



Director of Learning - Mathematics
Required January 2027
Salary L8 - L12 Fringe - dependent on experience
Information for Candidates



Welcome

Thank you for your interest in working at DSTC. We are committed to our vision to *educate and empower citizens of the future* and we welcome applications from outstanding, passionate and dedicated practitioners who would like to make a difference and contribute positively to leading our school.

We are proud to be a popular and oversubscribed stand alone Foundation school working with the Co-operative Trust. Consequently we embrace the Trust ethos of self-help, self-responsibility, democracy, equity, equality and solidarity. We are the only non-selective girls' school in Dartford which makes us unique. Despite the competitive environment of the selective system, many of our students have passed the Kent selection test and thrive in our ambitious, developmental and safe environment: regardless of their starting point, all students have the opportunity to flourish.

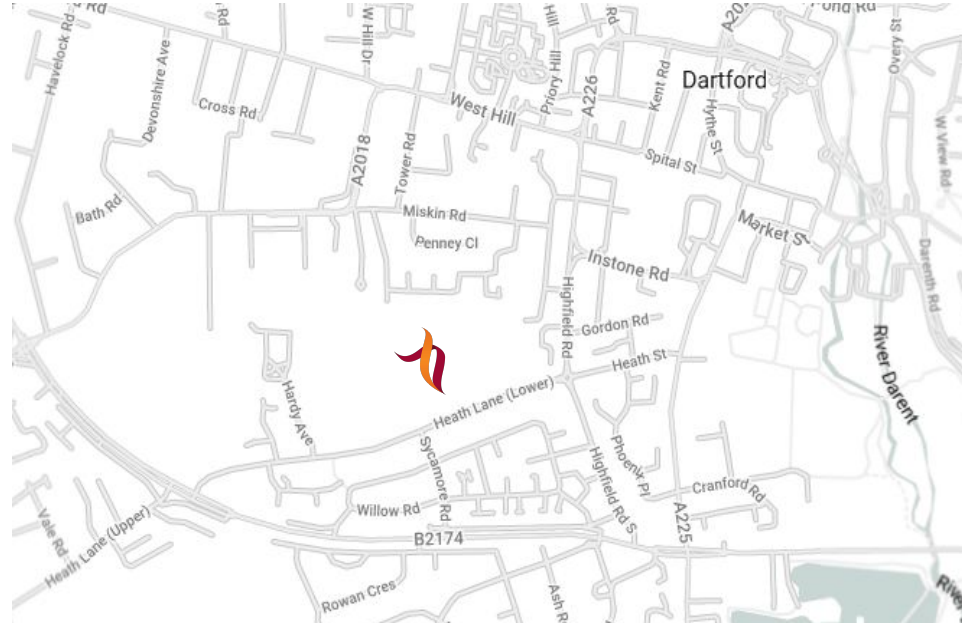
It is an exciting time in our journey and the successful applicant will have the opportunity to drive meaningful change. We have a culture of high quality teaching underpinned by a belief that all lessons should challenge, support and inspire students to be intellectually curious and develop a lifelong passion for learning. We are aspirational for our students and promote engagement in learning across the school and teachers enjoy being able to teach in an environment which prioritises this.

If you have any further questions or would like to visit the school in advance of an application, please don't hesitate to contact the school. Applications will be considered as they are received but must be submitted by noon on Tuesday 22 September 2026. Finally, thank you for taking an interest in the Director of Learning Mathematics role. I hope you will decide to apply and look forward to meeting you.

Joanne Sangster
Principal

Our School

Dartford Science and Technology College is the only non-selective girls' school in Dartford with a coeducational Sixth Form. DSTC is committed to opportunities and experiences which promote Science, Technology, Engineering and Maths. In addition, we have a strong commitment to sustainability. DSTC encourages academic ambition and character development to inspire a love of learning, lifelong passions and intellectual curiosity. We are proud to challenge gender stereotypes and develop our students to ensure they have a life of choices ahead of them. Our school has exceptional facilities all of which ensure that students have a happy, safe and successful seven year journey with us.



The Role

The candidate successfully appointed to the role will be an excellent practitioner with a proven track record of success and ambition, you will build rapport with our students from the get-go and engage them in the subject as well as leading and inspiring an established and successful team of professionals.

We are keen to hear from you if:

- You are passionate about your subject.
- You have the ability and drive to make a positive impact on students' progress and outcomes.
- You have the drive to transform our learning and are dedicated to raising standards even further for all students.
- Align with the school values and the ethos of the Co-operative Trust
- Be research led in developing initiatives that will secure high quality inclusive teaching across all Key Stages and year groups taught

The successful candidate will demonstrate excellent subject knowledge, enthusiasm for improving student outcomes and will enjoy being part of a team that works towards a common goal. We offer Maths GCSE, Further Maths GCSE (for our most able mathematicians) and A Level Maths.

Ofsted said "Pupils' behaviour is exemplary. Pupils understand the high expectations staff have for their conduct."



Why work at DSTC?

As a non-selective girls' school with a co-educational sixth form we are proud of the ways we promote girls' ambitions, aspirations and achievements. Our partnership with the Co-operative Trust is central to our work in promoting women and girls in the fields of Science, Technology, Engineering and Maths (STEM) past, present and future. The ethos of the Co-operative Trust aligns with our own vision and values. Concepts of solidarity, equality, equity, democracy, self help and self responsibility further promote our core purpose of educating and empowering citizens of the future. DSTC is a small school which gives us the unique advantage of being able to build strong and personalised relationships with our young people and their families.

Ambition is cultivated in every classroom as teachers engage students in their learning providing equal and appropriate levels of support and challenge through our 'Thinking Hard' strategy. We are a fully inclusive school ensuring all students are able to actively engage in their learning, see the importance of education and find their lifelong passions and interests. Our sense of social justice is strong and teaches our young people to challenge stereotypical and prejudicial views to strive for an equitable society for all. As a community we aim to remove the barriers students may face based on their gender and other protected characteristics that may intersect with gender. In doing this our ambition is to create a fully inclusive school where these qualities are actively promoted and allow students to make a difference in their community and their lives.

Diversity & Inclusion

We are a diverse and inclusive community fully aware of our responsibility to serve and celebrate our diverse community. We are committed to closing academic gaps in learning which may be present due to systemic disadvantage and actively promote extracurricular activities to develop our students holistically. We are committed to ensuring our recruitment process encourages applications from a wide range of prospective candidates and seek to appoint diverse thinkers.

Benefits

- A committed team of staff who are dedicated to making a difference in the lives of the young people they have privilege of working with
- A rarely cover policy with every teacher given an extra hour of time should we need to ask teachers to cover
- Professional development opportunities with support for external qualifications
- A flexible off site PPA policy
- A focus on workload, work life balance and wellbeing
- A strong staff and student voice to inform policies
- No graded lesson observations
- Feedback Policy encourages a range of feedback strategies that support managing marking load
- Free, secure on site parking with free EV charging points
- Kent Reward Scheme
- Use of the school gym
- Two-week October half term
- Five INSET days a year, partly flexible to facilitate working from home



KEY DUTIES & RESPONSIBILITIES:

Job Description & Person Specification

Post holder reports to: Assistant Vice Principal

Director of Learning Maths Role and Responsibilities

Strategic Leadership

- To be responsible for results within your faculty.
- To translate the vision and priorities of the College into relevant Subject Development Plans which are reviewed regularly.
- To develop an aspirational vision, ethos and culture of achievement across the faculty.
- To lead by example and be an inspirational and motivational role model for staff and students.
- To support the development of staff in all aspects of their role, including contributing to Continuing Professional Development (CPD) and delivering CPD as appropriate.
- To demonstrate and share enthusiasm for the subjects you lead.
- To continually improve educational standards in your faculty.
- To monitor and evaluate curriculum, teaching and learning and progress data for your faculty.
- To update your line manager and the Principal regarding innovation in subject areas that you lead.
- To keep up-to-date with curriculum and pedagogical development within the faculty area.
- To effectively and efficiently manage relevant subject budgets to ensure best value for money.
- To promote appropriate visits and trips within your faculty area that support learning.
- To be available throughout all Parents' Evenings to support staff in your faculty and to address any issues as they arise.
- To take on any additional responsibilities which might, from time to time, be reasonably determined.
- To line manage and direct the work of any TLR holders within your faculty, including any Subject Leaders.

Achievement and Standards

- To be responsible for raising attainment and progress in your faculty area.
- To quality assure data within your faculty area and ensure that it is used to improve the progress of every student.
- To complete an analysis of attainment and progress data each term for all year groups.
- To ensure that all faculty staff follow the College Marking Policy in order to maximise progress.
- To ensure that appropriate procedures are in place to moderate teacher assessments and student work.
- To recognise and reward students who are making good progress through the DSTC Star reward system.
- To work alongside the Raising Standards Leaders to plan, monitor and evaluate interventions for students who are underachieving.
- To support College strategies to ensure high standards of behaviour within lessons and around the College, offering support to colleagues where needed.
- To produce an exit timetable for each lesson in a week to allow other members of the faculty to support with W2.

Job Description & Person Specification

Teaching and Learning

- To be responsible for the planning, monitoring and evaluation of learning within the subject you lead eg lesson observations, learning walks, student voice and work scrutiny.
- To be responsible for the level of challenge in lessons and across your faculty in order that all students make at least expected progress.
- To ensure that all staff across the faculty are providing personalised strategies and differentiated tasks in lessons and are using adaptive teaching in order that all students make at least expected progress.
- To ensure that faculty training supports the learning priorities within the faculty.
- To ensure that cover work set by absent staff is appropriate.
- To effectively manage resources across your faculty area.
- To collaborate with other professionals and agencies to improve outcomes within your faculty area.
- To be responsible for the physical environment including displays in classrooms and corridors within your faculty area.
- To ensure that appropriate homework is set and assessed within your faculty area.
- To ensure that a bank of cover work exists for times when staff are unable to set work.

Curriculum

- To be responsible for the overview and co-ordination of all assessment, moderation, recording and reporting in your faculty area.
- To ensure that curriculum plans for all key stages are differentiated to meet the needs of all learners.
- To ensure that for each subject you lead there is a clear intent of how the subject curriculum reflects and promotes the values of the wider integrated curriculum at DSTC.
- To regularly review schemes of learning to ensure that they are relevant and up-to-date.
- To ensure that curriculum plans take into account students' Social, Moral, Spiritual and Cultural development.
- To embed the Co-operative and British Values into the curriculum.
- To liaise with the Examinations Officer to ensure that accurate, timely and appropriate entries for all public examinations are made.
- To prepare information and guidance materials to help families support their child's learning.

Leading and Managing Staff

- To be responsible for the day-to-day management of staff within your faculty area.
- To promote teamwork and motivate staff to ensure effective working relationships.
- To challenge underperformance and support staff as appropriate.
- To set agendas and chair meetings within your faculty area.
- To be proactive in the recruitment of new staff and to participate in the interview process.
- To support the induction of new staff within your faculty area.
- To participate in the support of trainee teachers within your faculty area.
- To be responsible for the Performance Management of the staff within your faculty as allocated.

General Responsibilities

- To actively embrace and role model the school's vision and values.
- Contribute to the operational management of the school and be proactive in supporting an ethos that recognises and celebrates success and promotes high expectations and aspirations.
- Contribute to the effective management of the school through the implementation of school policies and the code of conduct.
- Be a visible presence around the school.
- Attend all meetings and parent meetings relevant to the post.
- Other duties as the Principal may reasonably require.

Equality, Diversity, Social Justice & Anti-racism

We are committed to and champion equality, diversity, social justice, and anti-racism in all aspects of employment within the school. All employees are expected to understand and actively promote these principles in every aspect of their work in and out of school.



Person Specification

	Essential	Desirable
Qualifications	QTS (secondary) Good honours degree level qualification	Accredited or certified further CPD (Continuous Professional Development)
Experience	Experience of delivering a mastery curriculum. Understanding of current theory and practice of effective teaching and learning. Experience of delivering extra curricular opportunities Relevant experience/training in teaching at all Key Stages and confidence in delivering the curriculum. Experience of teaching Key Stage 5.	
Professional Development	Up to date knowledge, understanding and implementation of current research Secure subject knowledge to support high quality teaching and learning	Evidence of further professional development
Knowledge & Skills	Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice Knowledge of the National Curriculum and exam specifications Experience as a form tutor and/or other pastoral role Knowledge of strategies that can be used effectively at Key Stages 3, 4 and 5 to raise attainment An understanding of the strategies needed to establish consistently high expectations	Strong leadership skills and evidence of motivating students and staff.
Personal Qualities & Characteristics	A commitment to promoting the vision and values of the school Effective time management and ability to prioritise and meet deadlines Passionate about developing and working within a culture of academic excellence. Committed to providing an inclusive transformational education for all students.	

Application Process

How to apply:

An application form is available on our website www.dstc.kent.sch.uk, completed forms should be emailed to Susie Wells (Susan.Wells@dstc.kent.sch.uk) or posted to the school address. Applications by CV are not accepted. Applications can also be made online through Kent Teach. In cases where we receive a high volume of applications for a post we may bring the closing date forward. You are therefore advised to submit your completed application form as early as possible to avoid disappointment.

We are committed to safeguarding and promoting the welfare of all our students. You are advised that any post that is classed as a regulated activity is subject to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2020 and therefore will be subject to an Enhanced Disclosure Application to the Disclosure and Barring Service (DBS). Please be aware that in order to comply with Keeping Children Safe in Education, an online recruitment check will be carried out on all shortlisted candidates.

Closing date for applications: 12.00pm Tuesday 22 September 2026.

Dartford Science and Technology College Heath Lane, Dartford, Kent DA1 2LY

Tel: 01322 224309

www.dstc.kent.sch.uk

If you would like any further information please contact Susan Wells on 01322 224309 or by email to Susan.wells@dstc.kent.sch.uk