupils at Dulwich are well-rounded with a wide variety of abilities and from a huge range of backgrounds. The College's scholarship programme and the commitment to diversity and inclusion, along with its extensive outreach and partnership programmes mean that I feel I am able to make a difference to the lives of young people. Dulwich college is an open, supportive, and enriching place in which to work and I would encourage applicants from any background to consider a role here.



Mary-Jo Doherty
Director of Art

After graduating from the University of Ulster, I came to England to complete my Masters in Ceramics at the Royal College of Art. For many years I exhibited bespoke porcelain figurines across the world as part of the new wave of contemporary ceramicists. With the College's support I juggled this with a part-time teaching career and was eventually won over to a full-time role by the progressive thinking and enthusiasm of the students, and have led the Art Department since 2017. Challenge and imagination are embedded into the DNA of the College, and it has been a joy to be part of a community that strives to ensure diverse enrichment opportunities that appeal to students and teachers. With creativity at its core, it is exciting to be in an environment that supports and allows a journey into unknown territories, to discover a passion within the world of inclusive cultural possibility, which in turn helps all in the College community to gain confidence in our ability to take risks, problem solve and play to our strengths.



The role

The Mathematics Department

Mathematics is the largest subject in the Upper School with nearly 200 students in our current Year 12, over half of whom are taking Further Mathematics. We are looking for teachers who can teach across the full range of the Senior School from Year 7 right up to A Level Further Mathematics, and for the right candidate there would be the opportunity to enhance our Oxbridge provision. Each year, the department helps to prepare around twenty students for Mathematics admissions tests.

We enjoy considerable exam success with our most recent GCSE results including 88% of students achieving a grade 9 or 8 and 99% securing a 7, 8 or 9.

At A Level our results are equally strong with 72% of results at A or A* in A Level Mathematics and 66% gaining A* or A grades in Further Mathematics.

The classes in Years 7, 8 and 9 follow our own common syllabus focusing initially on numeracy and making sure that all boys have a firm foundation in algebra, geometry and statistics. In Year 10 and 11, pupils work towards IGCSE at the end of Year 11 with approximately 80 boys (in a cohort of around 225 pupils) taking OCR Additional Mathematics in addition.

At A Level, we follow the OCR A syllabus with students taking Single Mathematics studying some Pure, Mechanics and Statistics over two years. Students who take Mathematics and Further Mathematics will then have the option to specialise in either Mechanics or Statistics for part of the Further Mathematics course. All our Further Mathematics Students study the Additional Pure option where they get to grapple with Number and Group Theory in Year 13.

88% of students
achieved a grade 9 or 8 at
GCSE Mathematics

203
students studying Maths or
Further Maths in Year 12

176
Gold Certificates in 2024
UKMT Challenges



With eight or nine Further mathematics classes in each year (with three teachers each) there is considerable scope for teaching Further Mathematics in this role.

We enrich and stretch our students both inside and outside the classroom. Our curriculum is designed to go beyond the confines of the National Curriculum and aims to develop a love of Mathematics from an early stage. We run a vibrant programme of enrichment clubs each week for various age groups and enjoy much success in various mathematical competitions such as UKMT challenges and Olympiad Levels. We also train a team for the local Hans Woyda competition as well as other nationals and international maths challenges.

The department also engages actively with partnership work, with the opportunity for some of our teachers to provide lessons in our partner school, City Heights E-ACT Academy, two afternoons each week. We also host our own Royal Institution Mathematics Masterclass series for local students. Through our role as the South London hub for the National Maths and Physics SCITT we regularly host up to three trainee teachers per year, providing considerable mentoring opportunities for those teachers aspiring to leadership roles in the future.

The Mathematics department is located in the Shackleton buildings with twelve dedicated classrooms. All classrooms are equipped with digital projectors with extensive whiteboard space for collaborative problem-solving. Teachers are issued with Microsoft Surface devices and we encourage the innovative use of technology to improve teaching and learning. We are a busy, collaborative, and enthusiastic team who share a deep enjoyment of teaching Mathematics — and we hope you will consider joining us.

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“We encourage the boys to question everything, to be as empathetic as possible and strive for excellence in everything they do.”

Sameer Tanna,
Head of Middle School

Job description

Job title

Deputy Head of Mathematics

Reporting to

Head of Mathematics

Period of employment

Permanent

Hours of work

Full time

Salary

The College has its own teacher salary scales, which are above those of the maintained sector and compare favourably with those at other independent schools of similar standing

Tasks and duties

1. Leading the creation, evaluation and review of Schemes of Work for Years 9-11.
2. Managing the transition from Middle School to Upper School Mathematics.
3. Coordinating Scheduled Assessments including:
 - a. managing department assessment schedules
 - b. overseeing the writing and production of year group tests and mocks
 - c. producing resources to support the teaching and revision process
 - d. Determine dates for completion of test marking and overseeing the data entry
 - e. Monitor and maintain the Pupil Databases of students' assessment marks to facilitate department tracking.
 - f. Support the HoD in analysing student assessment data to track progress, identify set changes, necessary support or to determine priorities in SoW reviews.



4. Leading on GCSE Mathematics developments and monitoring syllabus changes.
5. Producing the annual 13+ entrance examination and mark scheme, and assisting with other admissions assessments.
6. Managing the setting process for Years 8–10.
7. Overseeing Middle School clinics and enrichment activities.
8. Coordinating the UKMT Intermediate and Senior Maths Challenges and subsequent rounds.
9. Supporting the Head of Department at open mornings and parent events.
10. Promoting a culture of collaboration and resource-sharing within the department.
11. Evaluating new teaching materials, textbooks, and online resources.
12. Mentoring new staff, trainees, and early-career teachers.
13. Assisting with staff appraisal, lesson observation, and professional development.
14. Attending regular departmental leadership meetings.
15. Deputising for the Head of Department as required.

All staff have a responsibility to safeguard and promote the welfare of children. The post holder will undertake the appropriate level of training and is responsible for ensuring that they understand and work with the safeguarding policies of the organisation.

All staff must take care of their own health and safety and that of others, observe applicable safety rules, follow instructions for the safe use of equipment and co-operate with managers on health and safety matters (including the investigation of any incident).

Person specification

Position: Deputy Head of Mathematics	Essential	Desirable	Assessment
Degree(s) in relevant subject area	Y		Application form
Teaching qualification		Y	Application form
A passion for the subject and its teaching	Y		Interview Lesson Observation
Willingness and ability to engage with professional learning, keeping up to date with relevant subject content and pedagogy	Y		Application form Interview
Ability to teach and enthuse pupils with a range of methods	Y		Interview Lesson Observation Pupil panel
Experience of teaching the subject in a school setting		Y	Application form
Experience of pastoral support in a school, for example as a form tutor or similar		Y	Application form
Experience of working with young people	Y		Application form Interview Pupil panel
Prior training in safeguarding and supporting the wellbeing of young people		Y	
Strong instincts for the safeguarding of young pupils	Y		Application form Interview
Ability and willingness to make a significant contribution both to subject-related activities and to the wider co-curricular life of the College	Y		Application form Interview Pupil panel
Ability to communicate effectively, both verbally and in writing, with staff, pupils, and parents	Y		Application form Interview Lesson observation
Ability to use relevant ICT effectively e.g. MS Office suite	Y		Application form Interview
Strong work ethic and high levels of personal organisation and integrity	Y		Interview
Ability to work collaboratively with others	Y		Interview

	Essential	Desirable	Assessment
Ability to work under pressure and to deadlines	Y		Interview
Enthusiasm, energy, initiative and a sense of humour	Y		Interview
Ability and willingness to lead a team effectively to deliver excellent teaching and learning across the department	Y		Application form Interview
Commitment to the ongoing development of own subject knowledge and relevant pedagogy, and that of the team	Y		Application form Interview
Ability and willingness to lead and develop supra-curricular activities in the department, including but not limited to outings, trips and expeditions, societies, and other events	Y		Application form Interview
Ability and willingness to develop an annual departmental development and lead on its delivery by the team	Y		Application form Interview
Ability and willingness to delegate fairly and appropriately	Y		Application form Interview
Ability and willingness to develop staff through initial teacher training and via ongoing professional learning and development	Y		Application form Interview
Ability and willingness to work effectively with senior leaders in the appointment of staff, appraisal and annual review, and the implementation of College policy and strategy	Y		Application form Interview

Employee Benefits Supporting Our Team



Help to make your money go further

A flexible pension /pay package

Join the TPS or flex your package and join the Group Pension scheme with lower pension contributions, but a higher salary

Lunches

Join colleagues for a free lunch at the school cafeteria, or pick up and take-away if you're busy

Fee remission

Receive significant discount on fees at Dulwich College, Alleyns, JAGs and DUCKS (normal admissions process applies) **Eat out at a discount** Sign up to a TasteCard to receive significant discounts at many high street and local restaurants, as well as coffee and pizza delivery discounts

Retail discounts

Retail discounts are available through SimplyHealth (automatic membership) and you can sign up to Costco and TasteCard membership for discounts at Costco and other high street retailers and major supermarkets

A hand with your wellbeing

SimplyHealth Cash Back Scheme

A scheme that gives cash back to cover some health expenses, including dental, physio, eye exams and prescriptions

Telephone GP Support

24/7 access to online GP consultations, providing advice, diagnosis, referrals and ongoing support

EAP (Employee Assistance Programme)

A 24/7 counselling and advice helpline offering guidance on emotional, financial and relationship matters

Membership of our sports club

Free family membership at Dulwich College Sports club

Eye tests

Free tests for regular computer users and a contribution to glasses needed as a result of VDU use

Flu vaccinations

Free seasonal flu vaccinations, delivered on site

Support for your life outside Dulwich College

Enhanced family leave

To support your family when you welcome a new addition

A new baby perk

A cash contribution from SimplyHealth when you welcome a new baby to your family

Time off for IVF and assisted conception

Up to 5 days off to attend key appointments

Help should the unimaginable happen

Life insurance

Everybody in one of our pension schemes has life insurance automatically, should the worst happen

Accident insurance

A policy that pays benefits following an accident resulting in permanent disability or dental damage

Help with your commute

Bike to work

A tax efficient way to buy a new bike for your commute

Onsite parking

If you need to drive to work, you'll find free parking onsite

A boost to your social life

Social activities

Social activities run throughout the year ranging from Burns nights to book clubs, from a summer party to staff quizzes

Free entry to Dulwich Picture Gallery

Show your staff pass for free entry to the Picture Gallery

Discount at Dulwich Golf Club

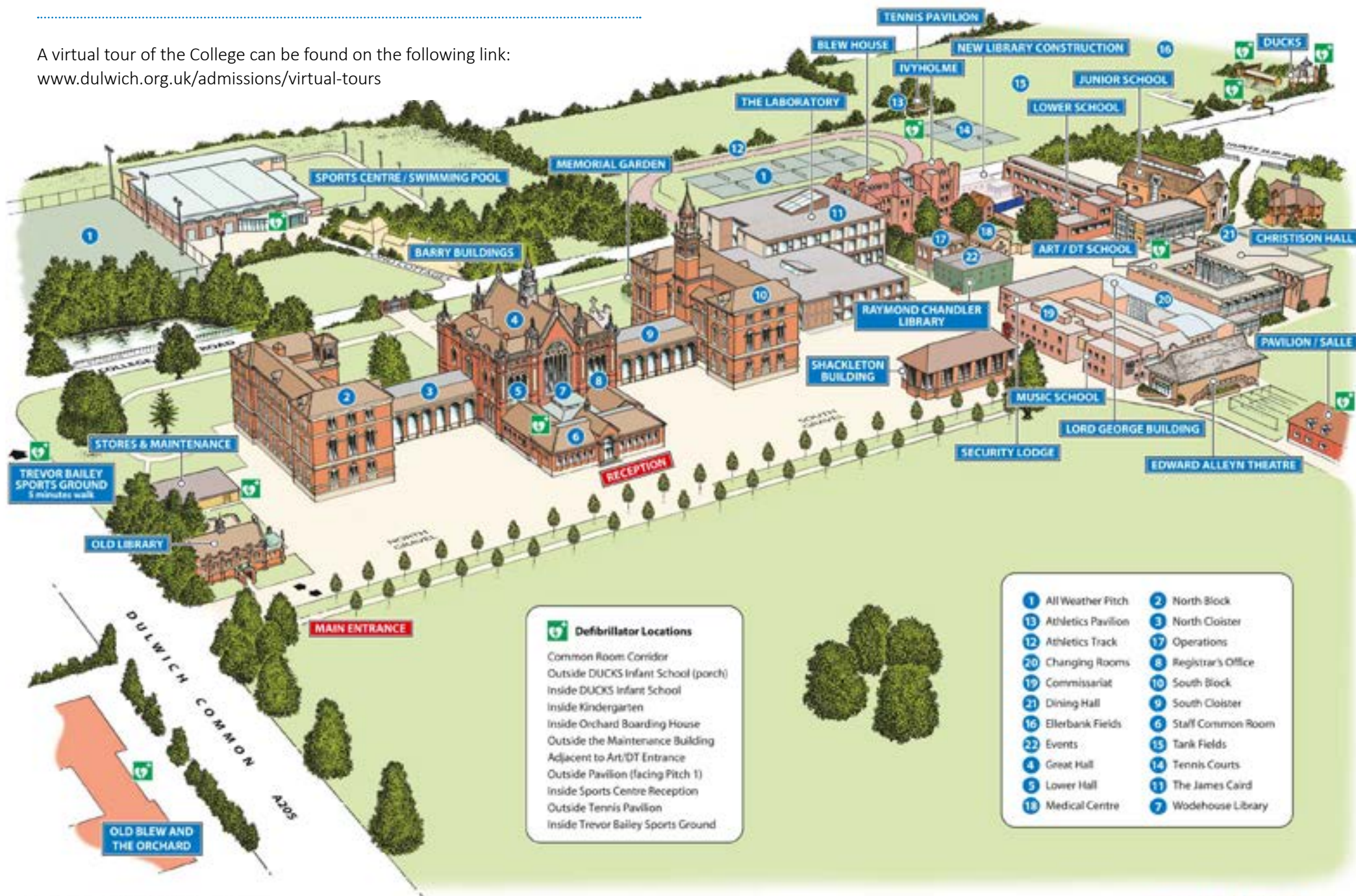
Show your staff pass to receive the discounted 'Member's guest' rate

Discounts for private functions

Significant discounts for events are available (dependent on availability)

Campus map

A virtual tour of the College can be found on the following link:
www.dulwich.org.uk/admissions/virtual-tours



“If your child is gifted in one area, they will soar here. If they are a good all-rounder they will be encouraged to be a great all-rounder.”

Parent,
The Good Schools Guide

Application Procedure

To apply for this role please visit our [vacancies page](#)

[Closing date](#)

Midday on **Monday 3 November 2025**

[Interview date](#)

1st round interviews will take place online on **Thursday 6 November 2025**

2nd round interviews will take place on in person on **Thursday 13 November 2025**

We are committed to safeguarding and promoting the welfare of children. This is the responsibility of the whole College community. We all remain vigilant about safeguarding at the College and we never think that child abuse could not happen here or to our pupils. A DBS Disclosure is required to Enhanced level. The DBS Code of Practice and the Standard and Enhanced DBS Privacy Policy can be found on our website. Charity 1150064



DULWICH COLLEGE
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Independent School of the Year 2022
for Contribution to Social Mobility

