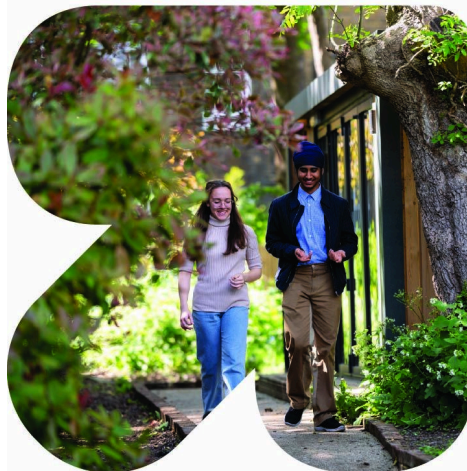


Teacher of Mathematics





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About RIC

Founded in 1984, Rochester Independent College in Kent is a day and boarding school offering a distinctive alternative to both traditional independent education and the highly selective grammar schools. RIC aims to give students an enjoyable and successful experience of schools in an international, creative and inclusive environment with small classes and high-quality teaching and pastoral care.

Classes are small. On average there are 8 students in each group with a maximum of 12. As well as a full secondary education from year 7 to sixth form, the College specialises in intensive one year A level and GCSE courses. We also have a good track record of excellent results on retake A level and GCSE courses for students aiming at competitive university courses including Medicine, Law, Veterinary Science and Dentistry.

Overview of the Job

We are seeking an enthusiastic and dynamic Mathematics Teacher to play an active role within our collaborative department. Working as part of a supportive team, the post holder will inspire students across Key Stage 3 and 4, guiding them through to GCSE success. The ability to teach A Level and Further Mathematics is desirable although your teaching will be mainly focused in the key stages mentioned. We pride ourselves on being a highly collaborative team and warmly welcome applications from candidates seeking either a full-time or part-time role.

Beyond the classroom, you will contribute to the wider life of the college by supporting our extra-curricular programme. For a candidate with the right experience, there is also the opportunity to take on the additional responsibility of Head of Lower School Maths (KS3 & KS4).

The post holder will be directly responsible to the Head of Department.



General responsibilities include

- carry out teaching duties in line with the professional standards of the College and the teaching profession;
- be committed to the safeguarding and promoting of students' welfare;
- read and adhere to the policies of the College as expressed, for instance, in its handbook with regard to induction, health and safety, staff conduct, equality and child protection;
- take responsibility for own professional development including subject specific inset days and participate in staff training when provided by the College;
- attend various staff meetings such as departmental meetings;
- undertake pastoral and other duties to include form tutoring and duty cover;
- undertake professional duties such as planning, invigilation and any other duties which may be assigned to You;
- to participate in extracurricular activities as deemed necessary by the College; this may include running a club or other extra curricular activity for our boarding community one weekday evening
- teach up to 32 hours per week contact time in accordance with departmental schemes of work;
- plan and deliver the curriculum throughout the college as directed by the Head of Department;
- work in collaboration with the College's programme of support for students with specific learning needs or difficulties;
- take account of students' prior level of achievement and use this to set targets for future attainment;
- set work for students' absent from class for health or disciplinary reasons;
- cover lessons for absent colleagues as required;
- uphold and maintain effective systems of communication regarding student progress and discipline;
- set high expectations for student behaviour by establishing a purposeful working atmosphere in lessons;
- set appropriate and demanding expectations for student learning, motivation and presentation of work;
- maintain notes and plans of lessons undertaken and records of student work;
- mark, monitor and return work within a reasonable and agreed time span providing constructive oral and written feedback and clear targets for future learning;
- complete high quality, formal reports to parents in line with policy and as specified in the published College calendar;
- to follow at all times the NEU teacher code of conduct with particular regard to professional behaviour and language in dealing with students



Person Specification

- educated to at least undergraduate degree level
- experience of teaching key stage 3 and key stage 4
- experience of teaching A level Mathematics (desirable)
- experience of teaching Further Mathematics (desirable)

Salary & Additional Benefits

- Salary: £29,000 to £44,290 per annum FTE, depending on experience and qualifications
- Stipend available for the additional responsibility of Head of Lower School Mathematics (if applicable)
- Free breakfasts and lunches on workdays during term time
- Free access to 24/7 Employee Assistance Programme
- Auto enrolment into the SMART pension scheme
- College community social events including theatre trips, quiz nights and parties
- Private healthcare
- Income protection after 24 months' service
- Access to company Cycle to Work scheme

Further Information

Dukes Education

Rochester Independent College is part of Dukes Education and offers a range of group wide professional development opportunities including subject groups, membership of The Dukes Hub and the Dukes Leadership in Education Programme. Several of our staff work group wide as subject champions. RIC was awarded Dukes Education Setting of the Year in 2025.

Safer Recruitment:

Rochester Independent College is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including references from previous employers, and a Disclosure and Barring Service check at the enhanced level and compliance with Section 15-25 of the Immigration, Asylum and Nationality Act 2006 (eligibility to work in the UK).



Being You @ RIC:

Our students come from a diverse range of backgrounds and cultures and so do we. We want our staff to find a home at RIC and aim to give them the freedom to be themselves at work. We want our community to be an inclusive one where there are meaningful levels of representation across all parts of the College. A commitment to inclusivity is at the heart of RIC's development planning. All qualified applicants will receive consideration for employment at RIC.

Sustainability @ RIC

The successful candidate will demonstrate a commitment to acting sustainably and regeneratively in their role. This includes avoiding environmental harm wherever possible, mitigating any unavoidable impacts, and actively contributing to the restoration of nature. They will routinely consider both visible and less obvious environmental impacts when making decisions, supporting the College's progress towards its Net Zero Strategy.

Other Information

In order to facilitate your application the following information is included alongside this Job Description.

Interviews will be conducted in person, and they will explore candidates' suitability to work with children.

The college reserves the right to interview and appoint a suitable candidate before the closing date of the advertised post.

Application Process

Applications must be made using the Rochester Independent College application form, which is available to download from the [RIC Vacancies](#) page of our website.

Completed applications must be sent to Caroline Dutton, HR & Compliance Director; caroline.dutton@rochester-college.org.uk or by post to:

Caroline Dutton, Director of HR and Compliance

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