

DULWICH COLLEGE
FOUNDED 1619

Head of Mathematics

Information for Applicants

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 and 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 school for boys in south east London, known for its inspired teaching, genuine scholarship and broad co-curricular life.

Our dedicated and increasingly diverse staff of approximately 250 teachers and 350 operational colleagues, support a pupil body of approximately 1,850 across the Senior and Junior Schools and DUCKS, our co-educational nursery and infant school.

Set within 70 acres of beautiful grounds, yet only 12 minutes by train from central London, the College offers an exceptional working environment — spacious, well-resourced and rich in heritage. The campus blends iconic listed buildings with award-winning new architecture, creating a dynamic and inspiring setting that values curiosity, creativity and collaboration among both pupils and staff.



Vision Values & EDI

Our Vision

To be an outstanding school that inspires every pupil to work, study and serve with purpose, developing the potential to make a positive difference in the world.

Our Values

Purpose, kindness and joy – underpin a culture of curiosity, creativity, compassion and integrity. We promote collaboration, resilience and appreciation of the benefits of living and learning within a diverse, inclusive community.

Equity, Diversity and Inclusion

We celebrate the diversity of our pupils, staff, alumni and parents, recognising that varied backgrounds and experiences create a vibrant and forward-looking community. Dulwich College stands firmly against discrimination in all forms and is committed to advancing inclusion, social responsibility and the core British values of democracy, liberty, respect, tolerance and the rule of law.



The Role

Dulwich College seeks an outstanding Mathematics teacher to lead and manage one of the largest and most successful Mathematics departments in the country. The Head of Mathematics will set and drive departmental strategy, leading a team of 21 teachers, and overseeing the academic progress and public examination outcomes of large student cohorts.

The role demands exceptional personnel leadership; the successful candidate will be an experienced and highly effective manager, able to develop, support and challenge colleagues to sustain consistently high standards of teaching and learning. As a leading classroom practitioner, they will act as a model for excellent teaching, promoting and embedding best practice across the department.

The Head of Department is supported by a Deputy Head of Mathematics and a Head of Lower School Mathematics and will play a central role in maintaining the College's high expectations and strong track record of academic success.

The Mathematics Department

Mathematics is the largest subject in the Senior School with nearly 200 students in our current Year 12 cohort, for example, over half of whom are taking Further Mathematics. We recruit teachers who can teach across the full range of the Senior School from Year 7 right up to A level Further Mathematics, and we are always looking for staff who can enhance our Oxbridge provision. Each year, the department helps to prepare around twenty students for Mathematics admissions tests for University entrance.

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

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 national 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.

Job Description

Job title

Head of Mathematics

Reporting to

Deputy Master Academic

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.

Essential qualifications

Educated to degree level

Start date:

September 2026 or January 2027

Tasks and duties

Leadership and Organisation

- To provide a stimulating learning environment that allows the department to feel engaged, supported and motivated and provide the forum for collaborative work
- To produce an annual Department Development Plan in collaboration with the department
- To monitor the teaching in the department; formally by participating in appraisal of colleagues and leading the academic section of the Annual Review process, including observing lessons, work scrutiny, reviewing pupil voice data and providing information to senior leaders; and informally by leading the department in a culture of openness, mutual observation and support, collaboration and professional dialogue





- To manage the appointment of new teachers to the department, taking responsibility for the induction of ECTs and other newcomers to the department
- To liaise with the College Timetablers to determine the teaching timetable of the department and ensure an equitable division
- To liaise with department members on departmental policy, planning and organisation
- To ensure that schemes of work are fit for purpose, updating as and when necessary
- To ensure the subject is represented at College Open Days, parents or social events
- To support College processes for pupils making subject choices and university choices
- To produce annual reports on the analysis of GCSE and A Level results and any other reports as required by the Master or College Leadership Team
- To lead on the implementation of any initiatives or projects as decided by senior leaders
- To ensure all administrative business of the department is carried out as and when required to the deadlines set
- To manage the feedback and complaint procedure in conjunction with the Deputy Master Academic
- To promote CPD/INSET opportunities to department members
- To promote the wider opportunities of co-curricular, academic and pastoral activities within the College
- To comply with College policy, seeking guidance as and when required
- Any other reasonable duties as required by the Deputy Master Academic

Teaching and Learning

- To maintain the highest standards of teaching and learning across the department, and to keep abreast of evidence informed teaching and learning practices and their application to Mathematics, including effective use of digital technologies
- To ensure there is a culture of academic aspiration, scholarship and academic endeavour within the department that allows all pupils to be challenged and fulfil their potential in the subject
- To ensure that the department remains up to date in their subject knowledge and best methods of teaching,



- To liaise with pastoral teams in cases where pupils require additional support and to ensure that assessments provide clear indicators of progress and interventions when required
- To ensure that appropriate work is set, marked with consistency and with feedback which aids learning, in line with the College and departmental feedback policies

Relations with College management

- To work closely with the Deputy Master Academic and the Academic Team - the senior managers responsible for academic monitoring and for the work of Heads of Subject - and making them fully aware of departmental issues
- To support cross-curricular initiatives and resources
- To forward to the Deputy Master Academic records/minutes of departmental meetings
- To attend meetings of CAPCOM (Central Academic Policy Committee) or its sub-groups
- To attend A level and GCSE results days
- To work closely with the Admissions department in the setting, marking and administration of entrance papers when required
- To meet Governors and advise on the department and subject as appropriate
- To be a positive and supportive member of the middle management team in order to facilitate the delivery of the College's strategic plan

Resources and Administration

- To oversee the maintenance of teaching and learning resources for both pupils and staff, including revision resources for all years (as appropriate) and sample examination papers for the website
- To submit annual budget requests to the Deputy Master Academic and keep annual departmental expenditure within approved limits
- To make proper arrangements for the maintenance of equipment (this includes the checking of returned textbooks)
- To liaise with librarians on the provision of resources in the libraries
- To liaise with IT teams concerning the provision of IT facilities appropriate to the department's teaching and administrative needs

To undertake these duties in addition to the expectations of a classroom teacher.

Person Specification

Position: 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	Application form Interview
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

	Essential	Desirable	Assessment
Strong work ethic and high levels of personal organisation and integrity	Y		Interview
Ability to work collaboratively with others	Y		Interview
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



Application Procedure

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

Closing date

Friday 8 May 2026 at 12pm

Interview date

Interviews will take place on site on **Thursday 14 May 2026**

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 the Enhanced level. The DBS Code of Practice and the Standard and Enhanced DBS Privacy Policy can be found on our website. Charity 1150064

College Community and Benefits



Make your money go further

- Flexible pension/pay – Join TPS or choose the Group Pension for 10% employer contributions and a higher take-home pay. (Same total package).
- Lunches – Free lunch in the dining hall or to take-away.
- Fee remission – Discounts on fees at Dulwich College, Alleyn's Dulwich, JAGS Dulwich and DUCKS (admissions rules apply).
- High-street savings – Access to discounts on restaurants, food deliveries and shopping.

Help with your commute

- Bike to Work - Tax-efficient bike purchase.
- Onsite parking - Free parking on Campus, EV parking.

Support for your wellbeing

- SimplyHealth plan - Cash back on routine medical expenses
- 24/7 GP access – Online consultations, advice and referrals.
- EAP – 24/7 emotional, financial and relationship support.
- Sports club – Free family membership.
- Eye tests & flu jabs – Free tests and seasonal vaccinations.

Protection when you need it

- Life insurance – Included with all pension schemes.
- Accident insurance – Cover for permanent disability or dental injury.

Support for life outside work

- Family leave – Enhanced leave for new arrivals
- New baby perk – Cash contribution from SimplyHealth.
- IVF leave – Up to 5 days for essential appointments.

Boost your social life

- Events & clubs – From Burns Night to book clubs and quizzes.
- Dulwich Picture Gallery – Free entry with staff pass.
- Dulwich Golf Club – Discounted 'Member's guest' rate.
- Private functions – Reduced rates for venue hire (subject to availability).



Important Information

Safeguarding

All staff are responsible for safeguarding and promoting the welfare of children, completing the required training, and adhering to College safeguarding policies.

Health and Safety

Staff must also take reasonable care of their own health and safety and that of others, follow safety procedures, use equipment responsibly, and co-operate with managers on all health and safety matters.

Safer Recruitment

You will find our application form detailed — this ensures we meet the rigorous standards required when employing people to work with or around children and young people.

Vetting

All appointments are subject to pre-appointment vetting, as required by law, which will include satisfactory criminal record checks.

Get in touch

Queries should be sent to joinourteam@dulwich.org.uk



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