THE DIOCESE OF GLOUCESTER ACADEMIES TRUST

unlocking potential







0.4FTE Class Teacher (Maternity Cover)

Recruitment Pack

Christ Church CofE Primary School



Dear Applicant,

Thank you for your interest in the post of Class Teacher (0.4FTE, Maternity Cover).

[Name of school] is part of a wider family of schools. Originally established in 2012 as one of the first Diocesan Multi-Academy Trusts, The Diocese of Gloucester Academies Trust is now recognised as a successful and growing Trust. There are currently 25 primary schools within the Trust family, including 23 church schools and two community schools.

I hope the information enclosed in this pack, along with the job description and person specification will provide you with a helpful context for this role. You may also find our school website - www.christchurchschool-chelt.co.uk - and the Trust website - www.dgat.org.uk - useful sources of information.

If you would like an informal chat to inform your decision about applying for the role I would be pleased to hear from you. I'm sure you will find that we have much to offer. Details of how to contact me can be found on page three of this pack.

The closing date for completed applications is Wednesday 7th October at midday. Interviews are scheduled to take place on 19th October.

To submit your application please email the completed form to recruitment@dgat.org.uk before the closing date.

Yours faithfully

Kerry Pope
Headteacher

Diocese of Gloucester Academies Trust. Registered Office: Hardwicke Parochial Primary Academy, Poplar Way, Hardwicke. GL2 4QG. Registered in England. Company Number: 08149299

The Diocese of Gloucester Academies Trust seek to appoint a

Class Teacher (0.4FTE, Maternity Cover)

Christ Church C of E Primary School (Academy Status) is a happy and caring one-form entry church school in the heart of Cheltenham. It also has an attached Communication and Interaction Centre.

We are seeking to appoint an excellent teacher to be a part of our dedicated and caring team.

If you are an enthusiastic team player with a passion for learning and helping children to be the best they can be, then we would welcome the opportunity to hear from you. This maternity position is in Year 3 as part of a job-share (Thursday and Friday).

We are looking for someone who:

- Demonstrates consistently strong classroom practice and a commitment to high-quality teaching.
- Plans and delivers engaging lessons that enable all pupils to make strong progress.
- Adapts teaching effectively in response to pupils' needs, using assessment to identify and address barriers to learning.
- Has the ability to motivate and inspire children.
- Is a committed team member.
- Is able to quickly develop and establish excellent relationships with children, parents, governors and all members of our school family.
- Will support the Christian ethos and values of the school.
- Maintains a clear, calm and consistent approach to working with children, parents, other staff and lead professionals.

The post is offered as a salary of Main Scale on a fixed-term maternity cover basis.

This is a part-time role for two working days per week (0.4FTE), working Thursdays and Fridays only.

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Further details and an application form can be downloaded from the vacancy area of our website, or the DGAT website.

If you would like an informal conversation about the role, please contact Mrs Pope, Headteacher, on 01242 523392 or via email: head@christchurch.dgat.org.uk.

Visits to the school can be arranged by contacting the school office on 01242 523392 or via email: admin@christchurch.dgat.org.uk.

Closing date for applications is **7th October at midday.**

Other information that might help you decide if this is the role for you

Usual working days and times:	Thursdays and Fridays
Work environment	Classroom, playground
Dress code:	Smart/casual
Employee benefits:	Free and confidential employee assistance programme available 24/7 High quality professional development – please see the DGAT Continuous Professional Development and Learning Brochure for more information here: https://www.dgat.org.uk/cpdl-and-events A range of clear and supportive policies.

Please note:

The Diocese of Gloucester Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS check is required for the successful candidate. The Trust also requires consent from applicants to carry out online searches of publicly available information, including social media, prior to interview.

All posts are subject to satisfactory references.

Background Information

The Diocese of Gloucester Academies Trust (DGAT) is a Multi-Academy Trust established by the Diocesan Board of Education (DBE) in 2012 to serve schools from across the County. There are currently twenty-two primary, one junior and two infant schools within the Trust. Twenty-three of the schools have Church of England designation.

The Trust is happy to work with schools that are exploring academy conversion and intends to continue to welcome more schools to our family.

Our vision is to enable all to flourish.
Our vision is rooted in our Christian foundation and our belief that all within our family should experience life in all its fullness.

Our aims are to be:

- Authentically Christian
- Boldly passionate about excellence in learning
- Relentlessly driven in our aspiration for everyone

Our core principles:

- We aspire to be the best we can be in an ever-changing environment - providing opportunities for all to flourish
- Within our DGAT family we cherish everyone as individuals; appreciating and celebrating diversity
- We act with integrity; we are open to challenge and we are reflective about our practice
- We treat everyone with dignity and respect
- Through collaboration, in a nurturing community, we grow, learn and achieve

School is Trust and Trust is School

In order to support our family of schools, DGAT provides the following support:

- School Improvement
- Christian Character

- HR and Legal
- Finance and Business
- Premises and Insurance
- Compliance and GDPR
- Governance

Job Description

Job Title:	Class Teacher (0.4FTE, maternity cover)
Responsible to:	Headteacher
Line Management:	Key Stage Lead
Contract Type:	Fixed-term (maternity cover)

Overall purpose of this post

To fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document.

To meet the expectations set out in the Teachers' Standards.

All staff will also be expected to apply the highest professional standards at all times and contribute to the wider development of school life, including an area of curricular responsibility and the extra-curricular life of the school.

This job description may be amended at any time following discussion with the Head Teacher and will be reviewed annually in response to the changing needs of the school.

Main Duties and Responsibilities:

Teaching and classroom management

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work.

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- Demonstrate good subject and curriculum knowledge.
- Adapt teaching to respond to the strengths, needs and next steps of pupils learning.
- Use a variety of teaching methods which capture children's interest, maintain their engagement and place learning within an appropriate context.
- Set high expectations which inspire, motivate and challenge pupils.
- Know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively.
- Have a secure understanding of how a range of factors can be barriers to pupils' ability to learning, and how best to overcome these.
- Have a clear understanding of the needs of all pupils, 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.
- Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development.
- Promote good progress and outcomes by pupils.
- Identify children vulnerable to underachievement and plan and deliver necessary interventions to ensure accelerated progress.
- Create a high quality, safe, rich and stimulating learning environment.
- Make effective use of assessment information to inform planning.
- Promote opportunities to develop children's spiritual, moral, social and cultural development.
- Maintain an attractive, tidy and well-managed classroom which is prepared and well-resourced for an active programme of learning.
- Guide the work of any additional adults who work with the class, promoting positive working relationships in order to secure excellent outcomes for children.

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- Set high expectations for children's behaviour, establishing and maintaining a positive and purposeful, safe learning environment through well focused, engaging teaching and through positive and productive relationships.
- Establish a safe and secure learning environment which promotes children's confidence, well-being and welfare.
- Be innovative in the use of technology and other resources to support learning.
- Participate in arrangements for preparing pupils for external tests.

Monitoring, assessment, recording and reporting

- Ensure planning, assessment, record keeping and recording is in line with the school's expectations.
- Use performance data and assessments to inform planning and preparation that meets the needs of all learners.
- Ensure children's work is assessed in accordance with the school's feedback policy and in a way that will help children to understand how to further improve.
- Support excellent communication with parents about the progress of children.

Whole school role and accountability

- Make a positive contribution to the wider life and ethos of the school.
- Contribute to producing and implementing the school's policies as required.
- Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.
- Carry out supervision of children, including playground duties as required.
- Contribute to Collective Worship as required.
- Support and contribute to the school's extra-curricular programme.

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- Take a full and active part in the school's performance management and professional development programme.
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
- Deploy support staff effectively.
- Communicate effectively with parents with regard to pupils' achievements and well-being.
- Demonstrate consistently high standards of personal and professional conduct.
- Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

Other

The current main duties and responsibilities of this post are outlined in this job description. The list is not intended to be exhaustive. The need for flexibility, shared accountability and team working is required. The post-holder is expected to carry out any other related duties that are within their skills and abilities, commensurate with the post's banding and whenever reasonably instructed.

Diversity, equity, and inclusion are at the core of who we are. Our commitment to these values is central to our vision and to our impact. We know that having varied perspectives that are representative of the communities we serve helps generate better ideas to solve the complex problems of a changing and increasingly diverse world.

It is the practice of the Diocese of Gloucester Academies Trust to review job descriptions annually to ensure that they relate to the role as then being performed or to incorporate whatever reasonable changes that have occurred over time or are being proposed. This review will be carried out by the Trust in consultation with the post-holder before any changes are implemented. The post-holder is expected to participate fully in such discussions and implementation.

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Person Specification

	Essential	Desirable
Personal Values		
Committed to actively promoting the Christian ethos and values of the school	**x**	
Committed to the school's vision	**x**	
Qualifications		
Qualified Teacher Status (QTS)	**x**	
Commitment to own continuous professional development	**x**	
Ability to fully meet the expectations of the statutory DfE Teacher Standards	**x**	
Experience teaching KS2		**x**
Knowledge & Experience		
Good knowledge and understanding of the National Curriculum and assessment requirements	**x**	
A good understanding of pedagogical issues and current good practice relating to teaching and learning across the primary age range	**x**	
Knowledge and understanding of the implications of equal opportunities and inclusion, including SEND	**x**	

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Understanding of the expectations of the Ofsted Framework regarding teaching and learning	**x**	
A good understanding of the principles of effective assessment	**x**	
An ability to support and drive the curriculum	**x**	
Knowledge and understanding of what constitutes excellent teaching		**x**
Good experience of inclusion and supporting the learning of children with a variety of needs		**x**
Understanding of the promotion of SMSC of children across curriculum		**x**
A broad knowledge and understanding of local and national developments, and how they impact on standards and good practice		**x**
Ability to lead a subject		**x**
Personal Qualities & Skills		
Ability to nurture and inspire children	**x**	
Dedication and commitment to encouraging all children to achieve their personal best in all areas	**x**	
Excellent classroom management and organisation skills,	**x**	

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including the ability to deploy and work with other adults in the classroom		
Highly effective and positive behaviour management skills	**x**	

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