Recruitment Profile

Post number	11341
Position title	Teacher of Maths
Grade	Common scale - 0 - 5
Department	People
Location	Berwickshire High School
Salary/Rate of Pay	£36,159 - £54,453 per annum
Hours of work	35
Weeks per year	52
Number of staff responsible for	0
Reports to post number	Principal Teacher of Mathematics
Registration requirements	GTC Scotland
Drivers Licence required	N/A
Contract status	Permanent
Contract end date	
Reason for temporary vacancy	
Disclosure status	PVG Children
Political restrictions	N/A
Role profile number	N/A
Business World post status	Permanent
Work pattern	Mon - Fri normal school hours.
Vacancy number	SBO10584
Closing date	09/12/2026

Role purpose

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To enable all young people to become successful learners, confident individuals, responsible citizens and effective contributors as part of the school team. The postholder will deliver high-quality learning and teaching in Mathematics across the secondary curriculum, developing pupils' numeracy, mathematical reasoning, confidence, problem-solving and ability to apply mathematical knowledge in a range of contexts.

Principal duties and responsibilities

Teach assigned Mathematics classes, together with the associated preparation, correction and evaluation of learning.
Plan and deliver engaging, inclusive and appropriately challenging learning across the Mathematics curriculum.
Develop pupils' numeracy, mathematical reasoning, fluency, data-handling and problem-solving skills.
Use assessment evidence to identify next steps, provide purposeful feedback and plan appropriate support and challenge.
Assess, record and report on pupils' progress, attainment and wider achievement.
Prepare pupils for relevant National Qualifications and other assessments and assist with their administration.
Contribute to coherent curriculum planning, progression, moderation and quality assurance within Mathematics.
Use appropriate approaches and resources to build pupils' confidence, resilience and independence in Mathematics.
Provide advice and guidance to pupils on matters related to their education, learning pathways and next steps.

Promote and safeguard the health, welfare and safety of pupils.
Work in partnership with parents and carers, support staff, colleagues and other professionals.
Undertake appropriate and agreed career-long professional learning.
Participate in school planning, raising achievement, quality improvement and individual review processes.
Contribute towards good order, collegiate working and the wider life and needs of the school.
Undertake other professional duties as directed by the Headteacher, having reasonable regard to overall teacher workload and national and local conditions of service.

Person specification		
Criteria	**Essential**	**Desirable**
Education, qualifications and training	• An appropriate teaching qualification in Mathematics. • Full registration with the General Teaching Council for Scotland in Mathematics, or provisional registration where the probationary period has not yet been completed.	• Postgraduate qualification or additional professional learning relevant to Mathematics, Numeracy or education. • Professional learning in assessment, inclusive practice, digital learning or approaches to improving attainment in Mathematics.
Skills, knowledge and competences	• A thorough knowledge and understanding of the secondary Mathematics curriculum. • A thorough knowledge and understanding of Curriculum for Excellence. • Secure subject knowledge and the ability to deliver high-quality Mathematics learning across assigned stages and courses. • Ability to develop numeracy, mathematical reasoning, fluency, data literacy and problem-solving. • Ability to plan coherent learning with clear progression, appropriate differentiation and effective assessment. • Understanding of, and willingness to adopt, inclusive and evidence-informed teaching approaches. • Ability to motivate learners, build confidence and maintain high expectations. • Ability to use assessment information to support progress, attainment and responsive intervention. • Ability to use digital technology appropriately to enhance explanation, practice, modelling and feedback. • Ability to work co-operatively as part of the Mathematics team and	• Knowledge of current developments in Mathematics and Numeracy education. • Knowledge of a range of National Qualification courses in Mathematics. • Experience or knowledge of approaches to closing attainment gaps and improving learner confidence in Mathematics. • Ability to contribute to supported study, numeracy development or wider-achievement opportunities.

	contribute to moderation and curriculum development. • Good organisational, planning and communication skills. • Commitment to the pastoral welfare of pupils and to equality, inclusion and safeguarding. • Understanding of the wider and cross-curricular work of the school.	
Experience	• Experience of working successfully with young people. • Evidence of the ability to motivate pupils to engage, persevere and make progress in Mathematics. • Experience gained through teaching practice, probation or qualified teaching appropriate to the applicant's career stage.	• Experience of teaching Mathematics across a range of secondary stages. • Experience of preparing pupils for National Qualifications in Mathematics. • Involvement in Mathematics or Numeracy curriculum development. • Experience of moderation, tracking progress or using assessment evidence to plan interventions. • Experience of supported study, enrichment, competitions or wider-achievement activities in Mathematics.
Other	• Professional commitment and reliability. • Commitment and enthusiasm for Mathematics and improving outcomes for young people. • A genuine interest in pupils' education, wellbeing and achievement. • Ability to communicate effectively, both orally and in writing. • Commitment to career-long professional learning and ongoing subject knowledge development. • Commitment to equality, inclusion, safeguarding and respectful relationships. • Willingness to work flexibly and collegiately within the Mathematics team.	• Interest in developing Mathematics courses, curricular pathways and approaches to Numeracy. • A clear commitment to education beyond the classroom and willingness to contribute to the wider life of the school. • Willingness to contribute to clubs, competitions, supported study or enrichment opportunities. • Interest in partnerships with primary schools, colleges, universities or employers.

Driving Licence - Where it is an essential requirement for this post to hold a current driving licence. Note: If you have a disability which precludes you from holding a drivers licence, Scottish Borders Council will take into account its responsibility to make reasonable adjustments to allow for your disability. Should it be possible to make such an adjustment in order that you can undertake the travel responsibilities of the post, this will be taken into account in consideration for this role.

HEALTH & SAFETY STATEMENTS

Must take reasonable care for the health and safety of themselves, other employees and anyone else who may be affected by their work activities carried out. Employees shall work in accordance with policies, procedures, information, instructions, and / or training received.

Recruitment Profile

This profile is indicative of the nature and level of responsibility associated with the post. It is not exhaustive and the post holder may be required to undertake such other duties as may be required by the Workforce Planning & Development Manager to meet the needs and responsibilities of the Service and the Council.

Equality – Ensure that all work and outputs comply with and promotes equal opportunities and diversity.

Supervisory or Managerial posts only - Ensure that HR systems are in place for reporting management information and making recommendations for any corrective action necessary.

Equal Opportunities - Scottish Borders Council is committed to improving the diversity of its workforce to better reflect the communities we serve. We welcome applications from all minority groups and individuals who identify with one or more of the protected characteristics as defined by the Equality Act 2010. In particular from candidates who assess themselves as having a disability, under the Disability Confident Employer scheme this guarantees an interview to those individuals who meet the essential criteria of the post. All appointments will be made on merit.

Digital Innovation & Solution Focused Statement
Scottish Borders Council is committed to excellence and continuous improvement through the transformative power of digital solutions reinforcing our commitment to excellence, sustainability, enhancing our work practices and enriching our support to the community. As digital innovation evolves, our organisation is dedicated to integrating these advancements in a manner that aligns with our core values and strategic objectives.
All roles across the Council will actively seek and implement the latest digital solutions and technologies that can improve efficiency, productivity, and the quality of our services. Training will be provided, to ensure staff are proficient in utilising new technologies, fostering a culture of continuous learning and adaptability.

Please note priority will be given to staff on the deployment/redeployment list who meet the essential criteria of the post.

Please note that applicants who have received early retirement/voluntary severance from Scottish Borders Council will not be considered.

TEMPORARY POSTS
If at a later date a temporary post becomes permanent, it will be at the discretion of the Department's management team to confirm the post holder as permanent without readvertising.

PRE EMPLOYMENT CHECKS
Essential

- Confirmation of Right to Work in the UK **- (All posts)**
- Level 1/Level 2/PVG Registration Disclosure Check - ***(PVG/Disclosure posts only)***
- References - ***(All posts***)
- Confirmation of qualifications required to meet the essential criteria on the person specification **- (All posts)**

Right to Work in the UK - To ensure that you are eligible to work in the UK, we will require the following documentation:

- A Passport showing you are a British/Irish Citizen.

  OR

- A British Birth/Adoption Certificate along with an official document containing your name and permanent National Insurance number

For all other nationalities

- Settled status code

  OR

- Immigration status document, for further information visit Apply to the EU Settlement Scheme (settled and pre-settled status) - GOV.UK (www.gov.uk)

Please note that a Short Birth Certificate and a Driving Licence are not sufficient to show your entitlement to work in the UK.

OTHER DETAILS
Disclosure/PVG Registration

Under the Rehabilitation of Offenders (Exclusion and Exceptions) (Scotland) Order 2003 to the 1974 Rehabilitation of Offenders Act (ROA) Scottish Borders Council are entitled to ask "exempted questions" that require applicants for certain positions to reveal their full criminal history.

This means that all details of criminal convictions, whether they are spent or not, must be disclosed to help the recruiting manager assess the person's suitability for a position of trust.

Disclosure

These "excepted professions" are set out in the Exceptions Order and include:

- certain professions in areas such as health, pharmacy and the law;
- senior managers in banking and financial services;

PVG Registration

Certain posts are considered Regulated Work with Vulnerable Children and/or Protected Adults, under the Protection of Vulnerable Groups (Scotland) Act 2007. Preferred candidates will be required to join the PVG Scheme or undergo a PVG Scheme update check prior to a formal offer of employment being made by Scottish Borders Council.

PVG/Disclosure Process

After the application is processed you will receive an email with a secure link to view the disclosure. You must share this with us to progress the recruitment process.

Teacher Posts in Catholic Schools

Certain posts are in a denominational school therefore candidates must seek Catholic Church approval when submitting their application for these posts. You should apply for RC Church approval at the same time as submitting your application form. Guidance and the relevant forms can be obtained at www.sces.uk.com/approval.html.

Political Restrictions

Certain posts within Scottish Borders Council will be deemed Politically Restricted. If you are appointed to such a post the Local Government Officers' (Political Restrictions) Regulations 1990 provide that your terms and conditions of employment are deemed to incorporate additional provisions set out in the Schedule to the Regulations, a copy of which can be obtained from HR. Full details of restrictions will be provided in your application pack if you are applying for a Politically Restricted post.

**** From 1 April 2026 a Scottish Local Government Living Wage Rate of £13.52 per hour has been agreed. All employees recruited on a salary/wage less than the SLGLW rate shall receive a payment additional to their salary/wage in order that they are paid at the rate of £13.52 per hour. The additional payment shall count as pensionable earnings and be subject to deduction of tax, national insurance and pension where appropriate.