



Richmond School & Sixth Form College

Areté
Learning Trust
Striving for
Excellence



An introduction to Richmond School and Sixth Form College

Thank you for expressing an interest in starting or furthering your career at Richmond School and Sixth Form College, part of the Areté Learning Trust. We'd love to meet you and explore the prospect of you joining us.

We sincerely hope that what you read here inspires you to apply for the position and that the features of our school serve to whet your appetite.

Richmond School is a happy, hardworking school. We are here to ensure that every student achieves and experiences as much as possible during their time with us.

We want our students to enjoy their education so that they value learning and we aim to ensure they are as well prepared as possible for the next stage in their life, as independent and resilient young people with the strength of character and the confidence to succeed in a highly competitive world.

We offer:

- A dynamic 11 to 18 school, teaching the full ability and age profile
- An ambitious student body
- A highly-skilled, professional and inspirational staff
- An aspirational community
- Excellent facilities and a well-resourced working environment
- Excellent in-school career advancement opportunities
- Comprehensive professional development and training opportunities
- A very supportive Senior Leadership Team and Governing Body
- A thriving extra-curricular activities and educational visits programme
- An Ofsted rating of 'Good' in all areas
- The beautiful setting of the Yorkshire Dales, yet within easy reach of York, Newcastle, Teesside or Leeds

We demand high standards in all areas of school life within a disciplined, secure, caring and stimulating environment. We value and praise the successes of our students and staff.

Alongside academic excellence we place a strong emphasis on excellent behaviour, smartness of appearance, hard work and kindness.

Our teaching and support staff are a pleasure to work with. They are highly skilled, professional and inspirational. Candidates visiting the school invariably comment on how welcoming and friendly they find the school during their day with us.

In turn new members of staff are well supported by their colleagues, making transition to their new environment that much easier.

Richmond School has been such a wonderful place to start my teaching career. The staff are so welcoming and supportive. Everyone is so friendly ... I felt at ease right from the start. The head of maths and my mentor have given freely of their time to ensure I understand all the systems that are in place. I have an abundance of colleagues that I can go to when I have a question. I feel very lucky to work at Richmond School.

Kate, Maths

Richmond School



About the role

Job Title	Teacher - Maths
Start date	1st September 2026
Contract	Full time, permanent
Salary	Main Pay Scale / Upper Pay Scale

We are seeking an enthusiastic and inspiring Teacher of Mathematics who is passionately committed to putting students first and driving excellence in teaching and learning.

The successful candidate will be an outstanding classroom practitioner, capable of teaching across the full age and ability range.

There is the opportunity to teach Further Mathematics for the right candidate. Above all, we are looking for an exceptional teacher who shares our ambition to provide the very best outcomes for our students.



Safeguarding and Equal Opportunities

Areté Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Appointments are made subject to an Enhanced DBS Check, and where applicable, a prohibition from teaching check will be completed for all applicants. In accordance with our statutory obligations under Keeping Children Safe in Education Areté Learning Trust is required to conduct an online search as part of our due diligence on shortlisted candidates.

This may help identify any incidents or issues that have happened, and are publicly available online, which Areté Learning Trust might want to explore with you. Further information on online searches can be found in paragraph 221 of Keeping Children Safe in Education.

The Trust is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Under Part 7 of the Immigration Act 2016, the Public Sector fluency duty requires state funded schools to ensure candidates for their customer facing roles have the necessary standard of spoken English.

About the Trust

Areté Learning Trust currently has 11 schools and educates over 7,000 young people in and around North Yorkshire from ages 2-18. Our learners are at the heart of everything we do.

At Arété Learning Trust we work together and collaborate to ensure that all of our learners and our staff team have the chance to reach their potential.

- Our Trust is committed to promoting:
- Health, happiness and wellbeing
- A safe, disciplined and supportive environment
- A love of learning through a passionate and committed approach
- High standards and expectations
- Integrity, kindness and good manners
- Respect for individuality and difference
- Collaborative working to secure excellence

To realise our aspiration for every child to be the best they can be, we need to ensure that as a Trust we are '**Striving for Excellence**'.

Why work for the Trust?

We want everyone who works within ALT to feel valued and see how their work fits into the bigger picture.

We seek employees who are prepared to take personal responsibility and constantly challenge the norm to improve performance.

In return, we are committed to providing an empowering and supportive learning environment for all staff.

Areté Learning Trust is committed to being the '**Employer of Choice**'.

Essentially this means that we want our schools and our central team to be great places to work. We want our staff development opportunities to be first class and we want to enable staff who are ambitious to grow their careers with us. To give our learners the best education and opportunities we are committed to recruiting and retaining the very best people in all areas of our organisation.

Regardless of role, we seek staff who:

- Have high expectations of themselves and the people they work with.
- Are committed to our Trust values.
- Show initiative and are responsive to change.
- Have strong interpersonal skills with the ability to inspire and motivate others.
- Are creative in their approach to problem solving.
- Are able to influence effectively, whatever their role.
- Are team players.

About the Department

The maths department occupies a suite of seven rooms grouped around a central departmental workspace. The department consists of eleven teachers, teaching all ages and abilities across Key Stages 3, 4 and 5. We have a mixture of full-time and part-time staff, creating an exciting blend of experience and expertise within the team.

The department has a highly collaborative approach to teaching and learning. We believe strongly in sharing ideas and resources and in supporting one another in a continual drive to improve the mathematical experience we provide for our students. We share a genuine enthusiasm for maths and seek to convey this passion to our students. New ideas and innovative approaches are actively welcomed.



About the courses

There are approximately 230 students in each year group. When Year 7 students enter Richmond School they are taught in mixed ability groups for their first half term. They are then set in ability groups that are constantly reviewed as the students move through Key Stage 3 and 4.

We follow the AQA specification for GCSE Maths and students prepare for either the Higher or Foundation tier depending on setting arrangements. These are, again, continually reviewed throughout Year 10 and 11 to make sure students are preparing for the correct tier.

One of the great strengths of the Department over the last few years has been the number of students who have chosen to study Maths at Key Stage 5. We currently have over 30 students studying OCR A-level Maths, with approximately 10 of these choosing to study OCR A-level Further Maths. A large number of our students go on to study Maths or Maths related subjects at university and several have secured highly sought-after Degree Apprenticeships.



About the results

The maths examination results over the last few years has been one of the strongest in the school. The most recent progress score of +0.31 and +0.60 the year prior.

There is a wide range of students in maths. Those who require the most support are provided with smaller class sizes and additional numeracy lessons delivered through our Learning Support team. We stretch the more able students with a very demanding curriculum coupled with local and national competitions such as the UKMT Maths challenges. Last year we had 25 students achieve grades 8 and 9.

We also aim to provide a clear pathway for each individual student in each year to deepen and broaden their mathematical skills in preparation for the next stage in their education or career.



The Wider School Community

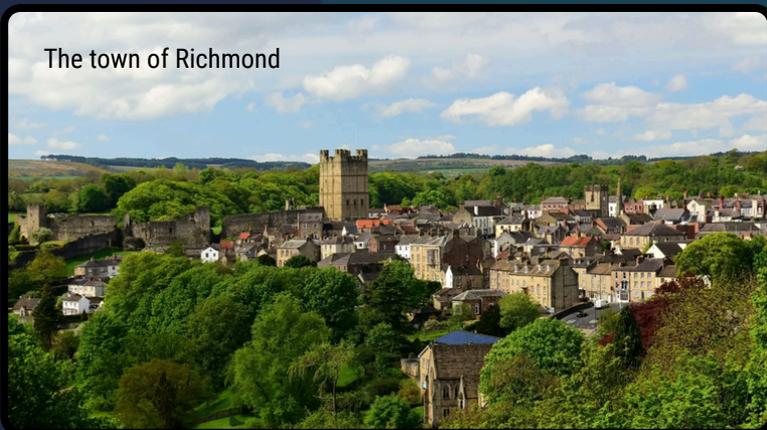
Richmond School is situated on the edge of the beautiful Yorkshire Dales, approximately four miles from the A1 (M) at the northern end of the extensive county of North Yorkshire.

It is an extremely attractive market town in part of what has become known as 'Herriot Country'. Richmond itself has all the services of a market town and is within easy reach of Darlington and Teesside, with Newcastle, York and Leeds each less than an hour's drive away. The nearby town of Darlington is on the main East-Coast line between Edinburgh and London, whilst the Dales area itself has a rich, rural and industrial heritage. Musicians, thespians, walkers, cavers, campers, historians and many other interest groups find Richmond to be an ideal base.

Richmond School and Sixth Form college has been extremely welcoming, and the school has a palpable community feel. All members of staff are kind and friendly, and willing to support in any way they can. Within my department, I have felt supported every step of the way, and as an ECT I have received expert guidance from staff. The routines and expectations in the school are clear and concise, and known by students and staff alike. Richmond School is an excellent place to work!

Tom, Drama

The town of Richmond



Over thirty five primary schools contribute to the School's Year 7 intake. The School has an admission limit of 250.

Students travel from the borders with County Durham, from the Catterick area, from Wensleydale and also from the head of Swaledale, as well as from the town itself - testimony to the fact that the School enjoys an excellent reputation over a wide area which extends well beyond the Dales.



School Performance

Richmond School and Sixth Form College has always had a good reputation and it features well in school performance tables. In January 2022 OFSTED reported that Richmond School is a good school. We have, at present, 1,293 students, 174 of whom are in the Sixth Form.

Our students consistently achieve attainment and progress scores well above the national average. At Key Stage 4, our most recent Progress 8 score is +0.16, and our Attainment 8 score stands at 47.8, compared to the national average of 45.9. Outcomes are strong across the wide range of subjects we offer.

At Key Stage 5, progress remains above the national average, with a Level 3 Value Added score of +0.09. Attainment and outcomes are also particularly impressive in our vocational subjects, highlighting our commitment to academic excellence across diverse pathways.

Swaledale



Professional Development & Learning

Richmond School and Sixth Form College prides itself on being a school where teachers can grow professionally. Our aim is to ensure that development and learning opportunities support teachers to consistently improve their practice. We offer more than 25 hours of professional learning and development and encourage all staff to strive for excellence.

We welcome interest from teachers who want to work in a hard-working and collegiate environment with colleagues who are constantly seeking to improve and help one another get better.

This is a large and vibrant school that sits at the heart of its local community. Leaders prioritise pupils' academic achievement and pupils achieve well. Leaders show a strong commitment to pupils beyond just academic success.
Ofsted 2022

Having previously worked at Richmond School as a Lead Teacher, I knew the School was the right place for me to develop both classroom and leadership experience. Working with the leadership team I feel both hugely valued and greatly engaged in my role.

Peter, Associate Assistant Head teacher

Extra-Curricular Activities

All staff are actively encouraged to involve themselves in this important part of school life. Sports such as athletics, badminton, cricket, football, netball and rugby thrive at Richmond School. There is a full programme of competitive inter-school games.

Music has a strong tradition in the School. Instrumental instruction is available and there is an opportunity to join the School Orchestra, Wind Band or one of the other musical ensembles.

Drama is also a thriving subject, with a number of productions performed each year. Many other clubs and societies run in School throughout the school year. The School runs a wide range of school visits.

Examples include a science trip to Cern, geography field work on the East coast and Year 7 visits to France.



Student presentation to external visitors



The annual Christmas Concert

Pastoral Organisation

The School is run on a year-based system with form tutors, a Head of Year and a Pastoral Officer in support.

Each student is part of a form group in which friendships can be made and responsibilities exercised. A student's form tutor and the Head of Year take a keen interest in his or her progress and development throughout their time at Richmond School.

The School places great emphasis on good staff-student relationships and on providing a hard-working, well-disciplined atmosphere in which students can flourish as individuals.



History Battlefields visit

Job description

Job Title	Teacher of Maths
Grade	Main Pay Scale / Upper Pay Scale
Responsible to	Lead Teacher of Maths
Staff Managed	N/A
Job Purpose	To promote effective learning, appropriate achievement and educational, social and personal progress of all students for whom the teacher is designated as being responsible, consistent with the aims of the school and the unique needs of each individual.

Accountabilities / Main Responsibilities

Operational Issues	<p>Set high expectations which inspire, motivate and challenge students</p> <ul style="list-style-type: none">• establish a safe and stimulating environment for students, rooted in mutual respect• set goals that stretch and challenge students of all backgrounds, abilities and dispositions• demonstrate consistently the positive attitudes, values and behaviour which are expected of students. Promote good progress and outcomes by students• be accountable for students' attainment, progress and outcomes• be aware of students' capabilities and their prior knowledge, and plan teaching to build on these• guide students to reflect on the progress they have made and their emerging needs• demonstrate knowledge and understanding of how students learn and how this impacts on teaching• encourage students to take a responsible and conscientious attitude to their own work and stud <p>Demonstrate good subject and curriculum knowledge</p> <ul style="list-style-type: none">• have secure subject knowledge of the foster and maintain students' interest in the subject, and address misunderstandings• demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship• demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject <p>Plan and teach well-structured lessons</p> <ul style="list-style-type: none">• impart knowledge and develop understanding through effective use of lesson time• promote a love of learning and children's intellectual curiosity• set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired• reflect systematically on the effectiveness of lessons and approaches to teaching• contribute to the design and provision of an engaging curriculum within the relevant subject area(s).
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Job description

Operational Issues continued	<p>Adapt teaching to respond to the strengths and needs of all students</p> <ul style="list-style-type: none">• know when and how to differentiate appropriately, using approaches which enable students to be taught effectively• have a secure understanding of how a range of factors can inhibit students' ability to learn, and how best to overcome these• demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support students' education at different stages of development• have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them <p>Make accurate and productive use of assessment</p> <ul style="list-style-type: none">• know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements• make use of formative and summative assessment to secure students' progress• use relevant data to monitor progress, set targets, and plan subsequent lessons• give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback. <p>Manage behaviour effectively to ensure a good and safe learning environment</p> <ul style="list-style-type: none">• have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy• have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly• manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them• maintain good relationships with students, exercise appropriate authority, and act decisively when necessary.
Communications	<ul style="list-style-type: none">• Promoting the well-being and development of the academy through furthering whole academy policies and procedures, promoting within the designated curriculum area(s) the agreed aims, ethos, attitudes and values of the academy and the Trust, and, within the agreed structure of academy policy, exercising leadership both within the curriculum area and where appropriate outside it
Partnership or Corporate Working	<ul style="list-style-type: none">• Maintaining and developing links with other curriculum areas in the academy, pastoral staff, Sixth Form• Liaising with pastoral staff as appropriate over concerns with individual pupils
Safeguarding	<ul style="list-style-type: none">• To be committed to safeguarding and promote the welfare of children, young people and adults, raising concerns as appropriate• Know about data protection issues in the context of your role.• Maintain confidentiality as appropriate• Have an awareness and basic knowledge where appropriate of the most recent safeguarding legislation.

Job description

Planning and Organising	<ul style="list-style-type: none">• Ensuring that lesson preparation is thorough with appropriate work, homework across the whole department is set in accordance with the academy homework policy and timetable, and work is marked promptly• Ensuring that teaching leads to good learning and progress, supported by crisp pace, high challenge, pro-active classroom management, consistent use of the academy behaviour policy, good organisation and resources, embedded assessment for learning, and positive relationships• Seeking to ensure that pupils' passion, enjoyment and experience of the curriculum area is enriched through activities within and beyond the formal curriculum.
Data Protection	<ul style="list-style-type: none">• To comply with the Trusts policies and supporting documentation in relation to Information Governance this includes Data Protection, Information Security and Confidentiality.
Health and Safety	<ul style="list-style-type: none">• Be aware of and implement your health and safety responsibilities as an employee and where appropriate any additional specialist or managerial health and safety responsibilities as defined in the Health and Safety policy and procedure.• To work with colleagues and others to maintain health, safety and welfare within the working environment.
Equalities	<ul style="list-style-type: none">• We aim to make sure that services are provided fairly to all sections of our community, and that all our existing and future employees have equal opportunities.• Ensure services are delivered in accordance with the aims of the Equal Opportunities Policy Statement.• Develop own understanding of equality issues.
Flexibility	<ul style="list-style-type: none">• Whilst this job outline provides a summary of the post, this may need to be adapted or adjusted to meet changing circumstances.• Reasonable additional duties commensurate with the grading of the job role may be requested from your line manager.• Permanent & significant changes would be subject to consultation. All staff are required to comply with Policies and Procedures.
Customer Service	<ul style="list-style-type: none">• The Trust requires a commitment to equity of access and outcomes, this will include due regard to equality, diversity, dignity, respect and human rights and working with others to keep vulnerable people safe from abuse and mistreatment.• The Trust requires that staff offer the best level of service to their customers and behave in a way that gives them confidence. Customers will be treated as individuals, with respect for their diversity, culture and values.• Understand your own role and its limits, and the importance of providing care or support.

Person Specification

Teacher of Maths		
Experience / Knowledge	Essential	Desirable
<ul style="list-style-type: none"> Recent teaching experience in the relevant key stages. Experience of planning and delivering curriculum at relevant key stages. A thorough knowledge and understanding of all relevant aspects of the National Curriculum in relation to the post. Experience in teaching at more than one school. 	X X X	X
Occupational Skills	Essential	Desirable
<ul style="list-style-type: none"> Ability to motivate learners of all abilities to learn and to make good progress. Good oral & written communication skills. Ability to listen & respond to young people establishing excellent relationships with them. Ability to analyse data effectively and use data to set clear, challenging targets. Ability to use ICT for planning, teaching, organisation and assessment purposes. Ability to plan consistently, creatively and effectively to support excellent progress. Very good classroom management. Ability to reflect upon own practice & respect the contribution of others. Ability to work effectively as part of a team. Ability to use e-technologies effectively. Ability to work under pressure. Willingness to participate fully in school activities. 	X X X X X X X X X	X X X
Qualifications	Essential	Desirable
<ul style="list-style-type: none"> Qualified Teacher. Graduate with relevant degree. Evidence of continuous professional development. Willingness to undertake further professional development. 	X X	X X
Other Requirements	Essential	Desirable
<ul style="list-style-type: none"> Enhanced DBS clearance. Commitment to safeguarding and protecting children and young people. Passion for own subject specialism/excellence. Excellent role model to learners & students. Ability to organise learning resources and accommodation efficiently. Understanding of Health & Safety. 	X X X X X	X

PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL TRUST POLICIES.

The successful applicant will be subject to relevant vetting, health and reference checks, including online checks and a satisfactory enhanced disclosure before an offer of appointment is confirmed. If you have not been contacted within one week of the closing date, please assume that your application has been unsuccessful on this occasion. We are unable to provide feedback on individual applications. Applications received after the closing time stated will not be considered.