

February 2026

Dear Applicant,

Thank you for your interest in the post of **Teacher of Maths**

The following documents will assist you in your application:

- College and Department information
- Job Description and Person Specification
- Teaching Staff Pay scale & Benefits Information

Godalming College is committed to equality of opportunity and to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. Therefore, candidates must complete a full College application form and are required to complete a self-declaration of their criminal record or information that would make them unsuitable to work with children. Should you require further information, the College's Policies on Child Protection and Safeguarding, Safer Recruitment, Equality, Diversity and Inclusion and Data Protection together with the privacy notice can be found on our website.

#### **Completing and returning your application**

Please complete the online application form, ensuring that each section is completed before proceeding to the next. The information you provide will enable the selection panel to assess your strengths in relation to the key responsibilities outlined in the job description, as well as the criteria detailed in the person specification. All applications should be submitted via our online platform, *My New Term*. A link to the platform can be found on the Godalming College website [www.godalming.ac.uk/Working\\_For\\_Us](http://www.godalming.ac.uk/Working_For_Us).

The closing date for receipt of applications is **2<sup>nd</sup> March 2026 at 9am**.

#### **Short-listing and interview arrangements**

We will update your application status on *My New Term* after the shortlisting process has been completed. All applications are considered carefully and objectively against pre-determined criteria. Please contact the HR department if you would like to enquire about the progress of your application. **We plan to hold interviews week commencing 9<sup>th</sup> March 2026 at the College and will notify short-listed candidates as soon as we can after the closing date.**

Thank you for your interest in the College. I hope you will find the information useful and look forward to receiving your application.

Yours sincerely,



Emma Young  
Principal

## Godalming College

Godalming College is one of the best performing sixth form colleges in the country and a great place to work and study. We are very proud of the achievements of all our students and have a strong track record of consistently high results. Value added scores are excellent and we are delighted that the College was again rated Outstanding by Ofsted in November 2024.

The College currently employs around 250 teaching and support staff on both a full and part time basis.

In our 2024 Staff survey, 97.6% of staff said they were proud to be a member of staff at the College and 95.2% of staff would recommend working at Godalming College. The following quotes from members of our current team describe why they think our College is a great place to work:

*"The sense of community, common purpose, and kindness to each other. The willingness to help each other, support each other and look after each other. We are proud to be continually improving - which is a signature of Godalming College".*

*"Godalming College is a fantastic, welcoming and inclusive place to work. I deeply enjoy being at work, and I think senior leaders and managers do a very good job of being approachable and understanding".*

The success of Godalming College has at its heart community, with students from all walks of life enjoying a whole range of opportunities in a welcoming, inclusive and friendly environment. We have high expectations for our students, and they enjoy a vibrant and stimulating learning and social experience; they are treated as adults by specialist and dedicated teaching and support staff.

We are very proud of our campus and facilities. We continue to invest in our facilities to ensure they remain of the highest quality for our students and staff. As well as its bespoke teaching blocks, the College has a Media suite, Science labs, Dance, Drama and Music studios, Netball and Tennis courts and an 11-acre site for Rugby and Football pitches, as well as onsite in-house catering provision. We are currently in the process of expanding our social space for students with an extension to the Student Hub due to be opened this April.

The College is within walking distance of Godalming town centre and the railway station, is easily accessible from the A3 and provides free car parking with EV charging stations for staff.

The College year runs for a period of twelve months from 1<sup>st</sup> September-31<sup>st</sup> August although the official start of the Autumn term varies. In 2025, the Autumn Term began on 26<sup>th</sup> August for all staff.

Full-time teaching staff have a time-tabled teaching commitment of 23.5 hours plus almost 9 hours directed time per week. Part-time staff will normally be appointed for a pre-determined number of time-tabled hours with an additional proportionate directed time element. In addition, a teacher will be expected to work such additional hours as may be needed to discharge their duties effectively including, in particular, the marking of student work, the writing of reports on students, preparation of lessons, teaching material etc.

Teaching salaries are paid according to the Sixth Form College Teachers' pay spine and the Godalming College Single Leadership spine, depending on previous teaching experience. The Academy Trust Board reviews salary scales against any nationally determined pay agreements on an annual basis, the changes being implemented from 1<sup>st</sup> September. Incremental progression is subject to satisfactory performance review. The current pay spine is included in this application pack, alongside information on where to find information on College benefits.

All offers will be subject to the receipt of satisfactory references, enhanced DBS disclosure with children's barred list, medical clearance, right to work in the UK check and proof of necessary qualifications. As the post is based in a Sixth Form College we have a responsibility to ensure that all staff are suitable to work in this environment and referees will be asked to confirm this.

## Teacher of Maths

The College is eager to appoint a suitably qualified teacher to work in the Mathematics Department in which we offer AS & A level Maths and Further Maths, as well as GCSE resit and Core Maths. An experienced teacher or an enthusiastic new entrant to the profession would be welcomed.

### The Maths Department

- The Mathematics Department currently offers courses in GCSE Maths (resit), Core Maths, A-level Maths, A-level Further Maths and AS Further Maths. Staff teach across all courses and the successful candidate would ideally be able to do the same. We are currently experiencing a growth in the number of students taking Further Maths, the ability to teach Further Maths would therefore be desirable.
- Examination performance is strong. A Level (2025): 68% A\*-B (51.5% A\*-A), pass rate 97.8%. A Level Further Maths: 91.3% A\*-B, pass rate 100%. The GCSE Maths resit results are well above the national average, with 52 % achieving grade 4 in the November sitting just gone. The Department takes pride in doing the best for its students. Please see the College website for more information on our results.
- There are over 700 students studying Maths at the college. Over 650 study A Level Maths (nearly 200 of those also studying some form of Further Maths), with the remaining number made up by students who study GCSE maths or Core Maths.
- The Department is forward-thinking and has a well-developed department portal full of resources to support teaching and learning. Microsoft Teams is used to communicate with staff and students, and many staff utilise OneNote to share resources and provide feedback. The Department is keen to encourage the use of prepared booklets and IT resources, we also use textbooks, worksheets, and group activities as a means of meeting the individual learning needs of students. All A Level students are expected to use a graphical calculator.
- Our classrooms are stocked with mini whiteboards and multiple large whiteboards around the room to facilitate them working together and to help the teacher give personalised feedback.
- The Department currently consists of 13 teaching staff, 9 classrooms, a communal office and a further smaller workroom. Staff in the department work closely together, it is a supportive team with a wealth of experience; there is an emphasis on sharing good practice and resources. There are regular team meetings, both formal and informal.
- Supporting the Head of Department (who leads on A Level Maths) is a Second in department who leads on Further maths as well as a further two course leaders for GCSE Maths and Core Maths. We will be requiring a new GCSE Maths course leader for the next academic year which will be advertised internally, the successful candidate to this role will be welcome to apply.
- The college runs a programme for students who are hoping to apply for competitive universities and courses, including Oxbridge, for which the Maths department runs two groups (one focusing on Maths and Computer Science, the other on engineering)
- The Department run daily lunchtime workshops as part of their teaching hours, all members of the team contribute to these.
- All teachers are expected to act as a personal tutor, to a group of approximately 20 students. There may also be opportunities to deliver on other qualifications, such as EPQ, or other enrichment subjects depending on your own experience and interests.

- The College day is 8.45 until 4.15 and each teaching period is 45 minutes long. Most lessons are double teaching periods.

## TEACHER JOB DESCRIPTION

**Job Title:** **Teacher of Mathematics**

**Line Manager:** **Head of Maths**

### Summary of Job

In accordance with the College Strategic Plan, deliver high quality teaching and learning to enable all students to succeed and progress.

### Main Responsibilities

#### **Set a culture of high expectation which inspires and motivates students**

- Establish an effective and stimulating learning environment, allowing all students to perform to the best of their abilities
- Set high standards for students' learning, motivation and attendance
- Display good subject knowledge and understanding of the specification, curriculum intent, keeping up to date with development in the subject area
- Develop high quality resources that inspire learning and stretch and challenge all learners
- in accordance with the relevant scheme of work, prepare thoroughly, including the planning of well-structured lessons and associated assignments
- Reflect on the effectiveness of lessons and approaches to teaching, and respond to advice and feedback from colleagues
- Promote high standards of literacy and numeracy

#### **Adapt teaching to respond to the strengths and needs of all students**

- Have a secure understanding of how a range of factors can inhibit students' ability to learn and how best to overcome these
- Have a clear understanding of the needs of all students, including those with special educational needs, and be able to use and evaluate distinctive teaching approaches to engage and support them

#### **Manage behaviour effectively to ensure a good and safe learning environment**

- Establish a safe and stimulating learning environment for all students regardless of sex, disability, religion or belief, sexual orientation, gender reassignment, or special educational need
- Have clear expectations and routines for behaviour in classrooms and take responsibility for promoting a positive learning environment

#### **Demonstrate effective learning is taking place and make accurate and productive use of assessment**

- Check regularly that learning has been achieved, making use of formative and summative assessment to secure students' progress
- Give students regular feedback, both orally and through accurate marking and encourage students to respond positively to feedback
- Maintain accurate records, regularly assessing and grading student work
- Assess, record and report on student progress and attainment in line with College policy

#### **Be a tutor for a group of students, supporting tutees and monitoring their progress throughout their time at College**

- Support students and help them with any problems, personal or academic, which they might encounter during their time at College – including referral to the Senior Tutor, the Learning Support Team, the Health and Wellbeing Officer or Counsellors
- Act as the link between the College and parents, keeping them informed where concerns arise

- Deliver the Shaping Futures Programme in the designated Tutorial period, as well deliver the induction and progression tutor sessions as required
- Check on absence from College on a weekly basis and contact parents where absence is a concern
- Deal with tutees who have unsatisfactory effort and behaviour. This will involve liaison with subject staff, and the Senior Tutor, as well as parents
- Carry out 1-2-1 meetings to review progress with tutees, as per the College Shaping Futures (Tutorial) programme
- Prepare high quality references e.g. UCAS or apprenticeships for tutees, keeping to internally set College deadlines
- Attend all scheduled Personal Tutor meetings

### **Additional Responsibilities**

- Maintain accurate records of class attendance using the College registration system and to follow up student absence
- Communicate with the parents of students and prospective students, including attendance at Parents' Evenings, Course Advice Sessions, Department meetings and Open Evenings
- Contribute to the College Enrichment programme if required
- Provide cover within Departments for staff who may be absent on a short term or occasional basis
- Participate in the College's quality assurance procedures, for example Lesson Observations and Departmental Self-Assessment process

### **Contribute to the overall management of the College and adhere to its policies and procedures**

- Act at all times in accordance with the College's Safeguarding and Child Protection Policy
- Participate in the College's Professional Review scheme
- Take responsibility for improving teaching and learning through continued professional development, including participation in training provided by the College
- Always adhere to the College's IT Acceptable Use Policy
- Participate in the maintenance of satisfactory standards of health, safety and security in relation to the Department in accordance with College policies
- Demonstrate an awareness and commitment to Safeguarding, Equality, Diversity and Inclusion, Health and Safety and Data Protection
- Carry out any other reasonable request, as may be required from time to time, by the Principal

## PERSON SPECIFICATION FOR POST OF TEACHER OF MATHEMATICS

The successful candidate will have the following essential experiences, skills and qualities:

### Qualifications

- Be a graduate with a degree in Mathematics or related subject
- Have an appropriate teaching qualification; PGCE or equivalent

### Experience and Skills

- Ability to teach Maths at A Level and GCSE
- Up to date subject knowledge
- Understanding of how students learn and what constitutes effective teaching, learning and assessment
- Excellent interpersonal and communication skills
- Very good organisational ability

### Qualities

- Enthusiasm for the subject and teaching
- Inspire learning and promote student success
- Ability to continuously reflect and evaluate
- Have high expectations of all students
- Understanding of and affiliation to the 16-19 age group
- Be committed to continuous professional development
- Be flexible and willing to deliver on the College Enrichment programme
- Maintain high standards of behaviour, in line with the Staff Code of Conduct, and the policies and procedures of Godalming College, as well as having regard to the SFCA teaching standards

### Desirable

- Experience of teaching Maths at A Level and GCSE
- Experience of teaching Further Maths at A Level, or the ability and ambition to teach Further Maths

## Godalming College Staff Benefits

At Godalming College, we believe that our greatest asset is our people. We are committed to ensuring that our staff feel valued, supported, and motivated. The leaflet within the below link is designed to provide you with an overview of the fantastic benefits available to Godalming College Staff. From health and wellness activities to professional development opportunities, there are a range of benefits to help staff thrive both personally and professionally. Whether staff are looking to enhance their skills, maintain a healthy work-life balance, or enjoy some well-deserved perks, we've got everyone covered. Take a moment to explore the various benefits offered to our staff within this guide.

[https://www.godalming.ac.uk/Staff\\_Benefits\\_Guide\\_2025-026.pdf](https://www.godalming.ac.uk/Staff_Benefits_Guide_2025-026.pdf)

### Godalming College Teacher Pay Spine – 1<sup>st</sup> September 2025

Plus Fringe Allowance on all points £1,341

**a) SFCA National Spine (NSP)**

NSP1	£33,465
NSP2	£34,752
NSP3	£36,718
NSP4	£38,975
NSP5	£41,174
NSP6	£43,915
NSP7	£45,699
NSP8	£48,734
NSP9	£51,714

**b) Godalming College Single Leadership Spine**

A	L1	£52,146
	L2	£53,030
	L3	£53,930
B	L4	£54,848
	L5	£55,780
	L6	£56,730
C	L7	£57,693
	L8	£58,674
	L9	£59,672
D	L10	£60,686
	L11	£61,719
	L12	£62,768
E	L13	£63,833
	L14	£64,919
	L15	£66,024
	L16	£67,146
	L17	£68,287
	L18	£69,446
	L19	£70,627
	L20	£71,828
	L21	£73,050

**c) Godalming Responsibility Allowances**

R1	£685
R2	£1,571
R3	£2,474
R4	£3,390
R5	£4,324
R6	£5,272