



THE DIOCESE  
OF GLOUCESTER  
ACADEMIES TRUST  
*unlocking potential*



Class Teacher

Recruitment Pack

Dursley CofE Primary Academy





Dear Applicant,

Thank you for your interest in the post of Class Teacher.

Dursley CofE Primary Academy 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 [Home | Dursley CofE Primary Academy, Gloucestershire](#) and the Trust website - [www.dgat.org.uk](http://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 18<sup>th</sup> March 2026 at 12pm**. Interviews are scheduled to take place across **Wednesday 25<sup>th</sup> and Thursday 26<sup>th</sup> March 2026**. The start date for the role is **1<sup>st</sup> September 2026**.

To submit your application please email the completed form to [recruitment@dgat.org.uk](mailto:recruitment@dgat.org.uk) before the closing date.

Yours faithfully

Mrs Heather Gregory

Headteacher



The Diocese of Gloucester Academies Trust seek to appoint a

### **Class Teacher (Fixed Term – Maternity Cover)**

Dursley CE Primary Academy is seeking a committed and enthusiastic Key Stage 2 Class Teacher to join our welcoming and supportive team. This is an ideal opportunity for an Early Career Teacher who is eager to grow professionally, develop confidence in the classroom, and learn alongside experienced practitioners.

Our school community is anchored in our vision: “Together We Shine Brightly Because Together We Make A Difference.” This guides every aspect of school life and reflects our commitment to nurturing each child academically, socially and personally. Our Christian values of perseverance, responsibility, thankfulness, forgiveness, respect and kindness shape the way we learn, support one another and engage with our wider community.

#### **Why join us?**

At Dursley CE Primary Academy, you will:

- Work within a team that values collaboration and professional growth.
- Learn from skilled and compassionate colleagues who share your ambition to make a meaningful difference for every pupil.
- Be supported to develop high-quality teaching practice, with an approach that encourages reflective, evidence-informed pedagogy.
- Contribute to a school culture that celebrates individuality and fosters confidence, inclusion and a sense of belonging. Our deeply embedded ethos enables pupils and adults to flourish together, in an atmosphere of warmth and respect.

#### **What we are looking for**

- We welcome applications from Teachers who:
- Are committed to continuous learning and improvement.
- Bring energy, positivity and creativity to their teaching.
- Value strong relationships with pupils, colleagues and families.
- Want to work in a school that places community, compassion and aspiration at its heart.



- A supportive induction, with mentoring from experienced practitioners.
- Opportunities for professional development within a collaborative and forward-thinking Trust.
- A caring school environment in which every staff member is valued and encouraged to develop their strengths.
- A chance to contribute to a thriving academy that is proud of its inclusive and ambitious culture, recognised for enabling all pupils to shine.

**Join us**

If you are ready to begin your teaching career in a school where you will be supported, encouraged and inspired, we would be delighted to hear from you.

This post is offered as a salary of M1-M6.

This is a full-time post for 32.5 hours a week beginning on **1<sup>st</sup> September 2026**.

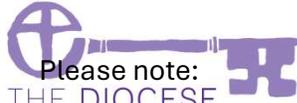
Further details and an application form can be downloaded from the vacancy area of our website [Home | Dursley CofE Primary Academy, Gloucestershire](#).

If you would like an informal conversation about the role, please contact Rachael Mills on **01453 542304** or email **rmills@dursley.dgat.org.uk**

Closing date for applications is **18<sup>th</sup> March** at **12pm**.

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

Usual working days and times:	Mon-Fri
Work environment	Classroom
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: <a href="https://www.dgat.org.uk/cpdl-and-events">https://www.dgat.org.uk/cpdl-and-events</a>  A range of clear and supportive policies.



Please note:

THE DIOCESE  
OF GLOUCESTER  
ACADEMIES TRUST  
unlocking potential

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

## Job Description

Job Title:	Class Teacher
Responsible to:	Headteacher
Line Management:	Headteacher
Contract Type:	Fixed Term (Maternity Cover)

## Overall purpose of this post

Job Purpose: To carry out the functions of a teacher in accordance with the Teacher Standards and the stated aims and objectives of Dursley C of E Primary Academy.

## 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 the 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, and 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 school's rules relating to behaviour and health and safety



- Participate in weekly staff continuous professional development sessions and training days
- Be involved in the school's 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.
- Understand what constitutes good practice and high standards in teaching and learning.
- Provide quality educational provision for all groups of pupils and demonstrate 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.
- Understand 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 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 school's 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 the 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 the 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 practice.

### **Additional Responsibilities**

- To be a Subject Leader to an assigned subject or subjects if required, and to carry out related duties in accordance with the subject lead job description.

### **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
<b>Personal Values</b>		
Committed to actively promoting the Christian ethos and values of the school	X	
Committed to the school's vision	X	
<b>Qualifications</b>		
Qualified teacher status	X	
Evidence of ongoing professional development		X
<b>Experience</b>		
Successful primary teaching experience	X	
Working effectively in a team	X	
Experience in teaching in the primary phase or EYFS	X	
Experience of working in a church school		X

Evidence of exceptional progress made by individuals and groups		<b>x</b>
<b>Professional Knowledge, Understanding &amp; skills</b>		
Enthusiastic, inspirational teacher	<b>x</b>	
Knowledge of National Curriculum, National Initiatives and recent developments	<b>x</b>	

Ability to create a supportive and positive learning environment	<b>x</b>	
Knowledge of principles of Assessment for Learning	<b>x</b>	
Promote enjoyment in learning	<b>x</b>	
Ability to communicate clearly both orally and in writing	<b>x</b>	
Good ICT skills, particularly using ICT to support learning	<b>x</b>	
Experience in leading and supporting staff members	<b>x</b>	<b>x</b>
Delivery/leading on SDP priorities		<b>x</b>
<b>Teaching &amp; Learning</b>		
Match teaching to the pupils' individual needs with high expectations for children's attainment and progress	<b>x</b>	
Use a variety of teaching styles, including individual	<b>x</b>	

group and whole class approach		
Plan and deliver a curriculum entitlement to include pupils of all abilities	<b>x</b>	
Knowledge of effective teaching and learning strategies	<b>x</b>	
<b>Assessment &amp; Monitoring</b>		
Use assessment to set targets for pupils	<b>x</b>	

Use effective monitoring techniques to ensure targets are met	<b>x</b>	
Ability to communicate pupils' progress effectively to key partners	<b>x</b>	

<b>Personal qualities</b>		
Good written and oral skills	<b>x</b>	
Well-motivated with the ability to use own initiative	<b>x</b>	
Excellent organisational skills and attention to detail	<b>x</b>	
Able to work within a team	<b>x</b>	
Reliable and punctual	<b>x</b>	
Able to work efficiently and accurately under pressure and to prioritise tasks	<b>x</b>	

Confident in dealing with a variety of stakeholders	<b>x</b>	
Professional and honest	<b>x</b>	
Ability to sustain personal motivation and commitment to continued professional development of self	<b>x</b>	
Willingness to participate in the life of the whole school	<b>x</b>	
Ability to offer extracurricular activities and go that extra mile	<b>x</b>	<b>x</b>

Reflective practitioner	<b>x</b>	
Commitment to safeguarding and equality	<b>x</b>	
Commitment to safeguarding confidentiality at all time	<b>x</b>	