



NOTTING HILL & EALING
HIGH SCHOOL

GDST
GIRLS' DAY SCHOOL TRUST

*Teacher of Mathematics & Further Mathematics**

FULL TIME AND PERMANENT, FOR SEPTEMBER 2024



£35 000 - £59 000 depending on experience & responsibilities

CLOSING DATE 9TH MAY 2024

Applications from talented recent graduates welcome.

*Candidates who currently offer single mathematics are also welcome.

Inspiring academic excellence since 1873



Notting Hill & Ealing High School is one of London's leading independent girls' day schools. Founded in 1873, it is the oldest of the 25 schools which make up the Girls' Day School Trust. We are an all-through school, starting at age 4, with over 900 students in all. The Senior School starts at age 11.

NHEHS is academically selective. Students are bright and ambitious. There is no trade off between success and happiness: the school is highly regarded for the way it achieves outstanding outcomes within a particularly warm and supportive environment.

Public examination results are consistently outstanding and girls go on to study a wide range of subjects at prestigious universities, from Oxford and Cambridge to overseas destinations such as Caltech and Trinity College Dublin.

In our latest ISI inspection, we achieved the highest possible grades across the board and the inspectors noted that 'the quality of the pupils' achievements and learning is exceptional'. We have won multiple awards, including, TES 2021 Senior School of the Year.

Five pillars of the school's vision for the coming years

• ACADEMIC CLOUT

We Inspire in all students academic ambition, not only in the classroom, but through clubs and societies, partnership work and trips and expeditions.

• VOICE

We instil public speaking skills throughout the girls' time so that they all have the confidence to find their voice.

• LEADERSHIP & INITIATIVE

We provide leadership opportunities throughout the school, so that all students know how they can lead and introduce new ideas.

• A COMPASSIONATE COMMUNITY

We sustain our strong sense of kindness and community, foster altruism, and give students the skills to navigate a complex moral world with assurance.

• SKILLS FOR LIFE

We work with our careers team, alumnae and parents to give students the skills needed to thrive in their studies, work and in the world at large.



Matthew taught Classics and was a Head of Department and Deputy Head at leading single-sex schools before joining at NHEHS in 2017 as its 14th Headteacher. While leading the School's strategic direction he still has close contact with students, including teaching public speaking to every student in Year 7. He co-chairs the GSA/HMC Universities Committee and is the Chair of the 11+ London consortium group of schools. He has a keen interest in music making, cross-country running, hill walking and cryptic crosswords.

Our Senior Leaders



Rebecca Irwin
Senior Deputy Head Pastoral

A highly respected former Head of Sixth Form with deep safeguarding expertise, and well-known for her open-door policy, Rebecca oversees NHEHS's superb pastoral provision, including the coaching programme and initiatives to promote wellbeing.



Madeleine Copin
Deputy Head Academic

With degrees in Mathematics (Cambridge) and Art History (London), Madeleine has taught in both day and boarding schools. She works with Heads of Subject to develop scholarly experiences, from academic to projects engaging students in original research.



Hayley Silvester
Assistant Head Professional Development

Also the Head of English, Hayley leads staff training and development, ranging from supporting early career teachers to coaching for experienced leaders. She also oversees teaching quality assurance, and runs Teaching & Learning initiatives within the Senior School.



Richard Pearce
Head of Sixth Form

Formerly a research biologist, Richard also draws on experience as Head of Year in leading the academic and pastoral life of the Sixth Form. He oversees careers education, including how skills for life are embedded throughout the school.



Faieq Khan
Assistant Head Digital, Operations and Sustainability

Faieq has assisted Heads of Computer Science throughout the GDST, leading on initiatives to develop non-specialist teachers. His responsibilities as Assistant Head span digital strategy, sustainability, timetabling and data analysis.



Pasan Fernando
Assistant Head Co-Curricular and Partnerships

An Economics specialist who has taught in co-ed and single sex environments, Pasan has experience of running partnerships programs all over the world, and is passionate about the value of this work in broadening students' horizons.

Academic & Pastoral Excellence

THE GOOD SCHOOLS GUIDE

“

At NHEHS, pastoral care is prioritised as much as academic drive.”

THE GOOD SCHOOLS GUIDE



The best of both worlds

We welcome applications from colleagues who share our ethos that a happy and supportive environment sits alongside academic success.

Proactive pastoral care

Initiatives at key developmental milestones help to develop in students an outward-looking perspective, as well as the ability to navigate life at school and in the future. A clear pathway of support, ensuring that every student is aware of all the people they can talk to, supports our students through their teenage years.

The school operates an extensive House system, which supports inter-year links, and encourages girls to take part in competitions across school life, from the infamous “House Shout” to “House University Challenge”.

Pastoral Involvement

All teachers are also tutors for a form, supported by an experienced Head of Year. For those with particular strengths or ambitions, there are opportunities to receive training in Mental Health First Aid, or to become a Pastoral Coach (supplementing form tutor provision) or to become part of the specialist team delivering Sex and Relationships Education.

Our Teaching & Learning philosophy: beyond specifications

We seek to spark a deep-seated love of learning, and a knowledge-rich understanding that reaches far beyond curriculum specifications. In class, students are engaged with a variety of questioning styles. Here and through written feedback, they are always encouraged to deepen and develop their answers. We use authentic, meaningful resources, wherever possible including original texts or journal articles. We are also passionate about the power of effective verbal and written feedback.

Scholarship & Research

The culture of scholarship is everywhere. Students in Year 8 complete a ‘Learning Amazons’ project on an area of interest and students in Years 10 and 12 have the opportunity of working with counterparts in other schools on research projects, supported by academics in various other Universities.



Maya and Imogen, both offered places to read Medicine at the University of Cambridge in 2021.

Bright & enthusiastic students



“

Students here are encouraged to take the lead: from formal responsibility positions, to setting up acapella choirs, it all makes a difference.”

LEWHAT, HEAD GIRL OF NOTTING HILL & EALING HIGH SCHOOL

Martha, Year 12

“At NHEHS, the teachers are not only incredibly supportive of your learning, but also endorse your interests outside of academia. At the moment I am really enjoying European Ambassador Club, which strives to celebrate European diversity and culture”.

Martha studies History, Spanish and French for A Level. As a passionate linguist, she hopes to extend this interest at University, and is working closely with the Language department to achieve this dream. As both a linguist and a historian, Martha has been channelling her subject expertise into her involvement in the European Ambassador Programme, which aims to increase student awareness around European values and democracy at NHEHS.

Lilly, Year 9

“NHEHS has something for everyone: teachers make it as inclusive as possible, and I love the food!”

Lilly is one of our sporting stars, and plays for Middlesex Cricket Club. Her favourite subjects are Maths, Drama, and Design Technology: she is just as impressive in the classroom and the workshop as on a Cricket pitch! This year, Year 9 are trying to be more curious, so she is enjoying going down rabbit holes and learning beyond the curriculum.

Wala, Year 7

“At NHEHS, I am able to be as creative in lesson time as I am outside of school. My two favourite subjects are English and Art, and I especially enjoy Creative writing and poetry, as they allow me to be the most imaginative”.

Wala is in Year 7. Alongside her academic subjects, she also loves sports, and participates in Dance Club to extend her passion outside of the classroom. Not only is she a creative writer, but Wala is also a musician and plays in the school Orchestra as a Violinist.

This year, Year 7 have participated in a competition in celebration of National Poetry Day, where they focused on the many forms that poetry can take as a medium for self-expression.



Maya and Sophie, best friends since Reception and Waterpolo Captains (their team won the national championships), have gone on to study Engineering at Caltech and Computer Science at Cambridge.



A diverse community of colleagues



“

NHEHS is a magical place. We learn with, and from each other: I love discussions with colleagues and the many opportunities to connect socially.”

ANIKA DONKOR, GERMAN LANGUAGE ASSISTANT & A LEVEL TEACHER

Rachel Gordon Teacher of History and Teaching & Learning Development Lead

“Staff are trusted in trying new approaches, and supported in leading initiatives. NHEHS is a true community with numerous pathways for career development. I’m proud to have worked here for 10 years – and looking forward to the next 10!”

Following a career in investment banking, Rachel leads public speaking for students and is well-known for delivering formidable all-staff training sessions, and ‘revision parties’ for A Level History. Her da Vinci cross-curricular lecture initiative won the TES Creativity Award.

Liberty Brown Teacher of Biology and Head of Science

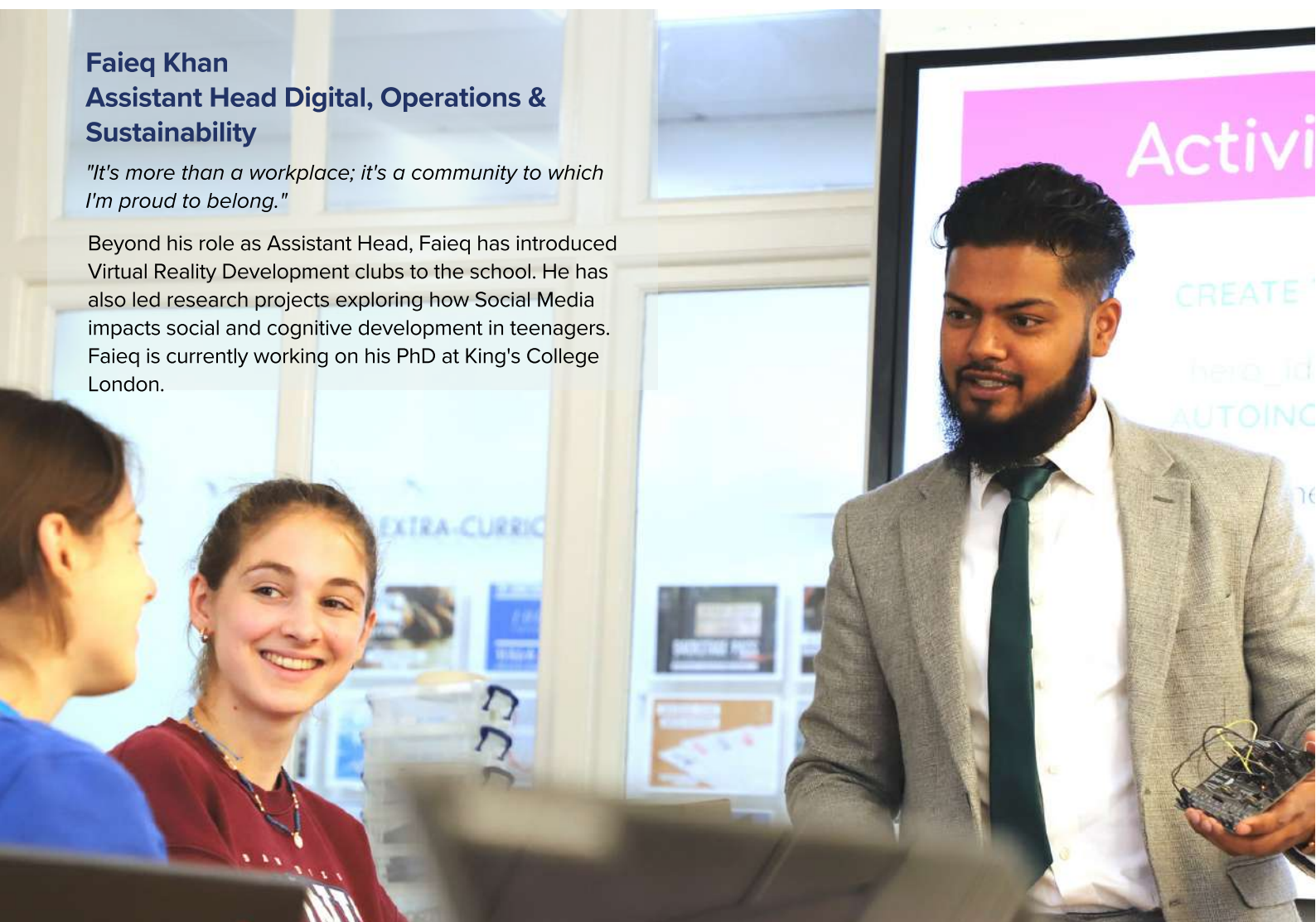
“NHEHS is a place where support staff and teaching staff are united in the shared mission of doing the best for our students. There are many events for us to come together socially, from cake mornings to the brilliant annual Christmas quiz run by members of SLT!”

Liberty runs a number of partnership programmes beyond science, and in particular BUDS, Saturday enrichment activities for Year 5 children in local maintained schools, and GreenSTEM. She writes good luck postcards to all her students before public exams.

Faiq Khan Assistant Head Digital, Operations & Sustainability

“It’s more than a workplace; it’s a community to which I’m proud to belong.”

Beyond his role as Assistant Head, Faiq has introduced Virtual Reality Development clubs to the school. He has also led research projects exploring how Social Media impacts social and cognitive development in teenagers. Faiq is currently working on his PhD at King’s College London.



The Mathematics Department

“

The lively discussions, the 'light bulb' moments and supporting our girls to excel is what makes teaching Maths at NHEHS truly rewarding!”

HANNAH DRUMMOND, HEAD OF MATHEMATICS



A thriving Mathematics Department

The department comprises eight teachers (one part-time) teaching across all key stages. Mathematics is the most popular subject at school, with over half of the sixth form taking the subject at A Level. Results at IGCSE and A Level are outstanding. Lessons are challenging and thought-provoking, with a strong emphasis on problem solving and discovery. Within a supportive environment, we encourage all students to achieve their full potential and aim to instill a genuine love of subject.

Our teachers are at different stages of their careers, with different specialisms. The environment is extremely supportive. Our open door policy allows us to observe our colleagues, keep up to date with pedagogical changes, and share resources.

Engaging with the student body in meaningful ways

Years 7 and 8

We deliver a balanced curriculum of numeracy, algebra, shape and space, and data handling whilst developing mathematical confidence. Students develop numeracy skills to support them across all their subjects

GCSE

Students are entered for Higher Level Edexcel IGCSE, and the department consistently achieves excellent results, with around 50% of girls achieving Level 9s. In Year 11, one class also prepares for the FSMQ Additional Mathematics qualification.

A Level

We offer A Levels in both Mathematics and Further Mathematics, following the Edexcel course in both. Excellent results and the popularity of the subject at IGCSE have led to increasing numbers at A Level over recent years. We have a large take up for Further Mathematics and currently there are two groups in Year 12.

The department also prepares students for mathematical study at University, including Oxford and Cambridge, with a structured scheme of work that both broadens and stretches their mathematical knowledge.

Mathematics Beyond the Classroom

The Mathematics Department, along with our Sixth Form subject reps, run a variety of clubs and extracurricular activities such as Junior and Senior Maths Club as well as Pi-Flyers, Breakfast Club and BMO Weekly to stretch our most able. We enter the UKMT Maths Challenges at all key stages and field teams for the TMC, STMC, Maths Feast and Hans Woyda.

Year 10 and Year 12 students attend enrichment lectures in London, and many students attend Mathematics Master Classes.

Pi Day is a much-anticipated day in the school calendar: subject representatives organise a variety of events for all students, including an annual Pi recital.



Skills & Attributes (Teaching)

General Requirements

All teaching staff are expected to:

- Work towards and support the school vision and the current school objectives outlined in the School Development Plan.
- Maintain high professional standards of attendance, punctuality, appearance, and conduct. Demonstrate positive and courteous relations with students, colleagues, parents and any external personnel.
- Adhere to school and GDST policies, as amended from time to time, and as set out in GDST Council Regulations, ORACLE and GDST circulars.
- Contribute towards organising, participating in or delivering on the school's programme of extra-curricular activities.
- In accordance with GDST policy, provide cover for absent colleagues by supervising and so far as is practicable, teaching pupils.
- Participate in meetings at the school which relate to the curriculum or the administration or organisation of the school, including pastoral arrangements, or for any purpose as reasonably decided by the Head.
- Carry out lunchtime duties – supervising pupils at lunch, as reasonable.
- Attend all relevant parents' meetings, which may take place in the evening.
- Support pupils and colleagues by attending some school productions, functions, trips and events as appropriate, and contributing, where possible, to the wider life of the school.
- Carry out such other associated duties as are reasonably assigned by the Head.

Personal attributes

- Enthusiastic, positive and hard working
- A passion for education
- Commitment to the safeguarding of children and young people
- Ability to inspire, motivate and support pupils
- Flexible and approachable attitude
- Ability to solve problems, make sound judgements and take decisions
- Ability to work under pressure, on own initiative, accurately and with attention to detail
- Commitment to the improvement and development of own teaching and performance
- The drive and stamina to provide excellent opportunities for all girls in the school
- Willingness to play a part in the overall developments of the school
- Commitment to maintaining the caring and supportive ethos of the school

Skills Required

- Ability to use a range of teaching strategies in order to meet the needs of all students
- Sound behaviour management skills and discipline, both inside and outside the classroom
- Dedication to promoting subject or key stage within the school and marketing within and outside school
- Ability to communicate effectively, both verbally and in writing, with colleagues, school-based staff, governors, GDST and external bodies
- Excellent interpersonal skills, able to work effectively and harmoniously with others (including pupils, colleagues and parents)
- Excellent organisational and time management skills with the ability to prioritise and work to deadlines
- Ability to work on own initiative and react to competing demands
- Ability to maintain confidentiality
- Confident user of ICT to aid administration and learning

Qualifications & Experience

- A good University-level qualification in the Subject, or a related University subject
- Some experience of working within a successful team

The following are desirable but not essential:

- Qualified teacher status OR willingness to develop whilst on the job
- Proven track record of academic success within the subject area OR willingness to develop this with training
- Experience of successfully running extra-curricular activities
- Experience of working in a successful department at Key Stages 3 to 5
- Knowledge of latest developments within teaching

Job description: Teacher of Mathematics

Purpose of the role

To contribute to providing an excellent education for all the school's pupils by teaching with expertise and enthusiasm, offering support to the learning of individual students and contributing to the school's pastoral system.

Teaching & Learning

Having regard to the curriculum, plan and teach challenging, well-organised lessons and sequences of lessons, informed by secure subject knowledge, specifically by:

- Using a range of teaching strategies and resources which meet learners' needs and raise attainment;
- Building on the prior knowledge and attainment so that learners make sustained progress;
- Developing ways to encourage, challenge and inspire pupils to apply knowledge, understanding and skills;
- Introducing new ideas and concepts clearly, and using explanations, questions, discussions and plenaries effectively;
- Managing the learning of individuals and classes effectively, using teaching techniques appropriate to suit the stage of the lesson and the needs of learners;
- Maintaining up-to-date working knowledge of teaching strategies, including how to personalise learning to help students to achieve their potential;
- Assessing, recording and reporting on the development, progress and attainment of pupils.
- Advising and co-operating with the Head and other teachers on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment and pastoral arrangements.
- Planning, setting and assessing classwork, homework and other assignments, to sustain progress and extend and consolidate learning;
- Contributing as appropriate to the development of schemes of work and adhering to these when planning and teaching;
- implementing assessment requirements and arrangements, including those relating to public examinations;
- Organising the classroom and learning resources and creating displays to encourage a positive learning environment;
- Participating with the line manager in using statistics to monitor the progress of pupils and raise attainment;
- Providing timely, accurate and constructive feedback on pupils' progress and areas for development;
- Working with the department, school and GDST;
- Managing behaviour constructively by establishing and maintaining a clear and positive framework for discipline, in line with the school's behaviour policy.
- Participating in arrangements for preparing pupils for public examinations.

Pastoral work

Work with colleagues to create a positive culture of pupil welfare and behaviour, including taking an active role in pastoral matters, by:

- Supporting and contributing to the school's responsibility for safeguarding and promoting the welfare and well-being of pupils.
- Being aware of school safeguarding procedures and taking appropriate action within these procedures when necessary, working with colleagues and external agencies and services.
- Maintaining good order and discipline among the pupils and safeguarding their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere.
- Acting as Form Teacher.
- Liaising with appropriate Head of Year, attending pastoral meetings when necessary.
- Leading and participating in Assemblies.

Management & administration

Undertake administrative and organisational tasks related to the duties of teaching and to ensure the smooth running of classes and the department by:

- Contributing to the professional development of other teachers and support staff, including the induction and assessment of new teachers.
- Coordinating or supervising the work of those who provide support for teachers in the department (i.e. technicians or teaching assistants), where required.
- Taking part as required in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.
- Ordering and allocating of equipment and materials where required.

Training & Development

Maintain an up-to-date knowledge and understanding of all aspects of teaching and pedagogy by:

- Reviewing own methods of teaching and programmes of work.
- Evaluating own performance and being committed to improving own practice through appropriate training and professional development.
- With the line manager, engage actively in any process of appraisal or performance review for self and for those supervised.

Training and Career Progression



“

After a decade of university teaching, most recently at King's College, working here has been a joy from the outset. It's a really special school.”

ROBERTA KLIMT, DEPUTY HEAD OF SIXTH FORM

Developing Teaching & Learning with in-house programmes

Notting Hill & Ealing High School is committed to excellence in all aspects of teaching and learning, and a commitment to developing all staff. Opportunities are in place at all levels, from a comprehensive New Staff Induction programme to whole school INSET days. Our Bitesized CPD programme provides lunchtime and after school sessions on academic, pastoral and digital areas, whilst staff are encouraged to embark on their own learning walks, affectionately known as Wonder Wanders.

Training Opportunities

Professional development is key, and the school works with various organisations in order to help colleagues to achieve their goals. These have included training courses provided by the GSA and HMC, as well as centralised programmes provided by the GDST. With a generous training budget, staff are provided with a CPD menu of options so that they can create a bespoke programme suited to them. Connections are made through partnerships with other schools within the GDST.

Further Bespoke Training

We like to listen to colleagues and offer opportunities to help teachers develop in ways that work for them.

We can arrange, for example, for colleagues to have a day off timetable to develop spreadsheet or data analysis skills with another member of staff with particular expertise in that areas.

There are also opportunities to shadow members of the Senior Leadership Team or participate in the 'Next Step Mentoring', giving colleagues whole-school experience in a particular area.

Formal Qualifications

There is the opportunity to develop professionally through gaining formal qualifications. We have worked closely with the University of Buckingham to offer staff the chance to complete a PGCE or Apprenticeship qualification. There are also qualifications for more experienced members of staff available through the Chartered College of Teaching, or the HMC and GSA groups of schools.



Liberty (left), Head of Science and Fiona, Head of Chemistry, who alongside the Head of Physics coordinate the school's spectacular Science Week.

Unique Connections

“

Our partnerships prepare students for the future and make us part of a broader community, for mutual growth and benefit.”

PASAN FERNANDO, ASSISTANT HEAD CO-CURRICULAR AND PARTNERSHIPS



The GDST

GDST schools share an ethos and heritage of girls-only education and are members of a unique network which adds value to each school, student and member of staff. Networking opportunities with other colleagues across the Trust enable staff to share best practice and develop initiatives that benefit all our schools and students. In addition to supporting the work of individual schools in supplying excellent induction and development opportunities for staff, the GDST network provides access to an extensive training programme. This includes development opportunities (including a Middle Leaders Development Programme and Aspiring Leaders Programme) and grants for individual courses of study.

Outreach

• MINIMUS

A project that introduces Latin to primary students by our Sixth Form Latinist. It engages NHEHS students as passionate teachers and challenges their Latin skills through playwriting and performance and other creative activities.

• BUDS

A project that empowers Year 5 students from our local state primary schools in Science, English, Maths, and Creative Thinking, fostering creative problem-solving and effective idea expression.

• ACADEMIC CONFERENCES

The school hosts numerous conferences across different subject areas for local schools, some of these organised and led by our Sixth Form students. Recent conferences have covered studying Medicine at university, Astrophysics and Tragedy.

Other schools and organisations

• HARROW SCHOOL

A short drive away, Harrow School collaborates with us on two unique Symposium projects in Years 10 and 12 (see nottingpages.com/symposia), one of which culminates in student presentations at the Royal Society. Departmental links include life drawing classes (Art) and cooking and culture lessons (Italian).

• NOTRE DAME DE NAMUR

This school in Philadelphia in the United States collaborates with NHEHS on Sixth Form politics debates. In 2023, NHEHS students travelled to Notre Dame for an international 'Sisters in STEM' symposium.

• IMPERIAL COLLEGE & LOCAL SCHOOLS

The GreenSTEM programme unites NHEHS students with half a dozen local state schools, to work with doctoral students at Imperial College on multidisciplinary problems.

• UNIVERSITY OF BUCKINGHAM

The university accredits the mini-MBA qualification developed by NHEHS: the Year 12 course, designed with fellows from Henley Business School, develops students' skills in Business Management, Leadership and Enterprise.

• HMC AND GSA

As a member of both national organisations, NHEHS accesses training and networking opportunities for staff.

• SCHOOLS IN EUROPE & TAIWAN

The Modern Languages department runs penpal programmes, Zoom-call conversational exchanges, and trips, with schools in countries of all five languages: Collège Jean-Baptiste Say in Paris, the Karlsruhe Gymnasium in Baden-Württemberg, Colegio Guadalaviar in Valencia, and Hung Jen Catholic Girls School in Taiwan.

Benefits of working with us



“

I ensure that colleagues are well looked-after! We enthusiastically develop new menus, inspired by many cultures, and love suggestions.”

BELLA HENRY, CATERING AND FACILITIES MANAGER



Generous salaries

The GDST development programme



A flexible pension scheme



up to
50% off
fees for children
at GDST schools



Excellent lunches during termtime

A fun, warm & inclusive culture



Wonderful, bright & grounded students



Childcare vouchers



The cycle to work scheme

Interest-free loans for laptops



Next steps for your application

Frequently asked questions

• PAY

The GDST has its own paycales. Consideration is given to experience and talents in fields outside of teaching. Increases are also possible for different responsibility posts as well as subject specialist knowledge, through the consultant scheme.

• PARKING

There is ample parking immediately next to the school on the various roads around the site, as well as free parking a short walk away. Secure cycle racks are also available on site and many colleagues come in by bike.

• PENSIONS

Like many independent schools, the GDST has replaced the Teacher's Pension Scheme with a Flexible Pension Plan with a number of benefits. This is accounted for in paycales.

• ACCOMODATION

Accomodation is available in a shared staff house for colleagues in their first year of teaching.

Information about the school can be found in the following places:

• THE SCHOOL WEBSITE

NHEHS.GDST.NET

This contains recent news as well as information about the different departments and the school's extracurricular offering.

• "NOTTING PAGES"

NOTTINGPAGES.COM

This documents curriculum information and examples of initiatives within the academic life of the school.

• THE GOOD SCHOOLS GUIDE

Search for Notting Hill & Ealing High School

This review gives an external perspective on the School.

APPLICATION PROCEDURE

To apply please go to the NHEHS website and complete the online application.

Closing date is Thursday 9th May 2024 at 12pm.

Interviews will take place on Wednesday 15th May 2024.

We reserve the right to close this vacancy early if we receive sufficient applications for the position and recommend that applications are submitted early.

It is the post-holder's responsibility to promote and safeguard the welfare of children and young persons for whom they are responsible, or with whom they come into contact. You will adhere to and ensure compliance with the school's Child Protection Policy Statement at all times. If in the course of carrying out the duties of the post the post-holder becomes aware of any actual or potential risks to the safety or welfare of children in the school they must report any concerns to the school's Designated Safeguarding Lead (Deputy Head) or to the Headmistress. Candidates should be aware that they will be asked to undergo a DBS check.

The School may also conduct online searches (including publicly available social media searches) as part of our recruitment processes.

The GDST is committed to diversity, inclusion and real change: a family where every individual is valued, respected and included.

We'd love to hear from you. Do get in touch with any questions.

Saniya Gill-Kundi, Human Resources Manager

recruitment@nhehs.gdst.net, 0208 233 8574

Hannah Drummond, Head of Mathematics

h.drummond@nhehs.gdst.net

Madeleine Copin, Deputy Head (Academic)

m.copin@nhehs.gdst.net