

# gateways

because there's more  
than one way to be educated



## Recruitment pack

### Maths Teacher

(Freelance Position)



...a place of healing where every student is respected, recognised and accepted, so they have an equal opportunity to become who they deserve to be.

# About Gateways

Gateways is an alternative education provider that exists to support the countless young people today, between the ages of 14-25, who are or have struggled to remain in mainstream education due to social, emotional, mental health challenges.

We believe that every young person should have the same opportunity to progress and thrive, regardless of the challenges they face. Gateways delivers a broad curriculum, academic and vocational, that caters for the interests, abilities and specific needs of each young person that attends. We aim to prepare them for a life beyond education.



1.7m

young people persistently missed school in 2024... an alarming

800,000

increase since pre-pandemic

## What has been achieved over the last year

The Gateways programme launched in 2014 and is the only provider of its kind in the UK Jewish community, enhancing the lives of over 700 vulnerable, young people to date.

125 admission enquiries

were received last year from distressed parents, carers and refereeing organisations.



23 partnerships with referring organisations, schools, local authorities and other charities too.



76 students

all of whom had previously been persistently absent from school, have attended weekly lessons in our new purpose built home in Hendon.



636 therapy hours were delivered in, including art therapy, set in purposefully designed rooms



12 subjects

on offer, including Maths, English, Science, Life Skills, Hair and Beauty, Cooking, Gym Instruction, Art and IT.



91% average attendance rate compared to a prior mainstream schools average of 34%



15 students graduated from Gateways in July 2024, starting careers, apprenticeships and moving onto further education.

100% pass-rate seen in August 2024 for all vocational qualifications taken

91% pass-rate seen in August 2024 for GCSEs and Functional Skill Certificates





# A message from Laurence Field

## Founder & CEO

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When I founded Gateways in 2014, I never anticipated the profound impact it would have on so many lives. Over the years, I have been continually inspired by the resilience and determination of our students as they overcome challenges to receive the education they truly deserve.

It is this powerful impact that drives me to expand Gateways further. I am more committed than ever to ensuring that we can reach and support anyone in need, helping them lead fulfilling and productive lives. With the increasing demand for our services, we are keen to continue to grow and develop our service to help even more young people.

For Gateways to continue to thrive and flourish, we need the support of a dedicated and passionate team. That's why we are seeking someone special for the role of Maths Teacher. Your contribution will be pivotal in shaping the future of Gateways.

Thank you for considering making an application for the role of Maths Teacher.

Laurence

Laurence

CEO, Gateways



# Maths Teacher (Freelance Position) Job description

<b>JOB TITLE:</b>	Maths Teacher (Freelance Position)
<b>SALARY:</b>	£43-45ph
<b>CONTRACT:</b>	Fixed-term, Spring Term 2025 (with potential to extend into a long-term or permanent role)
<b>RESPONSIBLE TO:</b>	Head of Teaching and Learning
<b>LOCATION:</b>	Gateways, Hendon, NW4

## About Gateways

Gateways is an alternative education provider, a registered charity, located in the London Borough of Barnet, dedicated to supporting young people aged 14-25 who struggle to remain in mainstream education due to Social, Emotional and Mental Health (SEMH) needs. Our students often face challenges such as anxiety, depression, eating disorders, trauma, and serious medical issues. As demand for our services continues to grow, we seek to expand our provision to better serve the Jewish community and beyond.

## Purpose of the Role

The Maths Teacher will deliver high-quality, engaging, and creative teaching to support students in developing their mathematical skills and confidence. This is a one-term fixed contract role, covering for a regular Maths teacher on sabbatical. The post holder will teach Functional Skills and GCSE Maths in both 1:1 and small group (2:1) settings, ensuring personalised learning that meets individual needs. The role requires a teacher who can think outside the box, bring innovative approaches to lessons, and create a supportive, inspiring learning environment that helps students achieve their full potential.

### Teaching slots:

Wednesday 10:00 - 11:00  
Wednesday 11:00 - 12:00  
Wednesday 12:00 - 13:00  
Wednesday 15:30 - 16:30  
Thursday 11:00 - 11:30  
Thursday 11:30 - 12:30  
Thursday 14:30 - 15:30

## Key Responsibilities

### Planning and Preparation

- Plan and prepare lessons in order to deliver engaging, informative and participative lessons, ensuring effective breadth and balance is delivered
- Design and implement an individualised learning programme for each student
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Identify clear teaching objectives and learning outcomes for each student, with clear expectations, appropriate challenge and a sense of achievement
- Identify & adopt the most effective approaches for students with a variety of different needs

### Teaching and Learning

- Deliver lessons face-to-face and online
- Prepare students for sitting exams in either GCSE Maths, Functional Skills or Entry Level qualifications
- Support the learning of Mathematics in a way which re-engages learners, taking into account their own interests
- Design and implement an individualised learning programme for each student
- Set up and maintain organised coherent academic plans
- Work with the exams officer to ensure students are registered for the appropriate qualifications
- Work with SENCO to ensure lessons are appropriate for the ability of each student.
- Act as a 'listener' and mentor where appropriate
- Consult with the head of pastoral care regularly, discussing any safeguarding concerns that arise and acting on any agreed decisions
- Be flexible and responsive to the demands of the environment, including unpredictable events, deadlines, and frequent interruptions
- Be able to teach at all levels including Entry level, Functional skills & GCSE

### Additional Information

- You will be required to attend a termly staff meeting (paid) and a once-a-year parents evening (paid)

## Person Specification

### Qualifications required for the role:

- Degree level education, with QTS
- Experienced teacher with mathematics specialism preferred
- Satisfactory enhanced Disclosure & Barring Service (DBS) clearance.

### Skills/knowledge:

- Good understanding of the educational needs of children who may have mental health problems (e.g. anxiety, depression, PTSD), school-related anxieties or refusal, SEN, extremely low academic confidence and self-esteem, and to adjust teaching strategies to meet individual student needs
- Effective and empathetic student support skills
- Good written and verbal communication skills

### Qualities:

- Innovative and creative
- Ability to show initiative
- Resilient

### Experience:

- Teaching small groups or one-to-one experience preferred
- Previous employment teaching students who have experienced trauma or mental health difficulties preferred

This job description is not exhaustive and is intended to provide a general overview of the responsibilities associated with the role. The post holder may be required to undertake additional duties and responsibilities that are consistent with the position and its overall purpose, as determined by the organisation.

### Safeguarding Statement

Gateways is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS check will be required for the successful candidate.

## How to apply

To apply, please click [here](#).

For any further questions about this role, please contact **Laurence Field** at [laurence@gateways.org.uk](mailto:laurence@gateways.org.uk)

Deadline for applications: Monday 3rd November

Interviews will take place: Week of 10th November

All Candidates invited to interview will be required to bring the following documentation:

- An original identification document (e.g. passport or driving license)
- If applicable, proof of eligibility to work/reside in the UK

### Gateways Edgeworth Close London NW4 4HJ

T: 020 8183 0164 E: [info@gateways.org.uk](mailto:info@gateways.org.uk) [www.gateways.org.uk](http://www.gateways.org.uk)

**CEO & Founder:** Laurence Field **Head Teacher:** Sasha Sharpe

**Trustees:** Ruth Green (Chair), Julia Alberga, Nicki Cohen, Dr. Andrew Hope, Mark Hurst, Sam Sanders, Aviva Steinberg

**Honorary President:** Prof. David S Latchman CBE