Teacher of Mathematics.



Responsible to: Head of Maths
Salary: £40,212 to £50,468 depending on experience.
Hours of work: 1FTE.

Job Overview

The Maths Department at St Leonards is a truly inspirational place in which to work. You will join a well-established, collaborative, innovative and highly supportive department that puts the progress of pupils at its centre. You will have the opportunity to teach across the full age range, from Year 7 to Year 13 in an ambitious and inclusive International Baccalaureate World School. This is an unparalleled opportunity to join one of the largest and most successful departments at this exciting time in the School's history, as we approach the 150th anniversary of the School's founding.

Job Purpose

The Maths Department aims to develop effective problem-solvers and critical thinkers who think creatively about the world around them and apply their mathematical thinking to a range of exciting and challenging problems. The Maths Department is inclusive with nearly every pupil in the School studying Maths and the department is committed to nurturing those who excel in the subject and those who require more support in order to succeed and make progress. The department has an extensive range of online and offline resources to support learning and teaching, and there is a strong culture of collaboration and sharing amongst teaching staff. The department presents pupils for the Edexcel IGCSE Maths qualification, and follows the IB's Middle Years Programme in Key Stage 3. Last year, nearly 50% of pupils achieved 7-9 grades at IGCSE. The department currently offers three programmes as part of the International Baccalaureate in the Sixth Form: Maths Analysis and Approaches (Higher Level and Standard Level) and Maths Applications and Interpretation (Standard Level). The department consistently

achieves some of the strongest value added results in the School with over 80% of pupils securing 5-7 grades in all Maths courses last year. The department offers a number of enrichment activities throughout the year including participation in external competitions and benefits from close relationships with colleagues at the University of St Andrews. All members of the School are expected to contribute to the wider academic and co-curricular life of St Leonards and the Maths department has a wide footprint beyond the classroom.



About the role

Approaches to teaching, learning and assessment:

- employ a range of teaching and assessment strategies and resources to lead dynamic and engaging lessons with a clear focus on pupil progress.
- employ a range of teaching and assessment strategies to reinforce and extend work in class, and be able to select strategies appropriate to the subject, topic and pupils' needs.
- set expectations and pace of work which make appropriate demands on all pupils and ensure that all pupils are effectively challenged.
- be reflective in practice, show an engagement with current educational thinking, and proactively seek opportunities for professional development.
- identify and respond appropriately to pupils with difficulties in learning and recognise when to seek further advice in relation to their specific educational needs.
- respond appropriately to cultural, gender, linguistic, religious and social differences, and to disabilities among pupils.
- encourage pupils to take initiatives in, and become responsible for, their own learning.
- assess pupil attainment in line with the School's policy and against national standards where assessment leads to certification.
- monitor, assess, record and report on aptitudes, needs and progress of individual pupils.

- provide pupils with constructive oral and written feedback on their progress on a regular basis. • use the results of assessments to evaluate and improve teaching and standards of attainment

Curriculum Content:

- demonstrate a sound knowledge of Maths curricula.
- support pupils' skills in literacy and numeracy.
- appreciate the effectiveness of ICT in learning and teaching.
- contribute to the personal and social education of pupils within the School.
- with colleagues, plan and prepare coherent teaching programmes and lessons, including homework, which ensure continuity and progression in pupils' learning.
- demonstrate knowledge of the learning process, curriculum issues and child development.
- demonstrate a sound knowledge and comply with Health and Safety guidelines and procedures.

Classroom Organisation and Management:

- organise classes and lessons to ensure that all pupils are productively employed when working individually, in groups or as a class.
- create and maintain a stimulating, purposeful, orderly and safe learning environment for all pupils.
- manage pupil behaviour fairly, sensitively and consistently by the use of appropriate rewards and sanctions and know when it is necessary to seek advice.
- demonstrate a knowledge of, and contribute to, strategies to prevent bullying.
- evaluate and justify actions when managing pupil behaviour.

National and School Standards:

- demonstrate an understanding of the IB programme and UK educational systems.
- be a proactive pastoral tutor to a group of pupils, helping shape their academic and personal development
- demonstrate knowledge of and uphold and support all of the School's policies and the School's Development Plans.
- demonstrate a working knowledge of contractual, pastoral and legal responsibilities.
- contribute to the ethos of the School, for example, by promoting positive relationships among staff, parents and children.
- report to parents about pupil progress and discuss matters related to their personal and social development in a sensitive and constructive way.

- demonstrate an understanding of the way roles and responsibilities are shared among staff and how to obtain help from staff within the School, including those with responsibility for the curriculum, guidance, learning support and staff development.
- contribute willingly to the extra-curricular and boarding life of the School.
- undertake cover duties during the academic day and at break and lunch periods, as and when required
- demonstrate an understanding of and adhere to the guidelines of the St Leonards School Child Protection Policy and GTCS Code of Professionalism and Conduct.

This is not intended to be an exhaustive list of responsibilities and duties. It is expected that the post-holder will participate in other reasonable activities which may be required to meet the needs of the School or for better fulfilment of the role.

DISCOVER ST LEONARDS

St Leonards has been at the forefront of education since its foundation in 1877. It is a traditional school, yet forward thinking and ever progressive in its outlook, offering a truly inspirational global learning environment for pupils aged 5 to 18.

St Leonards is an HMC and IB World School situated in the heart of the vibrant, historic and cosmopolitan university town of St Andrews, the 'Home of Golf'. The School is fully co-educational with c.550 pupils from Kindergarten to Year 13, over 150 of whom are boarders, with boarding available from age ten. The Junior School accounts for 135 of the pupils of St Leonards, with plans to continue to grow our Junior boarding offering.

With 34 nationalities in the pupil body, it is a school with a truly global outlook. The school's motto is Ad Vitam ('for life'), and the approach to learning of the International Baccalaureate permeates all areas of school life, within and beyond the classroom. The IB ethos is central to all that we do in our school community, to our present day and to our future.

St Leonards offers an exceptional range of enriching academic, sporting, musical and creative opportunities, and was named 'Scotland's Independent School of the Year for Academic Performance' in 2024 and 2026 by the Sunday Times

The average IB Diploma points score in 2026 was 35, with over 88% of all Higher Level (HL) scores graded at 7/6/5 (equivalent to A*/A/B at A level).

The School has recently undergone a multi-million refurbishment programme of the boarding houses; a sector leading golf programme is well established; the record school roll continues to grow; academic achievement is strong; public recognition of St Leonards is incredibly positive; the highest standards of pastoral care are provided by experienced and committed staff, and outstanding teachers are attracted to work in and become part of the inclusive and diverse St Leonards community.

One hour from Edinburgh Airport and approximately a one hour flight from London, our enviable Scottish location is accessible, with beautiful beaches, historic landmarks and rolling countryside on our doorstep.

The town is very much seen as an extension of the School campus and St Leonards' close collaboration with the University of St Andrews, recently voted the top university in the UK for a second year running, is yet another opportunity. It truly is a special place to live and to work, offering an outstanding quality of life in the most scenic of surroundings.

As we move towards our 150th anniversary, the School is at an exciting stage of its development. At St Leonards, we aspire to attract and retain the best staff, who embody the IB Learner Profile attributes and strive to deliver a holistic education that effectively prepares pupils for the future, fostering in them a love of learning that they take with them through life, Ad Vitam.



PERSON SPECIFICATION

Education, Training & Qualifications Essential

• Educated to degree level in a relevant discipline. • PGCE/PGDE qualification.

• GTCS registration.

• PVG (Disclosure Scotland) membership.

Desirable

• Evidence of continued professional development.

Experience

Essential

• Proven experience of teaching at secondary level.

• Experience of teaching across Years 7, 8, and 9.

• Experience or understanding of pastoral support.

• Experience in the use of ICT in a classroom with the ability to impart that knowledge to others.

Desirable

• Experience of teaching or knowledge of the IB curriculum.

• Experience as a form tutor.

• Experience in a boarding environment.

Skills

Essential

• Commitment to student learning and raising achievement.

• An excellent classroom practitioner.

• Ability to create and deliver engaging and effective lessons.

• Enthusiasm to inspire in students a desire to learn and participate.

Desirable

• Skills and experience which can contribute to extra-curricular activities.

Interpersonal Skills

Essential

• Ability to work as part of a team.

• Ability to work independently and take responsibility for planning own workload.

• Ability to work calmly under pressure and keep to deadlines.

• Sensitive to the needs of others and supportive when required.

• Professional manner and appearance.



THE APPLICATION PROCESS

St Leonards is committed to creating a diverse and inclusive culture, where all members of the community - colleagues, pupils and families - are seen and valued. This culture ensures that St Leonards delivers an outstanding global education in a multi-cultural living, learning and working environment.

Applications should be made via email to **recruitment@stleonards-fife.org** and should include the completed application form, which can be downloaded from the school website via the link below.

Employment opportunities at St Leonards can be found at: **https://www.stleonards-fife.org/news-information/employment**

Closing time and date for applications is 1200 on Friday 4th December 2026 . Early applications are encouraged and we reserve the right to appoint before the closing date.

Any questions may be directed to the Head of Maths: **k.struck@stleonards-fife.org** in the first instance.

All successful applicants will be required to undertake a Criminal Record check and either hold or be accepted for membership of the Disclosure Scotland Protecting Vulnerable Groups (PVG) scheme.



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