



Application Pack

KINDNESS ~ RESPECT ~ DETERMINATION

TEACHER OF MATHS WITHIN THE
MATHS FACULTY

Welcome to our School

Welcome to Bourne Community College, a unique secondary school on the south coast of England, located between the historic city of Chichester and the villages of West Sussex and Hampshire.

We are delighted to welcome you to our school community. We are proud of our dedicated staff and supportive Governing Body, who work together to create a positive and inspiring environment for every student where we all strive to become the best version of ourselves.

At the heart of everything we do are our core values:



KINDNESS



RESPECT



DETERMINATION



These values guide our shared mission:

To inspire and enable everyone to make a positive contribution to themselves, our community and wider society

To strive for excellence in both character and learning

“Pupils enjoy the many opportunities they have”

Ofsted 2026



Our Vision

Bourne Community College is a very special place to work where every student and staff member is known and valued. Our students are proud of their school and actively participate in a wide range of extra-curricular opportunities, from performing arts and sports to leadership programmes, enrichment activities and community events. We are looking to hear from people who share our vision of helping every student flourish and who believe that education extends far beyond the classroom.

We are proud to hold Gold status as a Rights Respecting School, with respect at the heart of daily life. Our International School Award also gives students the chance to learn about different cultures, broaden their horizons, and develop understanding, tolerance and respect for others.

Above all, we are incredibly proud of our students and everything they achieve both in the classroom and through sport, enrichment and charitable work.



The school is committed to safeguarding and promoting the welfare of children and young people. The successful candidate will be required to undergo an enhanced DBS check.

Leadership



At Bourne Community College, the Senior Leadership Team is unwavering in its dedication to achieving the highest possible outcomes and providing exceptional support for every student. Our cohesive school thrives on strong, collaborative relationships.

Our Senior Leadership Team work alongside our dedicated governors, to define the overarching shared vision for Bourne. We are entering an ambitious new phase of development in how Leadership is distributed in the school, making this an exciting time to join the school. Strategic leadership of our school priorities is being spearheaded through our newly formed Faculties, empowering all leaders to define a shared vision for Bourne.

The Middle and Senior Leadership teams play a vital role in guiding and supporting our dedicated teaching and support staff across the school, ensuring that strong, positive relationships are at the heart of everything we do. We believe that high-quality teaching and learning flourish in an environment built on trust, collaboration and mutual respect, where staff and students feel valued, supported and inspired to achieve their best. There is an unwavering commitment to professional development and growth, recognising that investing in our people strengthens the relationships and culture that enable students to thrive academically and personally.

Our aim for the future is to create a school environment where every student is encouraged to achieve their best through high-quality teaching and engaging learning experiences. We are committed to providing strong support for all students, helping them feel valued, confident, and able to succeed. We also strive to promote effective leadership throughout the school to maintain high standards and continue improving the experience for both students and staff.

Why work at Bourne?

We have a proactive approach to support a healthy work life balance including:

- Meetings, events, and activities are carefully planned throughout the year to minimise the number of occasions staff are required to work beyond the school day.
- Early finishes are provided for Open Evening, Christmas, and the end of the summer term.
- Flexible discretionary leave is available to support family commitments and significant life events.
- Staff voice is highly valued, and concerns are listened to and acted upon.
- A clear appraisal system is in place for all staff, with realistic and meaningful objectives.
- We promote supportive relationships between staff, students, and families, creating a collaborative and welcoming working environment.
- Access to professional development and training opportunities.
- The opportunity to work for an organisation held in the highest regard by the local community.

We offer these great employee benefits

- Free on-site parking
- Near railway station
- Cycle to work scheme with West Sussex Choices
- Gym Membership Discounts
- Health Cash Plans with BHSF
- Employee Assistance Programme
- Governor dedicated to staff wellbeing



Maths at Bourne

We are a team of highly qualified, totally committed and approachable teachers, leading students through a robust curriculum that will ensure your child has every opportunity to achieve their potential. We encourage our students to think and to solve problems independently giving them tools for life.

Aims

The Maths Department wants every student to fulfil their mathematical potential during their journey through Bourne Community College. Our aim is for our students to become confident learners who enjoy their mathematics and feel like mathematicians.

Our Curriculum

The Maths curriculum is divided into five broad areas of study which are:

- Algebra (patterns, sequences and equations, etc.)
- Number (arithmetic, mental maths, etc.)
- Ratio and Proportion (fractions, percentages, etc.)
- Shape and Space (angles, polygons and constructions, etc.)
- Data handling (averages, charts and probability, etc.)

Our students are encouraged to make connections between all areas and to see Mathematics as a tool to describe, then find solutions to problems. A scheme of work designed for pace and rigour is used to ensure that the students at Bourne receive the most balanced and challenging curriculum. We aim for lessons to incorporate mental maths and opportunities for using and applying Maths, with a frequent focus on problem solving. Regular assessment points allow our students the opportunity to revise, a skill which is explicitly taught.

We use a 5-year scheme of work. During Year 7 and 8 we cover the Key Stage 3 syllabus, ensuring that fundamental knowledge of key concepts is secure. From Year 9, Key Stage 4/ GCSE topics are incrementally integrated into the curriculum to allow for a smooth learning transition. The scheme of work ensures dedicated time for multi-faceted revision takes place in Year 11 enabling students to reach their best possible outcomes. Learning follows a spiral model, with areas of Maths revisited several times a year, allowing interleaving across topics.

Each year group is set by their Maths ability, initially based on Key Stage 2 SAT results which are then complemented by in-school assessments, resulting in impactful learning. Teachers are able to plan adaptive, engaging lessons that are relevant and suitable for all.

GCSE

All students are entered for Maths GCSE at either foundation or higher level. Foundation allows grades 1 to 5, and higher 4 to 9.

We prepare our students for the Linear AQA GCSE (8300 series), which they sit in Year 11. It is assessed through three terminal exams.

Higher tier students aiming for the higher grades at GCSE are given the opportunity to study for Level 3 OCR Free Standing Additional Maths Qualification, this allows more able students to be challenged and stretched, whilst preparing them for the next stage in their mathematical education.

Additionally, for students who we identify will struggle to access the GCSE curriculum we offer a bespoke curriculum which first guides students through an entry level qualification in maths before gradually reintegrating their learning towards the Foundation GCSE curriculum.

Homework

High quality homework completion is crucial for success within Maths. Homework is set every week and is mandatory, it is important for students to understand that learning does not stop when they leave the classroom. Homework in Maths is set on an online platform called Sparx. This uses AI features to create a tailored practice homework for each student each week. The practice is both challenging (to ensure students need to think) and, crucially, achievable (so that students can be successful). The practice uses spaced repetition and interleaving to support a change in students' long term memories. Sparx is inclusive and can adapt to all students' current level of expertise. This promotes engagement, confidence and ultimately learning. We offer a Sparx Maths homework club after school every week for students who need the support from a teacher or access to computers

Our Additional Resources

We have a Maths intervention specialist within our team, whose role is to support students with their specific Maths related needs, both in and outside of lessons, as well as to develop an alternative curriculum for students who initially struggle to access GCSE.

In addition to Sparx, we subscribe to the online platform MathsWatch, which has a library of video tutorials for every topic, from both Key Stage 3 and GCSE, along with assessment questions which provide instant feedback and printable worksheets. MathsWatch enables students to revise topics, catch up on missed learning and provides an opportunity for students to support both their class and home learning.



TEACHER OF MATHS WITHIN THE MATHS FACULTY

Job Title: Teacher of Maths within the Maths Faculty
Accountable to: Director of Faculty

We are seeking a well-qualified and enthusiastic Teacher of Mathematics.

Bourne Community College is a secondary school that is dedicated to fostering academic excellence and personal growth within a nurturing environment which reflect our schools underpinning values kindness, respect and determination.

The mathematics faculty have a strong and collaborative ethos that has enabled us to continue to achieve strong examination results for all students. Our core belief is that every one of our students deserves to learn Maths in a high quality and positive learning environment. The successful candidate will:

- Provide inspirational teaching so that all students make exceptional progress.
- Be an outstanding, passionate and highly motivated teacher.
- Be committed to extra-curricular activities within the faculty.

This is an exciting opportunity for a committed practitioner to deliver high-quality teaching, inspire pupils, and contribute to a supportive and ambitious faculty.

About You

Whether you are early in your career or an experienced teacher, you will love your subject and want to make a meaningful difference. If you are ready to develop yourself, your students, and our faculty, we would be excited to welcome you.



JOB DESCRIPTION

Aims of The Post

To deliver Quality First Teaching to KS3 and KS4 classes in the faculty as required by the school timetable. To be responsible for planning and assessment for classes taught. To monitor progress and development of students both as a tutor and teacher. To embody the vision and ethos of Bourne Community College.

Key Responsibilities and Main Duties are to:

- Demonstrate teacher standards at the appropriate level of experience and the agreed Performance Management Objectives relevant to career stage (TMS1 to UPS3)
- Plan, prepare and deliver engaging, sequenced lessons in line with national curriculum requirements
- Adapt classroom provision to meet the needs of all learners
- Create a safe, supportive and inclusive classroom environment
- Assess, monitor, record and report on the learning needs, progress and achievements of learners
- Promote positive behaviour strategies, modelling high expectations and supporting whole-school behaviour for learning policy
- Contribute to the faculty's leadership of a school priority
- Participate in professional development and contribute to school improvement initiatives
- Take responsibility for a tutor group, supporting their personal and academic development
- Establish positive relationships with parents and carers
- Work within the policies, ethos and aims of BCC and to carry out such other duties as may reasonably be assigned by the Head teacher



PERSON SPECIFICATION

Qualifications (Essential)

- Qualified Teacher Status (QTS)
- Degree or other suitable qualification, in a relevant subject area
- Evidence of recent positive engagement with professional development relevant to this role

Experience, Knowledge & Understanding (Essential)

- Secure subject knowledge
- Successful teaching experience in a secondary school setting (KS3 and 4)
- Experience in supporting vulnerable learners and promoting inclusive practice
- Experience of acting as a tutor or providing pastoral support
- Excellent classroom practice and a strong understanding of effective teaching and learning strategies
- Good knowledge of current curriculum requirements and assessment practices · Ability to adapt teaching to meet the needs of all pupils, including those with SEND and other vulnerabilities
- Consistent application of positive behaviour for learning strategies

Personal Qualities & Other Skills (Essential)

- Strong communication and interpersonal skills
- Good IT skills and ability to use school information systems
- Evidence of engagement with and ability to work collaboratively with others, including community stakeholders
- Enthusiasm and resilience
- Reliability and integrity
- Good personal and professional organisation skills

How To Apply

Applications should be completed using the application form along with our recruitment monitoring form (both available on our website) and supporting statement (no more than two sides of A4).

Your supporting statement should demonstrate how you would fulfil the job description and the degree to which you meet the person specification.

Please email the documents to office@bourne.org or post to Mrs Menzies (Headteacher's PA) no later than the advert deadline.

Suitable candidates may be invited to interview prior to the closing date, and we reserve the right to close the vacancy early should sufficient applications be received.

Bourne Community College
Park Road
Southbourne
Emsworth
PO10 8PJ

