



THE DIOCESE
OF GLOUCESTER
ACADEMIES TRUST
unlocking potential



Class teacher (permanent)

Recruitment Pack

St David's CofE Primary School





Dear Applicant,

Thank you for your interest in the post of classroom teacher.

St David's C of E Primary School, Moreton-in-Marsh 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 24 primary schools within the Trust family, including 22 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.stdavidprimaryschool.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 20th October 2025 at 9am. Interviews are scheduled to take place on 22nd October 2025.

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

Yours faithfully

Mrs Jenny Walker
Headteacher, St David's CofE Primary School

The Diocese of Gloucester Academies Trust seek to appoint a

Classroom teacher

We are looking to appoint highly motivated, creative and inspirational teachers to join our friendly and welcoming school. Our school is a vibrant primary with 252 pupils, located in the heart of Moreton-in-Marsh, in the beautiful North Cotswolds area. We have close links with our local church and community, and pride ourselves on being a caring, inclusive environment where children flourish. There are two roles available, the first being permanent and the second on a fixed term contract until August 2026.

The post is offered on a main scale salary, dependent on experience.

This is a full-time permanent post, working 32.5 hours per week Monday to Friday. The start date for is 5th January 2026. This post is suitable for ECTs.

Further details and an application form can be downloaded from the vacancy area of our website www.stdavidsprimaryschool.co.uk

If you would like an informal conversation about the role, please contact Mrs Claire Kinch, Finance Officer, on 01608 650521 or by email to ckinch@sda.dgat.org.uk

Closing date for applications is 9am on 20th October 2025.

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

Usual working days and times:	Monday to Friday.
Work environment	Classroom
Dress code:	Smart/casual
Employee benefits:	<p>Free and confidential employee assistance programme available 24/7</p> <p>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</p> <p>A range of clear and supportive policies.</p>



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-one primary, one junior and two infant schools within the Trust. Twenty-two 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
Responsible to:	Senior Leadership Team
Line Management:	Headteacher
Contract Type:	Permanent

Overall purpose of this post

Teach, plan and assess the children to ensure they achieve their best outcomes.

We are seeking to appoint individuals who

- Bring the curriculum to life through creative and engaging teaching
- Inspire our curious learners and challenge them to reach their full potential
- Encourage children to be both interested and interesting learners
- Build strong, positive relationships with children, staff, parents and the wider community
- Support the Christian ethos of our school
- Have a good sense of humour and a genuine passion for education and making a difference

Main Responsibilities

- In consultation with the Headteacher, to plan, design and produce teaching materials and resources which are appropriate to age and ability and are in accordance with the school's curriculum development plan.
- In accordance with scheme of work, plan, deliver and review lessons which are appropriate to the age and ability of the students so as to facilitate progression in students' learning
- Assess, record and report on the development, progress and attainment of the students assigned to him or her within the school guidelines
- Manage the classroom and teaching equipment so as to create a positive learning environment which makes effective use of available resources.

- Attend meetings, carry out administrative tasks and duties as specified in the Staff Handbook
- Provide and facilitate the general progress and well-being of any individual student within any group of students assigned to them, providing guidance and advice to students on educational and social matters
- Implement the school's policy with regard to registration, student absence, dress code and enforce the schools rules relating to behaviour and health and safety
- Be involved in the schools Performance Management process, to engage in professional development activities so as to enhance personal performance, fulfil personal potential and be able to participate effectively in the implementation of the School's goals and Development Plan
- Ensure effective communication with all colleagues (teaching and support staff)
- Provide regular support and guidance when required for all teaching and support staff
- To participate in appropriate meetings with colleagues and parents relative to the above duties

Professional Knowledge, Understanding and Skills

The teacher will:

- Deliver learning in accordance with the curriculum, national guidelines and the school's strategy and whole school development.
- Have strong subject knowledge of the primary, and early years, curriculum.
- Keep their knowledge, skills and understanding up to date.
- Continually be reflective, critically evaluating their own practice.
- Have an understanding of what constitutes good practice and high standards in teaching and learning.
- Provide quality educational provision for all groups of pupils and demonstrates effective practice for raising pupils' achievements.
- Be willing to use a variety of teaching strategies to engage all learners.



- Have a good knowledge of how scaffolding can support the learning of all pupils and put this into practice.
- Have an understanding of how the curriculum supports the ethos and values of the school.
- Promotes pupils' spiritual, moral, social and cultural development
- Promote equality as an integral part of the role and to treat everyone with fairness, respect and dignity.
- Be a role model to pupils and all stakeholders
- Have high expectations of standards and behaviours
- Have a positive approach to behaviour management, using the schools behaviour policy for guidance.
- Commit to the personal welfare and safeguarding of all children, including having a sound knowledge of child protection.
- Have an ability to make cross curricular links and use these to enhance learning.
- Recognise health and safety is a responsibility of every employee, to take responsible care of self and others and to comply with the Schools Health and Safety policies and any school specific procedures or rules that apply to this role.
- Ensure that records of pupils and the provision made to meet their needs are kept securely in line with GDPR, are maintained and kept up to date.

Planning and Assessment

The teacher will:

- Have a thorough knowledge of all pupils in the class, understanding their starting points and capabilities.
- Plan a varied, balanced, and appropriate curriculum which supports the needs of all pupils and ensures all pupils reach their potential.
- Assess, plan and deliver teaching and learning, consistently monitoring and reviewing outcomes to overcome barriers to pupils' learning and secure progress.

- Systematically assess and record pupils' academic progress and other areas of their progress and use the results to inform next steps.
- Report on individual pupils' progress to the headteacher and parents, as required.
- Develop an understanding of how to use current research findings to inform practise.

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.

Person Specification

	Essential	Desirable
Personal Values		
Effective organisational skills	x	
Ability to work well with parents and carers	x	
Qualifications		
Qualified teacher status	x	
Excellent numeracy and literacy skills	x	
Further/Continued CPD		



Experience		
Proven ability as an excellent classroom teacher in KS1 or KS2	x	
Working effectively in a team	x	
Proven record of subject leadership		x
Proven record of 'Outstanding/Good' teaching and learning and good progress of all learners		x
Experience of teaching across KS1 and KS2		x
Professional Knowledge, Understanding and Skills		
What constitutes quality and high standards in learning and teaching to raise standards and pupil outcomes	x	
An understanding of the different ways in which children learn and the appropriateness of a variety of teaching styles to meet the individual needs of each child	x	
Inclusion and strategies for engaging all learners	x	
Achieving and sustaining high standards	x	
What constitutes appropriate and successful relationships with children	x	
Child protection in a primary school	x	
Effective strategies for 'closing the gap' which meets the needs of all under-achieving pupils and vulnerable group including FSM, EAL, SEN and More Able pupils		x
How the learning environment supports high standards		x



Specific knowledge, understanding and skills		
Have high expectations using a positive approach to promote excellent learning behaviour	x	
Confident and competent user of ICT	x	
An understanding of the responsibility of the class teacher with regard to the health and safety of pupils in their care	x	
In-depth qualification/understanding in a particular area e.g. qualified sport's coach, music etc.		x
Curriculum		
Knowledge and understanding of the National Curriculum and assessment	x	
Understanding of Personalised Learning.	x	
Cross curricular learning and teaching		x
How the curriculum supports the ethos and values of a school		x
Professional Values		
High expectations of everyone	x	
Learning should be fun and engaging.	x	
Willingness to use variety of teaching strategies to engage all learners	x	
Commitment to the personal welfare and safeguarding of children	x	
Support for an enriched curriculum through out of hours learning and educational visits		x



Personal Qualities		
Passionate about Learning and Teaching	x	
Displays warmth, care and sensitivity in dealing with children	x	
Open minded, self-evaluative and adaptable to changing circumstances and new ideas	x	
Able to enthuse and reflect upon experience	x	
Willingness to be involved in the wider life of the school	x	
Ability to work flexibly	x	
Ability to prioritise	x	
Good interpersonal/communication skills	x	
Ability to maintain good sense of humour, a willingness to learn and the will to continue to strive for excellence	x	
Be a good team player	x	
Insight into what is important in our school		x
Brings personal interests and enthusiasms to the school community		x