

Founded 1642



New Hall School

The Best Start in Life



Appointment of Teacher of Mathematics

Application closing date: midday, Friday 28 November 2025

Start date: April 2026

Welcome from Mrs Jeffrey, Principal



“Thank you for your interest in this opportunity at New Hall School. I joined the New Hall School community 23 years ago and, now that I am both the longest serving Head of a school in HMC and the longest serving Head in New Hall’s history, I am often asked what has kept me here. It started with that first visit, in 2001, which blew me away. I remember meeting confident, characterful, good-humoured students, who made a lasting impression on me with their kindness and their evident pride in being part of the New Hall community. They spoke with passion about the work of the New Hall Voluntary Service (NHVS) as being central to School life. Their generosity of spirit and commitment to the care of those in need turned out to be a hallmark of a New Hall education. This is a place with a remarkable sense of community. At first, you will be attracted by the stunning heritage site, but, above all, it is the people who keep you here. I would not want to move anywhere else. As a parent, I could not have asked for a better education than New Hall gave my four children. The staff team here work with remarkable commitment and care to ensure that our children have the ‘best start in life’. This is the school that many of us, staff and parents, wish that we had attended. I am looking forward to the next 20-year development plan!

New Hall, from its foundation, has been pioneering and innovative. The School is the UK’s oldest Catholic school that has always taken girls; a strong commitment to promote equality, and to address disadvantages in society for girls and women, still prevails. Our outreach and community work led us to be the first independent school to sponsor a state primary school academy. We were the first Catholic diamond model school and the first diamond model school to be created from a former girls’ senior school, with senior boys joining from 2006. The School has invested in exceptional outdoor learning, using its 140-acre campuses.

The School is large and diverse: in age, from 1-19; in size, up to 1,500 students and over 300 staff; in culture, with students from over 25 countries; in religion, as a Catholic school, welcoming all who support our ethos; in structure, offering the full range of flexible boarding options and a mix of co-education and single-sex teaching; and in educational range, with a broad curriculum and an exceptional co-curricular programme. Every day is full of opportunities to learn and grow, for staff as well as for students. It is impossible to be bored here - no two days are the same!

This is a career-defining opportunity, to be part of one of the UK’s most successful schools, with an ambitious plan for further development. Where many independent schools are retracting and reducing investment, New Hall is bucking the trend and continuing to grow and to strengthen our provision. We are investing in our Sixth Form Centre, expanding our curriculum, growing our Sport provision (most recently, with the addition of riding, football and basketball) and enhancing our co-curriculum. We are open to opportunities to expand the work of our Trust, both in the UK and internationally, through our links with sister schools and Religious Communities. In particular, we are developing a link with the Ecole Christ Ressuscite, Masaka, Rwanda, and with Heilig Graf Secundair, Turnhout, Belgium, which share the ethos of the Canonesses of the Holy Sepulchre. New Hall also works closely with the other Catholic independent schools in Brentwood Diocese.

I hope that you find the information contained in this pack, and on our website, helpful.”

Mission & Ethos Statement

New Hall, a Catholic boarding and day school, provides **the best start in life**, enabling students to meet confidently the challenges of the wider world.

Here **academic excellence** is achieved in surroundings where relationships are based on **care, trust and respect**.

We **welcome** students from many traditions, building a Christian **community** that has at its heart **prayer** and **service** to others.

Introduction

This is an exciting, full-time, opportunity to join our thriving and successful Mathematics Department.

Salary & Benefits

Salary

New Hall School has its own salary scale. The current range for this role is £32,642pa - £60,694pa (T1-T12).

Pension

Teaching staff are able to join the national Teachers' Pension Scheme (TPS). Pension contribution rates are variable, currently between 7.4% per annum and 11.7% per annum, dependent on salary (employee), and 28.68% (employer). New Hall Governors keep membership of TPS under review.

Hours of Work

As an independent boarding school, New Hall has long school holidays, including a 2-week October half term, and a summer holiday that always commences in the second week of July or earlier. There may be occasions where you are required to work additional hours for the proper performance of your duties, taking account of the nature of the work in an independent boarding school. A degree of flexibility is required.

For example, teachers are expected to:

- be in School from 8.00am to at least 4.30pm each day, with two days working until 6.00pm
- run one after-School/evening co-curricular club
- attend after-School staff meetings that may run until 6.00pm
- undertake boarding duties on a rota (currently one duty per term, on a Saturday/Sunday, usually for half a day)
- attend Saturday Open Days (twice a year), after-School Parents' Evenings (until around 8.00pm), Prize Giving/Exhibition Days, Sports Day, Taster Days and staff INSET

Sport Teams

Contributions to the sporting life of the School by leading a team attracts a competitive remuneration package for weekend fixtures. This will be paid at a rate of £60 when on site (including home fixtures) and £90 when accompanying away fixtures.

New Hall, New Perks

Meals in Term Time

At New Hall, staff can enjoy a delicious, freshly prepared lunch every day during term time - free of charge. It is a great way to take a break, refuel, and catch up with colleagues, all while enjoying the same high-quality meals that make our dining experience so special.

Sports Club Membership

You will also be able to make use of an annual membership for the New Hall Sport Club, at a discounted rate, with effect from your start date. Membership includes Club time use of:

- 25-metre, 6-lane indoor swimming pool
- 10 floodlit tennis/netball courts
- 2 outdoor basketball courts
- Fitness Suite, which comprises a range of cardiovascular equipment and free weights
- Athletics track

Health and Wellbeing

At New Hall, staff wellbeing is important to us. You can enjoy a free annual medical check at our Health & Wellbeing Centre, book convenient on-site appointments with our school nurses, have access to flu vaccinations at a subsidised cost, and access one of the School bikes to get around site in a fun and eco-friendly way.

Clubs

Being part of the New Hall community means there is plenty to get involved in beyond the workplace. Staff can enjoy clubs designed just for them - from ballet to language lessons - offering a great chance to learn something new, stay active, and connect with colleagues. And if you have a passion that you want to share, there is always the opportunity to set up your own club, making our community as diverse and dynamic as the people within it.

Social

Every Friday during term time, staff are welcome to unwind at the Denford Bar – a great spot to relax and socialise with colleagues at the end of the week. Alongside this, our New Hall Voluntary Service (NHVS) offers staff the chance to give back through a variety of community projects, creating meaningful connections and making a positive difference beyond our School gates.

Training

New Hall is committed to professional development of staff and will support further in-service training as required. There are generous INSET and Continuing Professional Development (CPD) budgets.

Technology

New Hall is committed to promoting the digital literacy of our students. The Teacher of Mathematics will be provided with a School laptop and iPad to aid their delivery of lessons. Students in Years 5 - 13 have a School iPad.

School Fee Remission

School fee remission for staff children is granted in accordance with the provision at the time of commencing employment at New Hall. If your child is aged 4-11 and joins the Preparatory Divisions, there is a reduction of one third of the day fees. If your child is aged 11-19 and joins the Senior Divisions, there is a reduction of two thirds of the day fees. There is no staff fee remission for New Hall Nursery/Pre-School (ages 1-4).

Nursery

New Hall runs an on-site Nursery for 90 children aged 1-4. Staff children have priority for places, which may be part time or full time. Staff have the option of a term-time only place, which reduces the annual cost.

Job Description – Teacher of Mathematics

Key responsibilities include:

1 Catholic Life

- 1.1 to support and to contribute to the Catholic ethos of the School, as outlined in the Mission & Ethos Statement and Aims of the School
- 1.2 to facilitate class prayer and year group Masses and to encourage the singing of hymns in assemblies
- 1.3 to be aware of and contribute to the School Development Plan and to promote the strategic aims of the School

2 New Hall Teachers' Standards

It is expected that all teachers will engage in the performance management process and strive for excellence in the following standards:

- 2.1 to set high expectations which inspire, motivate and challenge students
- 2.2 to promote good progress and outcomes by students
- 2.3 to demonstrate good subject knowledge and curriculum knowledge
- 2.4 to plan and teach well-structured lessons
- 2.5 to adapt teaching to respond to the strengths and needs of all students. This includes ensuring EAL, SEND and MAT students are supported within lessons
- 2.6 to make accurate and productive use of assessment
- 2.7 to know how to assess relevant subject and curriculum areas, including formative and summative assessment
- 2.8 to mark books to a high standard, ensuring regular and constructive feedback
- 2.9 to manage behaviour effectively to ensure a good and safe learning environment

3 Co-Curriculum

- 3.1 to take a significant role in the Mathematics co-curricular programme
- 3.2 to take an active role in Mathematics trips and events

4 Curriculum

- 4.1 to maintain and develop a sound knowledge of their subject area, including developments in the teaching of that subject; to bring to the attention of appropriate people INSET needs and opportunities
- 4.2 to deliver and clearly communicate the requirements of the examination specification and the Department's schemes of work, including coursework requirements (this will necessitate a thorough knowledge of the published specification, and careful attention to detail, on the part of the teacher)
- 4.3 to monitor, assess and record students' progress, using strategies in accordance with Department and School policies (these will include formal reporting to parents in written form and orally at Parents' Meetings)
- 4.4 to work closely with colleagues to evaluate and develop the courses offered to students and the teaching strategies used (this will include contributing to the Department Development Plan)
- 4.5 to initiate and support cross-curricular and cross-divisional links
- 4.6 to contribute to the promotion of the Department (e.g. through displays and Open Days)

5 Pastoral and Health & Safety

- 5.1 to work co-operatively to create a safe, purposeful and positive working environment for students and staff
- 5.2 to promote and safeguard the welfare of students by ensuring compliance with the Safeguarding & Child Protection Policy at all times
- 5.3 to report any actual or potential risks to the safety or welfare of students to the Designated Safeguarding Lead (DSL)
- 5.4 to comply with the Health & Safety policies and Medical & First Aid policies and procedures and to co-operate with colleagues to achieve high standards of health & safety
- 5.5 to be a Form Tutor, overseeing the pastoral care of the students and acting as the primary contact for parents of the tutor group
- 5.6 to teach elements of the PSHEE programme to your tutor group
- 5.7 to ensure a smooth transition for new students joining your classes/tutor group

6 Staff

- 6.1 to foster good working relationships based on care, trust and respect
- 6.2 to take responsibility for the management of other adults in the classroom

7 Communication

- 7.1 to communicate effectively with prospective and current parents and to promote good relationships with parents

8 Community Outreach

- 8.1 to support our sponsored primary school, Messing Primary School, and Catholic independent schools in Brentwood Diocese, by sharing joint INSET
- 8.2 sharing good practice and resources
- 8.3 to support New Hall Voluntary Service (NHVS) and other charitable work of the School
- 8.4 to support New Hall Parent Association (NHPA) events
- 8.5 to strengthen the School's reputation and profile as a leading School of its type

9 Finance & Sustainability

- 9.1 to seek to ensure value for money
- 9.2 to consider sustainability and to minimise waste
- 9.3 to contribute ideas for cost saving initiatives

All staff are responsible for promoting and safeguarding the welfare of students at New Hall School by ensuring compliance with the School's Safeguarding & Child Protection Policy and Procedures at all times. It is a requirement of all staff to report any actual or potential risks to the safety or welfare of students to the Designated Safeguarding Lead.

This document summarises the main responsibilities of the post. All staff are required to undertake whatever else may reasonably be requested by the Principal. All staff are expected to uphold, support and realise the Catholic ethos of the School, as outlined in the Mission & Ethos Statement and Aims of the School. Job Descriptions are subject to annual review.

The Person – Teacher of Mathematics

	Essential	Desirable
Catholic Ethos	• to have a clear understanding of, and a commitment to, the aims of a Catholic independent boarding & day school and be committed to the values expressed in the Mission & Ethos Statement	
Education, Training, Skills & Knowledge	• to be a well-qualified university graduate of Mathematics (or a related/ equivalent qualification) • to have Qualified Teacher Status • to be able to teach Mathematics to A Level • to be able to teach another subject on the New Hall curriculum (e.g. Academic Projects) • to have excellent communication skills, including a high standard of spoken and written English • to be able to work as part of a team	• to have experience of independent and/or boarding education and/or Catholic education • ability to teach Further Mathematics or another subject on the New Hall curriculum e.g. Physics or Economics
Personal Attributes	• to understand the importance of promoting and safeguarding the welfare of children • to demonstrate initiative, drive and enthusiasm to develop students' interest in Mathematics • to have integrity and the ability to give clear and consistent witness to the School's values • to be able to relate well to students and to take an interest in their personal development	• to have knowledge, and expertise, of Artificial Intelligence learning platforms

The Mathematics Department

Mathematics is the means of looking at the patterns that make up our world and the intricate and beautiful ways in which they are constructed and realised. Numeracy is the means of making that knowledge useful.



Students celebrating Pi Day 2025

Mathematics contributes to our School curriculum by developing students' abilities to calculate; to reason logically, algebraically, and geometrically; to solve problems and to handle data. Mathematics presents frequent opportunities for creativity and can stimulate moments of pleasure and wonder when a problem is solved for the first time, or a more elegant solution to a problem is discovered, or when hidden connections suddenly manifest.

The subject transcends cultural boundaries, and its importance is universally recognised. Mathematics helps us to understand and change the world.

The Mathematics Department at New Hall is large, supportive, and always striving to provide the highest standards in learning and teaching. The Department is well-resourced and provides an ideal environment for a teacher to practise their craft, with students that are eager to learn. The Department also provides opportunity to develop across the full range of Mathematical areas with Mathematics and Further Mathematics popular A Level options and with the GCSE in Further Mathematics. From September 2026, we are also introducing the Core Maths A Level option. Furthermore, as an all-through school with all Divisions located on the same site, we have strong links with the Preparatory Division. As part of our subject-specific teaching initiative within Year 5 and Year 6, the Department also offers the opportunity to teach subject-specific lessons at Key Stage 2. Outside of the school day, the Department is committed to offering support and extension to our students through a wide variety of clubs and societies.

Facilities

Based in the School's largest teaching block, the Department is very well equipped. All classrooms are fitted with interactive whiteboards, which are used extensively in our teaching, and the Department is keen to use technology to support learning. All children from Years 5-13 are given a School iPad, and all staff are provided with a laptop and iPad. The Department uses a wide range of online platforms including Mathswatch, DrFrostMaths, and interactive textbooks on the Pearson ActiveLearn platform for all Key Stages.

The Curriculum

The Department helps to deliver subject-specific teaching within the Preparatory Division. At this age, the School follows a Mastery approach, based on White Rose Mathematics. Typically, the Department provides teaching to the extension sets, helping to bridge the gap between the Divisions and to provide extension to the large number of very able mathematicians.

Students in Years 7-8 follow the National Curriculum using the Pearson Edexcel scheme. As we are a selective school, we look to stretch and challenge our students. We begin in Year 7 with a scheme of work that is based on the Year 8 materials. This takes place after the first half term where we dedicate this time to bridging any gaps students may have from their previous setting. We understand that every student comes with a unique learning experience and are dedicated to meeting pupils' individual needs in order to access our challenging curriculum.



GCSE Exam Breakfast Revision

From Year 9, we begin the Edexcel 9-1 GCSE specification, with all classes following the Higher Tier. We continue to use Pearson Edexcel textbooks as a starting point, however, a wide range of resources are integrated into our schemes of work. In September 2023, we also introduced GCSE Further Mathematics for our most able mathematicians.

The Department remains with Edexcel at A Level, with our Further Mathematicians taking Further Statistics 1 and Further Mechanics 1 as their optional units alongside Core 1 and 2.

In addition to the core curriculum, the Department also runs weekly STEP/MAT lessons throughout Year 12 and 13, for those students that are required to take these examinations for university admissions.

University Destinations

Almost all of our A Level students go on to study a mathematics-related course at university, with a number each year choosing to continue their study of pure Mathematics. The most popular course choices are those relating to Business, Finance, Economics or STEM subjects, such as Engineering and Medicine.



A Level students attending the "Maths in Action" lecture series in London

Departmental Achievements

At Key Stage 2, the School consistently achieves results in the SATs that are well above national averages. In a typical cohort, approximately 95% of pupils are at the expected level for Mathematics, with around half of them reaching Greater Depth.

The Department also consistently achieves excellent examination results at GCSE and A Level. In 2025, a third of our students achieved 8+ (A*) in GCSE Mathematics, with a half at 7+ (A*/A). In our first ever cohort of GCSE Further Mathematics, an incredible 82% achieved 8+ (A*) with 93% at 7+ (A*/A). At A Level, Mathematics is often the most popular subject at New Hall, and around half of our Mathematics students achieve A*/A grades.



Senior UKMT Bronze, Silver and Gold winners

Beyond the formal examinations, the Department has a strong track record in the UKMT challenges, entering our top students for the Junior, Intermediate and Senior Challenges each year, as well as competing in the Team Challenge at Intermediate and Senior Level. Our most recent outstanding achievement was one of our A-Level Further Mathematics pupils qualifying for the British Maths Olympiad in the 2024-2025. The Mathematics Department enjoy working together to support pupils in their mathematical journey whether it is for additional academic qualifications or just love for the subject.



UKMT Kangaroo Qualifiers

Application Process

Department Contacts and Social Media

For further details regarding Mathematics at New Hall School, or an opportunity to discuss the role, please contact the Head of Mathematics, Mr Jonathan Pagan (j.pagan@newhallschool.co.uk), or telephone: 01245 467 588.

Instagram: @newhallmathematics

The process is as follows:

1. Applications should be made electronically via the School's website (<https://www.newhallschool.co.uk/about/job-opportunities/>).
2. Applications will be considered on a rolling basis until Friday 28 November 2025.
3. Interviews will take place shortly after the closing date.

The successful candidate may take up the role from April 2026, subject to notice and pre-employment checks.

About New Hall School

New Hall School is a thriving co-educational boarding and day school for up to 1,500 students aged 1 to 19. Founded in 1642, it is one of the oldest Catholic schools and the largest Catholic boarding and day school in the UK. The School's ethos continues to be inspired by its founding Religious Community, the Canonesses of the Holy Sepulchre.

*"True community is where people listen to each other;
where the marginalised and excluded are included".*
(Canonesses of the Holy Sepulchre, 2023)

The charism of our founding Religious Community is service and hospitality; this is lived out in the actions of the volunteers that take part in this thriving and popular programme. Founded in 1978, the New Hall Voluntary Service (NHVS) has been providing help and support to vulnerable members of our local community for over 45 years. Volunteering for NHVS promotes an enduring community spirit, nurtures responsible citizenship and encourages student-led charitable endeavour throughout the local area.

The School is set in a stunning location dominated by the former Tudor Palace of Beaulieu and is surrounded by 70 acres of beautiful parkland and heritage gardens. The school also owns New Hall Park Farm, a 70-acre site with an equestrian centre, 3 miles from New Hall, and Boreham House; a stunning Grade I listed heritage building, set in 35 acres of countryside. Located just outside Chelmsford city centre, the School is well connected to London – only 20 minutes by train – with a new station due to open at the foot of New Hall's private approach road, The Avenue, in 2025. There are three nearby airports: London Southend, London Stansted and London City. The Elizabeth Line at Shenfield (13 minutes by train from New Hall) has a direct line to Heathrow airport terminals.

An extraordinary school with a distinctive character and close-knit community, New Hall is popular with local, national and international families. The School is oversubscribed at key entry points. An early adopter of the diamond model, it offers a vibrant education for girls and boys, with single-sex teaching in the Senior Divisions for Years 7 to 11, and co-education in the early years, Preparatory Divisions and Sixth Form.

New Hall prides itself on the quality of teaching and learning. Seeking the highest possible levels of academic attainment is a priority. The School is equally proud to offer a rounded education, focused on developing the whole child. There is a strong emphasis on co-curricular enrichment – as recognised in its recent ISI Inspection reports. The School excels in sport, having recently been awarded Outstanding Sport in a Large School by the Independent Schools Association (ISA). Alongside traditional sports, it is home to the largest independent school ski team, benefits from a professional cricket coach, and is proud to include elite national golfers within its student body. With a well-established on-site farm, woodland school, and equestrian centre, the School makes the most of its unrivalled space to embed the many benefits of outdoor education into the curriculum for all age groups.

The School has made extensive capital investments across its estate over the past 20 years. Recent developments include: a purpose-built Nursery, a Sixth Form International Business & Languages Centre, a canopied outdoor performance space, a Chaplaincy suite, outdoor basketball courts, and a second Cookery room.

In 2012, the School established the New Hall Multi Academy Trust (NHMAT) and became sponsor of nearby Messing Primary School – an Ofsted-rated 'Good' school with 'Outstanding' features. It is now looking ahead to new ventures and exciting opportunities to further grow its partnership work.

Inspection outcomes and accolades for New Hall School and its staff:

2025	Independent School Association Awards (ISA)	ISA Senior School of the Year Awards	Finalist
2025	Muddy's Best Schools Awards	Championing Sustainability	Highly Commended
2025	Muddy's Best Schools Awards	Passionate About Sport (Prep)	Highly Commended
2024	Independent School Association Awards (ISA)	Outstanding Engagement in the Community	Finalist
2024	Independent Schools of the Year Awards	International student experience	Finalist
2024	Muddy Stilettos	Best Schools Awards for Best Experiential Learning (Modern Languages learning through Cookery)	Winner
2024	Independent Schools Inspectorate (ISI)	School Inspection	All standards met and NHVS a 'Significant Strength'
2024	The Boarding Schools' Association (BSA)	Best Community Work	Finalist
2024	England Netball	Netball Teacher of the Year Award	Finalist
2023	Independent School Association Awards (ISA)	Outstanding Sport in a large school	Highly Commended
2019	Brentwood Diocese	Citizenship Award	Awarded
2023	Starz UK	Most Outstanding Dance School	Winner
2023	Trinity	Champion Centre	
2023	Independent Schools of the Year Awards	Independent Prep School of the Year	Finalist
2022	The School Games Mark	School Games Mark Award	Platinum
2022	Independent Schools of the Year Awards	Innovation Award for an Outstanding new initiative	Finalist
2020	Lawn Tennis Association	Education Venue of the Year award for Essex	Finalist
2019	Independent Schools Inspectorate (ISI)	Regulatory Compliance Inspection	All standards met
2019	Ofsted	EYFS Inspection	All standards met
2019	Independent Schools Inspectorate (ISI)	Material Change Inspection (increase of student roll to 1,500 and inclusion of age range 1-3 years)	All standards met
2019	National Westminster Bank	Project Respond competition – National Award	Winner
2019	Investing in Volunteers Award		Awarded
2019	Brentwood Diocese	Citizenship Award	Awarded
2018	Essex Digital Awards	School, Education or Charity Website	Finalist

2018	Essex Digital Awards	Overall Website of the Year	Silver
2018	Diocese of Brentwood	Denominational Inspection	Outstanding
2017	Volunteer Essex	Voluntary Community Service Award in the 'Who Will Care? Awards 2017	Commendation
2017	Nationwide	Award for Voluntary Endeavour	Winner
2016	TES Independent School Awards	Independent School of the Year	Winner
2016	TES Independent School Awards	Governing Body of the Year	Finalist
2016	TES Independent School Awards	Senior Leadership Team of the Year	Finalist
2016	TES Independent School Awards	Financial/Commercial Initiative of the Year	Winner
2016	Independent Schools Inspectorate (ISI)	Educational Quality Inspection	Excellent (highest category)
2016	Independent Schools Inspectorate (ISI)	Focused Compliance Inspection for schools with residential provision	All standards met
2015	TES School Awards	Headteacher of the Year	Finalist
2015	Institute of Groundsmen	Groundsman of the Year	Finalist
2014	Essex Digital Awards	School, Education or Charity Website	Gold
2014	Independent Schools Inspectorate (ISI)	Boarding inspection	Outstanding
2013	Essex Business Awards	Best Growing Business - Large Company	Winner
2013	Essex Business Awards	Excellence in Marketing - Large Company	Winner
2013	Essex Business Awards	Essex Business of the Year	Winner
2013	Essex Business Awards	Community Award - Business Sector	Winner
2013	Pearson Teaching Awards	Pearson Teaching Awards (History)	Longlisted
2013	Pearson Teaching Awards	Pearson Teaching Awards (Physics)	Winner - Teacher of the Year
2013	Pearson Teaching Awards	Pearson Teaching Awards (Biology)	Longlisted
2011	TES Independent School Awards	Outstanding Strategic Initiative	Winner
2005	Institute of Directors' Awards	Institute of Directors' East of England Businesswoman of the Year Award	Winner
2000	Chelmsford Borough Council	The Millennium Award for Helping Young People to Fulfil their Potential	Finalist
1996	Whitbread & Make a Difference Volunteering Awards	Outstanding service to the community	Winner



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