



THE DIOCESE  
OF GLOUCESTER  
ACADEMIES TRUST  
*unlocking potential*



Class Teachers x 2

Recruitment Pack

St Mary's C of E Primary School





Dear Applicant,

Thank you for your interest in the post of Class Teacher (2 Positions)

St Mary's C of E 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 <https://www.stmarystetbury.com/> 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 8<sup>th</sup> June 2026 at midday. Interview date is to be confirmed. With a start date of 1st September 2026.

This post is suitable for ECTs.

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

Alix Jepps  
Headteacher

The Diocese of Gloucester Academies Trust seek to appoint a

### **Class Teacher (2 positions)**

We warmly welcome applications from teachers who are committed to making a difference to the lives of our young people. Whether you are at the beginning of your teaching career or bring a wealth of experience, we are looking for someone who will enrich our school with enthusiasm, compassion and a commitment to helping every child flourish.

At St Mary's Church of England Primary School, Tetbury, our vision is to be, "A caring, Christian community where we light the spark of curiosity, build on individual talents and give everyone the courage to live life in all its fullness."

#### **We're Looking For:**

- A confident and reflective teacher with a secure understanding of the curriculum and a passion for inspiring curiosity and a love of learning.
- Someone who creates a positive, inclusive and nurturing classroom environment where every child feels valued and encouraged to thrive.
- A compassionate practitioner who is committed to helping all children fulfil their potential and develop confidence, resilience and independence.
- A team player who will embrace and actively support the Christian vision and values of our school community.
- A professional with high expectations for themselves and their pupils, committed to providing an engaging and ambitious education for every child.
- Someone who is keen to contribute to the wider life of the school and, ideally, lead or develop a curriculum area.

#### **Benefits of Joining Our Team:**

- The opportunity to work within a caring and supportive team that values collaboration, encouragement and professional growth.



- A welcoming school community rooted in strong relationships, shared values and a commitment to enabling everyone to flourish together.
- A school culture that prioritises staff wellbeing, professional development and work-life balance.
- The chance to be part of a school that celebrates curiosity, creativity and the development of the whole child.

The post is offered as a salary on Teacher Main Scale on a permanent basis.

This is a full-time post and is suitable for ECT's.

Further details and an application form can be downloaded from the vacancy area of our website <https://www.dgat.org.uk/>

If you would like an informal conversation about the role, please contact Alix Jepps on 01666 502275 or email [admin@st-marys.dgat.org.uk](mailto:admin@st-marys.dgat.org.uk).

Closing date for applications is **8<sup>th</sup> June at 12 noon.**

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

Usual working days and times:	Full Time
Work environment	Classroom and School Environment
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: <a href="https://www.dgat.org.uk/cpdl-and-https://www.dgat.org.uk/cpdl-and-events">https://www.dgat.org.uk/cpdl-and-https://www.dgat.org.uk/cpdl-and-events</a></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 x 2
Responsible to:	Headteacher and Deputy Headteacher
Line Management:	Headteacher
Contract Type:	Permanent – Full Time

## 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

### **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
<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	
Proven successful practice in a primary school setting	x	
Experience of successfully working within a team	x	
<b>Experience</b>		
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 k understanding of how IT can be used to enhance pupil learning	X	
<b>Personal qualities</b>		
Friendly and approachable with strong written and oral communication skills	X	
Well-motivated with the ability to use his/her 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	
<b>Additional Requirements</b>		
A DBS will be required prior to appointment	X	



Good health and attendance record	<b>x</b>	
Excellent and unequivocal references	<b>x</b>	
Current driving licence and personal transport	<b>x</b>	