DOYRMS

Candidate Information

TEACHER OF DANCE (MATERNITY COVER)

Required for January 2027

Introduction

Where exceptional education meets outstanding opportunities

The Duke of York's Royal Military School stands as a beacon of excellence in education, blending tradition with innovation to provide a unique and enriching experience for its students. Established in 1803 by His Royal Highness Frederick Duke of York, the School has a rich history rooted in educating the children of military personnel. In 1909, it relocated to its present site in Dover, Kent, where it continues to thrive. In 2010, we became the only state full boarding academy, opening our doors to any family wishing to choose this unique and iconic School for their child's education.

We are committed to nurturing every student, affectionally known as *Dukies*, to reach their full potential, offering exceptional opportunities both inside and outside the classroom. Our student-centred approach, coupled with a home-from-home atmosphere, fosters the development of essential skills necessary for success in an increasingly competitive world. We are dedicated to supporting, advising, and guiding each student along their chosen path, empowering them to become confident, capable individuals prepared to make a positive impact on society.

Academically, we maintain high standards, significantly outperforming national averages at GCSE. Our students excel, benefiting from small class sizes, dedicated faculty, and a dynamic learning environment. Beyond academics, we offer a rich array of co-curricular activities, providing students with opportunities to explore their interests and talents outside the classroom.

What does it mean to be a Dukie?

Being a Dukie is an esteemed credential to hold, embodying a legacy of excellence and tradition. It represents more than just a label; it symbolises a commitment to personal growth, academic achievement, and a set of enduring values.

To be a Dukie is to be part of a community where opportunities abound for those willing to seize them. We are committed to nurturing every Dukie to reach their full potential, offering exceptional opportunities whether it's through academic pursuits, athletic endeavours, artistic expression, or participation in ceremonial events, we strive to provide a supportive environment where students can thrive and grow.

At our School, being a Dukie means embracing the essential values that have shaped our identity for over 220 years: Courage, Integrity, Respect, Commitment, Loyalty, and Self-Discipline. These values serve as guiding principles, instilling in each student a sense of character and moral fortitude that extends beyond the classroom.

In essence, being a Dukie is a badge of honour, it's a journey marked by growth, camaraderie, and the relentless pursuit of excellence—a journey that prepares students not only for the challenges of today but also for the opportunities of tomorrow.

"Students surprise themselves, leaving with confidence, self-respect, good results and high ambitions."

- Good School Guide

The Role

Teacher of Dance (Maternity Cover)

To deliver high-quality, engaging and inspiring Dance lessons across Key Stages 3 and 4, alongside Performing Arts at Key Stage 5, at The Duke of York's Royal Military School, a unique boarding School with a strong emphasis on academic excellence, personal development, discipline and community values.

Working within the School's dynamic Creative Arts Faculty, the role involves planning and delivering an ambitious, inclusive and creative curriculum that encourages students to develop their technical dance skills, performance abilities, confidence and artistic expression. The position also involves contributing to the continued development of teaching and learning, supporting students of varying abilities and promoting a positive and aspirational learning environment.

As a member of the wider School community, the role extends beyond classroom teaching to include pastoral responsibilities, tutoring, extracurricular clubs and activities, and evening and weekend boarding duties. Working at The Duke of York's Royal Military School provides the opportunity to contribute to a supportive and close-knit boarding environment, helping students develop academically, creatively and personally, while benefiting from ongoing professional development and excellent School facilities.

"Students say the support is 'great'; parents tell us they achieve beyond expectations"

- Good School Guide

Job Purpose

To deliver high-quality, engaging and inclusive Dance education across Key Stages 3, 4 and 5, inspiring students to develop their creativity, technical skills, confidence and passion for performance. To contribute positively to the Creative Arts Faculty and wider boarding School community at The Duke of York's Royal Military School, supporting students' academic, personal and pastoral development.

Key Responsibilities

- Plan, deliver and assess high-quality, engaging Dance lessons across Key Stages 3, 4 and 5, maintaining high expectations for all students.
- Demonstrate strong subject knowledge and understanding of Dance pedagogy, curriculum progression and current educational developments.
- Design creative, inclusive and differentiated learning experiences that meet curriculum objectives and support individual student needs.
- Implement effective teaching, learning and behaviour management strategies to promote a positive learning environment and maximise student potential.
- Monitor and assess student attainment and progress, providing constructive feedback and targeted interventions to support achievement.
- Maintain effective communication with parents and carers regarding students' academic progress, achievements and well-being.
- Promote cross-curricular collaboration and ensure continuity of learning for students during periods of absence.
- Remain informed of curriculum developments and educational best practice, while consistently adhering to School policies, procedures and professional standards.

Additional Responsibilities

Undertake relevant training and updates as required to keep up to date with current legislation. Personal responsibility for the health, safety and welfare of all staff and students that may be affected by the postholder's acts and/or omissions. Personal responsibility for equal opportunities awareness and ensuring that the postholder is aware of, and carries out, the provisions contained in the Equal Opportunities policy. Responsibility for safeguarding and promoting the welfare of children and young people.

"The high-level sporting facilities has been quoted by parents as one of the major contributing factors for choosing the School for their child."

- Muddy Stilettos, Best Schools Guide

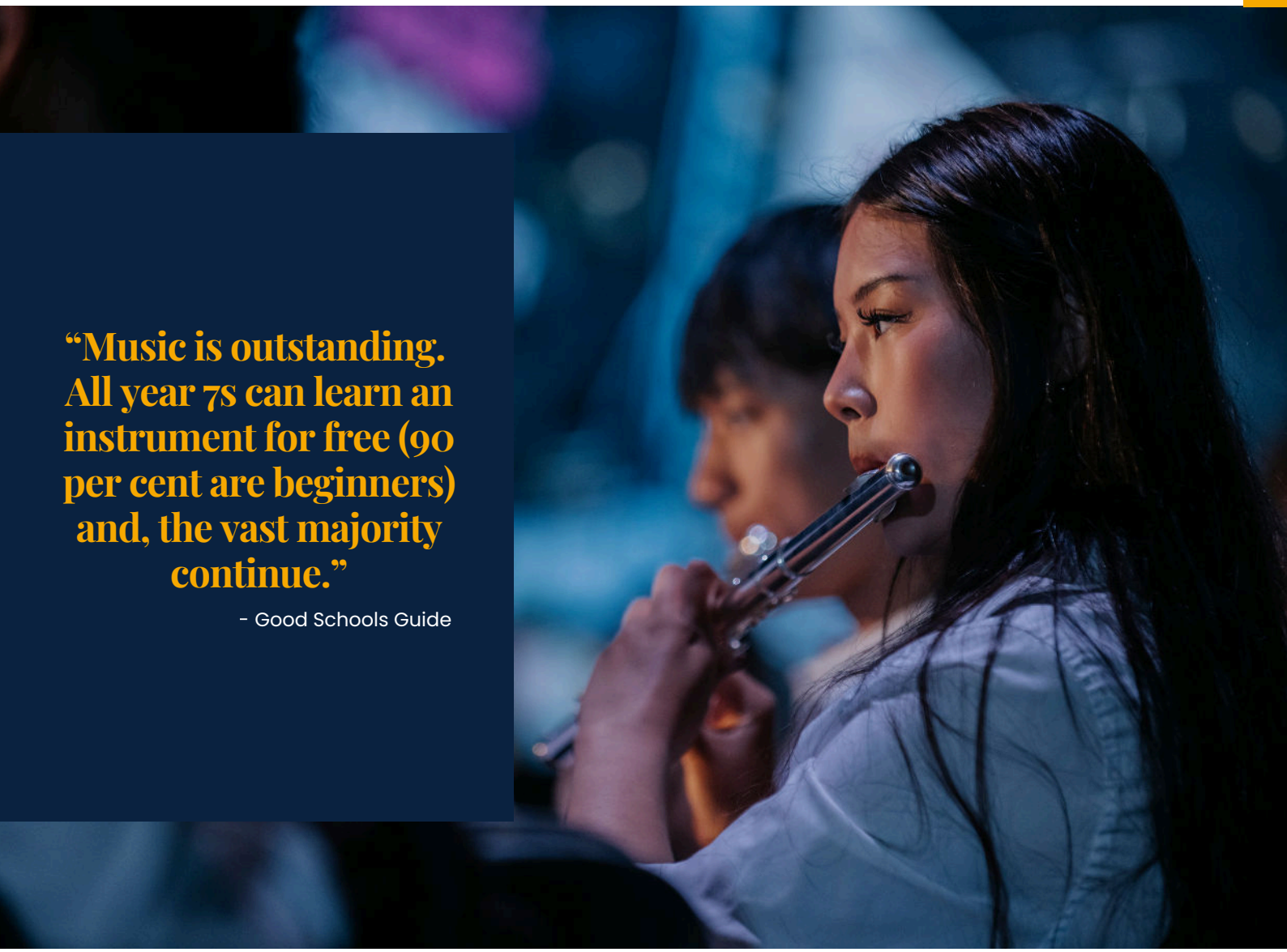
Person Specification

Title	Teacher of Dance (Maternity Cover)
Type of Post	Full Time, Fixed Term Contract (9 months)
Start Date	January 2027
Salary	Teachers Main / Upper Pay Scale + DOY Allowance (£6,953 per annum)
Department	Performing Arts
Role	To deliver engaging and inclusive Dance education across Key Stages 3, 4 and 5, supporting students' creative, academic and personal development while contributing to the wider school community.
Hours of Work	Full Time (plus evenings/weekends for boarding duties)

Remuneration

Salary and Benefits

- **Competitive Salary**: Teachers' Main or Upper Pay Scale, plus the Duke of York's Allowance of £6,953 per annum.
- **Teachers' Pension Scheme**: Access to a valuable defined benefit pension scheme, offering a secure retirement income, generous employer contributions, inflation protection and benefits for your loved ones.
- **Supportive Working Environmen**t: Join a dedicated, professional and hardworking team within a welcoming school community.
- **Employee Assistance Programme**: Free, confidential support and advice available 24 hours a day, 7 days a week.
- **Healthcare Benefits**: Access to the Benenden Health healthcare plan for you and your family.
- **Cycle-to-Work Scheme**: A salary sacrifice scheme to support healthier and more sustainable commuting.
- **Free On-Site Parking**: Convenient parking facilities available to all staff.
- **Complimentary Meals**: Free lunch in the School dining hall during term-time.
- **Excellent On-Site Facilities**: Complimentary access to the School's gym, swimming pool, athletics' track and fitness facilities.



"Music is outstanding. All year 7s can learn an instrument for free (90 per cent are beginners) and, the vast majority continue."

- Good Schools Guide

Application Process

An application form can be downloaded from the School website. In order to apply, candidates are required to fill out an application form, provide a supporting statement and send the completed documents via email to recruitment@doyrms.com.

Completed application packs should be sent by email to the HR Department at recruitment@doyrms.com by 6 November 2026.

Interviews will take place at The Duke of York's Royal Military School w/c 9 November 2026 and candidates will be contacted via email with interview details if they are shortlisted.

Please note that the School reserves the right to close the application deadline earlier than stated, so we encourage candidates to submit their applications as soon as possible.

"Students (past and present) are known as "Dukies" from the day they start at the School with "once a Dukie, always a Dukie" emotionally carved into their hearts forever more."

- Muddy Stilettos, Best Schools Guide

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