



Secondary Teacher of Maths (and more)

Educator at The Haven Online School

Remote (UK based) · Full-time, term time only · Start: January 2027

Key facts	
Salary	£36,000 to £39,000 a year, depending on experience
Contract	Full-time, term time only, with pension scheme
Location	Remote. You must live and work in the UK
Reports to	Head of School
Closing date	Monday 12 October 2026
Interviews	Week beginning Monday 19 October 2026, online

About The Haven

The Haven is a neuroaffirmative, trauma informed online school for neurodivergent girls and non-binary young people aged 11 to 17. Our learners have not been able to attend mainstream school, often because of anxiety, sensory needs or adjustments that were never made. We offer them safety, structure and belonging, then build learning from there.

We are a not for profit provision and part of the Autistic Girls Network charity. We are working towards accreditation under the Department for Education Online Education Accreditation Scheme.

We call our teaching staff Educators and our young people learners. You will see both terms below.

The role

We are looking for a qualified Maths teacher to join our team of Educators. You will teach Maths to iGCSE, and you may also lead sessions in other areas that interest you, such as Media Studies, Marine Science, History or Geography.

At The Haven, connection comes before curriculum. Your first job is to build a calm, predictable online classroom where learners feel safe enough to try, get things wrong and try again. Your second is to teach Maths well enough that they make real progress towards qualifications.

What the classroom is like

Please read this section before you apply. It is the part of the job that most surprises people.

Cameras off, chat only

Most of our learners keep their cameras and microphones off and take part through the chat. This is an adjustment, not a problem to fix. You will not see faces or hear voices in most lessons.

We need Educators who can teach well in those conditions: who can read engagement from typed responses, check understanding without putting anyone on the spot, and treat a quiet lesson as a normal one.

Your week

	What to expect
Group size	6 to 8 learners in academic lessons. No more than 12 in non-academic sessions.
Live teaching	17 to 20 sessions a week. A typical day has four taught sessions.
Mentoring	You mentor up to 8 learners and lead a 20-minute Mentor Circle on two mornings a week.
Clubs	You run one club a week, built around something you enjoy.
Fridays	Learners have Personal Planning Friday. This gives every Educator protected time for planning and professional development.

	What to expect
Qualifications	iGCSE Maths and AQA Unit Awards. Learners sit their exams remotely.

What you will do

Teaching and learning

- Teach live online Maths lessons to Key Stage 3 and iGCSE, with pacing and language that keep learners regulated and able to think.
- Adapt lessons as they happen in response to learners' sensory and emotional needs.
- Lead sessions beyond Maths, including one weekly club.
- Use Google Classroom, online whiteboards and digital resources to build portfolios of learning.
- Assess learners' work and use what you find to plan what comes next.

Relationships and mentoring

- Be the main point of contact for your mentees and their families, and mentor learners 1:1.
- Work with the SENCO and Head to put each learner's Education, Health and Care Plan into practice through reasonable adjustments.
- Take part in our termly curriculum review, where we use learner voice and engagement data to decide what to change.

Safeguarding

- Promote and safeguard the welfare of every learner you work with.
- Follow The Haven's safeguarding and child protection policy and report any concern to the Designated Safeguarding Lead without delay.
- Complete safeguarding and online safety training and keep it up to date.

Research

- Contribute to our internal research on how neurodivergent learners engage in online spaces.

What we offer

- Fully remote working.
- Small groups, so you know every learner you teach.
- Term time only working.
- A pension scheme.
- Planning, professional development and supervision built into the timetable, not added on top of it.
- A structured induction.
- A charity employer that understands workplace balance.

Person specification

Essential

- Qualified Teacher Status (QTS) and the right to work in the UK.
- Specialism in Maths, with experience of teaching Maths to GCSE or iGCSE.
- Experience of teaching at secondary level (Key Stages 3 and 4).
- Experience of teaching neurodivergent learners, including autistic learners, learners with ADHD and learners with a demand avoidant profile.
- Understanding of how autism presents in girls and non-binary young people: masking, late or missed identification, autistic burnout and anxiety-based barriers to attending school.
- The skill to engage learners who have cameras off and communicate through chat.
- Experience of teaching live online lessons.
- Confident use of Google Workspace, Google Classroom and Google Meet, including chat moderation, breakout rooms and accessibility features.
- Accessible resource design: captions, alt text and dyslexia friendly formatting.
- Commitment to safeguarding and knowledge of Keeping Children Safe in Education 2026.
- The willingness and ability to teach beyond your specialism with accuracy.
- Clear professional boundaries and a calm, steady presence in the classroom.

Desirable

- Experience of teaching the iGCSE Maths specification.
- Experience in alternative provision or with learners educated other than at school.
- Experience of mentoring neurodivergent young people.
- Experience of portfolio based assessment, such as AQA Unit Awards.

How to apply

1. Complete The Haven Safer Recruitment Application Form:
<https://forms.gle/TvMQmgbiiKSF3QAs8>. We cannot accept a CV on its own, although you are welcome to send one with your form.
2. Include a response that answers this question (no more than 500 words): *A learner in your Maths group has not attended, spoken or typed for three sessions. What do you do, and why?*
3. Send your application by Monday 12 October 2026.

We will hold online interviews in the week beginning Monday 19 October 2026. If we shortlist you, we will ask you to prepare a short example of online teaching. We will send the brief with your invitation, so there is nothing to record now.

For an informal conversation about the role, contact Kirsten Roy, Head of School:

kirsten.roy@thehavenonline.co.uk

Neurodivergent applicants

We welcome applications from neurodivergent people. We send interview questions to every shortlisted candidate in advance. Tell us about any other adjustment that would help you, at any stage, and we will put it in place.

Safeguarding and safer recruitment

The Haven is committed to safeguarding and promoting the welfare of children and young people, and we expect all staff to share this commitment. Read our Child Protection and Safeguarding Policy here:

<https://policies.thehavenonline.school/policies/safeguarding/Child-Protection-and-Safe-guarding-Policy-v01.26>

This post involves regulated activity with children. It is exempt from the Rehabilitation of Offenders Act 1974, so you must declare spent and unspent convictions and cautions that are not protected. It is an offence to apply for this role if you are barred from working with children.

Before any appointment we will complete:

- an enhanced DBS check with children's barred list
- a prohibition from teaching check
- checks of identity, right to work in the UK, qualifications and medical fitness
- overseas checks if you have lived or worked outside the UK
- at least two references, which we take up before appointment
- an online search for shortlisted candidates, as Keeping Children Safe in Education sets out

Because you will work from home, you will need a private space for live sessions where nobody else can see or hear learners.