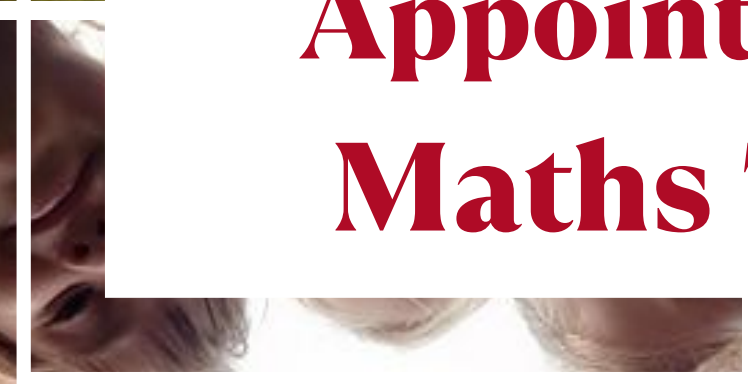
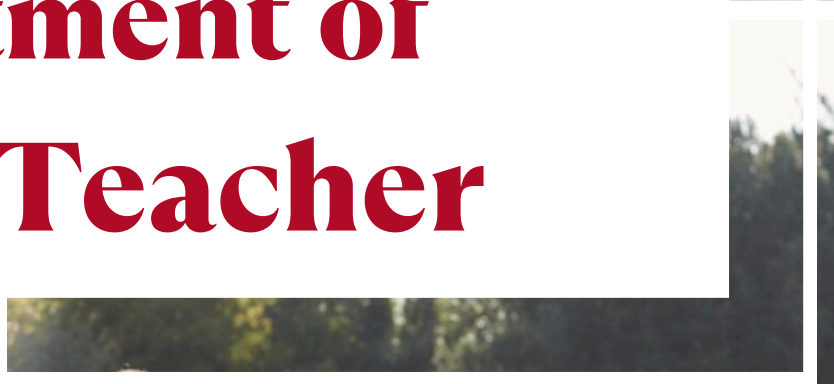





GREAT BALLARD

Appointment of Maths Teacher



Information for candidates



Dear candidate,
Thank you for your interest in this post. These are exciting times for the school which has grown rapidly over the past 5 years and we are now looking for an exceptional Maths Teacher with the can-do attitude, taste for adventure and vision to support us with our plans

The ideal candidate will be ready for a challenge and keen to expand their own horizons. Pupil centered and dedicated to their craft, they will be someone keen to make a difference and to go above and beyond for the school and its pupils. We are always keen to discover what inspires pupils and to allow their needs to shape our school and we feel very much the same about exceptional staff. We hope this pack will help you to get a sense of what makes our school special and the scale of our ambition for our pupils. This is an exciting time to be joining Great Ballard and we are seeking outstanding people to be a part of our journey.
Kind regards,
Matt King

Our Vision

When Ivor Poole established Great Ballard in 1924 he made a promise that the school would be different and that courage to stand out from the crowd still energises us almost a century later. The school maintains a proud reputation for academic excellence, for music, for the arts and for sport. But, above all else, Poole wanted everyone to be cared for and treated fairly and it's a principle that still guides us. Great Ballard is a family in which everyone matters and no one is invisible. It is a school that cares, a school built completely around its pupils, a school with a heart.

But while Poole's principles remain unchanged, the world beyond school refuses to stand still. Our duty to equip young people for an unpredictable future has never been more apparent. Our curriculum is broad, forward thinking and outward facing and we encourage pupils to look beyond our idyllic West Sussex bubble and to develop the skills required to adapt to change and genuinely make a difference in their worlds. We focus on leadership, problem solving and communication while covering a broad range of traditional subjects. But we also nurture a special passion for technology, computer science and communication skills which we champion without ever compromising the highest standards of literacy and numeracy. We see unique potential in all our children and support them to become the very best versions of themselves.

We deliver a 2-16 education and our educational approach is built around the 4Hs (Head, Hand, Heart and Health) with an ethos rooted in building the strongest relationships and on empathy and respect. Our young people recognise a need to be role models but also to lift others, to serve and to give.

We are delighted that our May 2026 ISI inspection found us to have a "significant strength" in belonging. A very rare accolade that recognises our strong sense of community that helps every child flourish.

And we love to take education beyond the classroom making the most of our wonderful location and prioritising creativity, teamwork and pupil well-being. While we celebrate achievements right across the co-curricular range, we also acknowledge the value of the arts and exercise in shaping happy, healthy and resilient young lives.



Further Information

Great Ballard School is a delightful, co-educational independent day school, for children aged 2-16 years. Set within 30 acres of the South Downs National Park and the Moore's International Dark Sky Reserve it is ideally situated to provide a stunningly natural educational environment combined with excellent transport links across the County. It is located between the cathedral city of Chichester and the charming market towns of Arundel and Petworth, an area steeped in history and boasting easy access to sandy beaches, fishing villages, historical and family attractions; it is one of the most beautiful locations in South-East England. Although the school is nestled near the south coast, London Victoria is approximately a 75-minute ride away from Barnham or Chichester train stations, Gatwick and Heathrow are easily accessible and Great Ballard School is less than 30 miles from Brighton and Portsmouth.

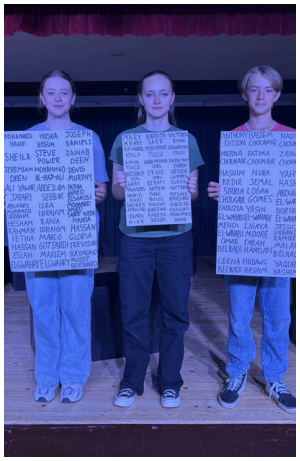
Whilst there are a number of independent schools in the area, Great Ballard School is truly unique in providing individualised care and support for the children and a safe space in which each pupil can be inspired and discover what they can really achieve. Pupils are known by all staff, not just their form tutor and the school takes great pride in ensuring that none ever feel invisible or overlooked. Great Ballard understands that modern parents have work commitments and busy lives and the extended day is offered to reflect this.











An Exciting Future

Great Ballard's spectacular site spreads from the main building, where our senior classrooms can be found, down to our Pre-Prep hub, Prep courtyard and specialist Science cookery and art centres. Outside we enjoy 30 acres of playing fields and woodlands as well as our own swimming pool and outdoor learning hub. Over the past 5 years the school has tripled in size, expanding from Year 8 up to Year 11 and welcoming an influx of new families across the school.

The school is on an exciting journey and keen to make it with a team who are looking for something fresh, something different and something special.

The 4H Approach

HEAD

Ambitious, tailored teaching focusses on individual progress and encourages intellectual curiosity and future-ready problem solving

HEART

Practical approaches to learning embed collaboration, creativity and communication and foster a diverse range of real world skills

HAND

Empathy and service foster a sense of belonging and self-worth, inspiring students to lift others and lead positive change

HEALTH

Mental and physical wellbeing provide the foundations for confident, spirited learning and vigorous, constructive lives







The Candidate

The school seeks an inspiring, energetic and approachable Maths Teacher ready to provide exceptional teaching across the school. Pupil-centered and dedicated to their craft, they will be someone keen to make a difference and to go above and beyond for the school and its pupils. We are naturally interested to see your experience but we are even keener to hear where you are heading and how we can support you to get there. We are always keen to discover what inspires pupils and to allow their needs to shape our school and we feel very much the same about exceptional staff.

Job Description

Maths Teacher

Responsible to: Maths Teacher

Great Ballard teachers understand and support the school's 4H approach (Head, Hand, Heart, and Health). They care passionately about student progress in their subject but also about student wellbeing and safeguarding. GB teachers inspire so that GB students can aspire to be the very best versions of themselves.

1. Knowledge & Understanding

- Show good knowledge of the updated strategies for Numeracy in Key Stages 3 and 4.
- To have a good understanding of the National Curriculum for Maths in Key Stages 3 and 4.
- To have sound knowledge and understanding of the National Curriculum for Maths in Year 5 & 6
- Be able to plan and assess pupils to ensure progress.
- A good understanding of ICT and a high level of computer literacy.
- To show a good understanding of the GCSE Statistics curriculum or be willing to learn.

2. Planning & Pedagogy

- Ability to create and adapt appropriate long-term and medium-term plans.
- Plan lessons in-line with departmental requirements and set targets for individual pupils.
- Use resources and lesson content that inspires students making lessons both challenging and fun.
- Be creative in using GB's exceptional environment to encourage a love of STEM and Maths.

3. Relationships & Behaviour

- Establishing routines in line with the school ethos to promote good progress.
- Monitoring pupil well-being - including anxieties - and present empathetic solutions.
- Encouraging pupil voice through building strong relationships.
- Monitoring attendance and registration of pupils, including monitoring homework.
- Promoting the welfare of children, adhering to the school's Safeguarding Policy at all times.
- Great Ballard is a pupil-centred school and we look to employ staff who are dedicated, passionate and ready to nurture.

4. Assessment & Evaluation

- To encourage pupils to explain their thought processes and to check work to show understanding.
- To assess work in accordance with the School's feedback policy.
- To undertake any formal assessment tests set down by the school.
- To use both formative and summative assessment tasks in class to ensure pupils make the progress of which they are capable.

5. Pupil Achievement

- To ensure pupils make good progress and reach their full potential.
- To ensure pupils exhibit consistently high standards of discipline and behaviour.

6. Relationship with parents and the wider community

- To establish and develop a good relationship with parents and carers encouraging dialogue, co-operation, and partnership.
- To share with the parents and carers information about their child, both through informal discussion and formal reporting processes.

7. Whole School

- Provide a role model for pupils in treating each other with kindness, respect and humility.
- Work with other members of the staff body to support whole-school events such as productions, house events, sports days etc.
- Attend events as deemed necessary by the Headteacher, including but not limited to, three Opening Mornings per academic year.

8. Tutoring & Mentoring

- All teachers are assigned to a form as either a tutor or a co-tutor and are expected to carry out their role as a tutor with as much passion as we expect when delivering their subjects.

9. Professional Development

- Be prepared to attend any course considered of use and interest and be prepared to suggest any of interest for consideration.
- Be aware of evidence-based delvelopments in education and have a drive for continuous improvement.
- Have a self-awareness which allows a continuing cycle of evaluation and adaptation within one's own practice
- To work within the appraisal process of the School, to evaluate performance and take full advantage of training and development available.
- Be open to working with other members of the Great Ballard family.

10. Health & Safety

- To understand the needs of children with specific health problems and support other staff in looking after them.
- To be jointly responsible for always making improvements to the fabric of the school, including but not limited to taking ownership of classrooms, common rooms etc.

11. Staff Meetings & INSET days

- Attend all INSET days and staff meetings both departmental and whole school.





12. Cover & Additional Duties

· Flexibility to teach a other subject if required to support a growing and all-through school.
· At times to cover for other teachers if they are absent.
· To undertake break and lunchtime supervision duties as directed.
· To contribute to the after-school activities programme.
· To attend school events as expected by the Headmaster.
· To embrace the holistic ethos of the school and be ready to contribute to school marketing, Open Days, and key events.

13. Safeguarding Children

· To take on a pastoral role within the school.
· It is the post holder's responsibility for promoting and safeguarding the welfare of children and young persons and to adhere to and comply with the school's Safeguarding Policy at all times.
· Great Ballard is a pupil centered school and we look to employ staff who are dedicated, passionate and ready to nurture.

This job description will be reviewed regularly and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties.

Person Specification

Qualifications:	Essential	Desirable
Good Honours degree	✓	
Qualified Teacher Status		✓
Evidence of further relevant and substantial profession development	✓	
Professional Experience:	**Essential**	**Desirable**
Experience of teaching Secondary classes through to GCSE	✓	
A willingness to teach or work with primary aged pupils	✓	
An inspirational teacher	✓	
A high level of IT literacy		✓
Experience of pastoral leadership (e.g. as form tutor)		✓
Experience of managing change and leading improvement		✓

Good understanding of wellbeing and mental health		✓
Experience of being involved in the life of a busy independent school		✓
Awareness of safeguarding issues, current legislation and good practice	✓	
Awareness of current curriculum developments		✓
Ability to work in a team, establish strong supportive relationships, inspire and motivate others	✓	
Ability to analyse data and use this to inform curriculum and improvement plans		✓
Understanding of successful strategies for meeting the needs of all pupils	✓	
Enthusiasm, drive and a real passion for teaching	✓	
Hunger for new challenges and an open mind	✓	
Flexibility, adaptability, creativity and ability to work under pressure		✓
Commitment to professional development and continuous improvement		✓
Effective organisational skills and ability to prioritise, plan, monitor and evaluate		✓
A good sense of humour	✓	

Terms & Benefits

- Start Date: Negotiable - between 1st January 2027 and 1st September 2027.
- Permanent contract.
- Open and flexible membership of the Great Ballard Group Pension Scheme which includes 3 times life assurance, income protection insurance plus optional salary exchange.
- On-site parking and lunches during term time.
- Generous fee reduction for children.
- Employee Assistance Programme and other wellbeing initiatives in place.





Applications

Interested candidates are invited to contact Jacqui Whall to arrange a confidential discussion about the role: j.whall@greatballard.co.uk or call on 01243 814236.

Candidates should complete the application form electronically and email it to Jacqui Whall together with a brief covering letter addressed to the Head, Mr Matt King, which explains your reasons for applying.
Please email your completed application form and letter (both as PDF files please) to Jacqui Whall, at j.whall@greatballard.co.uk.

Closing date for applications: 12 noon on Monday 4th January 2027
Interviews are provisionally booked for w/c 11th January 2027.

Please note: We reserve the right to close this vacancy early if we receive sufficient applications or identify a suitable candidate. We encourage you to submit your application as soon as possible to avoid disappointment.

Safeguarding Statement

Great Ballard School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and an enhanced DBS clearance.

