



THE DIOCESE
OF GLOUCESTER
ACADEMIES TRUST
unlocking potential

KS1 TEACHER (maternity)

Recruitment Pack

ST MARY'S CE PRIMARY SCHOOL (TETBURY)





Dear Applicant,

Thank you for your interest in the post of KS1 Teacher (Maternity Cover).

St Mary's CofE Primary 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 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 [St Mary's Primary School, Tetbury, Gloucestershire](#) 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 Monday 24th November 2025. Interviews are scheduled to take place on Monday 1st December 2025.

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

Yours faithfully.

Jo Woolley
Headteacher



The Diocese of Gloucester Academies Trust seek to appoint a

Full Time KS1 Teacher

We are looking to appoint an enthusiastic, inspiring and committed teacher to a full-time role in a KS1 class. This post is to cover a maternity leave and is suitable for ECTs. The successful candidate will work within a team of experienced and supportive KS1 teachers and support staff.

St Mary's Primary School in Tetbury are looking for an enthusiastic and passionate full-time teacher to join our team on Monday 5th January 2026. The successful candidate will be working within a team of experienced teachers and will be well supported in their planning and teaching. We are a caring and welcoming school with curious and courageous children who want to do well. We are seeking a teacher to inspire and engage a group of Year 1 and 2 pupils.

St Mary's is a large primary school situated in the beautiful market town of Tetbury. We are part of the Diocese of Gloucester Academies Trust. The successful candidate will benefit from all the opportunities working within a successful MAT brings.

Further details and an application form can be downloaded from the vacancy area of our website: <https://www.stmarystetbury.com/the-office/current-vacancies>

The post is offered as a salary of MPS 1 - 6.

This is a full time post.

If you would like an informal conversation about the role please contact Jo Woolley on 01666 502275 or email admin@st-marys.dgat.org.uk

Closing date for applications is **24th November 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	e.g., classroom, shared office, own office, elements of lone working if applicable.
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-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:	Headteacher
Line Management:	Head of EYFS and KS1
Contract Type:	Full time fixed term (maternity cover)

Overall Purpose of this post

- To carry out the professional duties of a teacher as set out in the STPCD
- Meet the expectations as set out in the Teachers' Standards

Duties and Responsibilities

Teaching

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment
- Adapt teaching to respond to the strengths and needs of pupils
- Set high expectations which inspire, motivate and challenge pupils
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge
- Participate in arrangements for preparing pupils for external tests

Whole-school organisation, strategy and development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's values and vision
- Make a positive contribution to the wider life and ethos of the school
- Work with others on curriculum and pupil development to secure co-ordinated outcomes

Health, safety and discipline

- Promote the safety and wellbeing of pupils
- Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment

Professional development

- Take part in the school's appraisal procedures
- Take part in further training and development in order to improve own teaching
- Where appropriate, take part in the appraisal and professional development of others

Communication

- Communicate effectively with pupils, parents and carers

Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues

Personal and professional conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities

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		
Committed to actively promoting the Christian ethos and values of the school	x	
Committed to the school's vision	x	
Qualifications		
Qualified Teacher Status	x	
Experience		
Experience of successfully working within a team	x	
Proven successful practice in a primary school setting	x	
Knowledge of the National Curriculum	x	
Knowledge of effective teaching and learning strategies	x	
An excellent understanding of how children learn	x	
Ability to adapt teaching to meet the needs of individual pupils	x	
Ability to build successful relationships with pupils and staff	x	

Understanding of the expectations around procedures and processes for safeguarding pupils.	x	
Understanding of effective behaviour management strategies	x	
Good IT skills and understanding of how IT can be used to enhance pupil learning.	x	
Personal qualities		
Good written and oral skills	x	
Well-motivated with the ability to use own initiative	x	
Excellent organisational skills and attention to detail	x	
Flexible and co-operative team worker	x	
Reliable and punctual	x	
Able to work efficiently and accurately under pressure and to prioritise tasks	x	
Confident in dealing with a variety of stakeholders	x	
Professional and honest	x	
Additional Requirements		
Current driving licence and personal transport.	x	