THE DIOCESE OF GLOUCESTER ACADEMIES TRUST

unlocking potential







Class Teacher (Mat Cover)

Recruitment Pack

St Lawrence CE Primary



Dear Applicant,

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

St Lawrence CE Primary 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.stlawrencelechlade.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 four of this pack.

The closing date for completed applications is 7 October 2026 at 12pm. Interviews are scheduled to take place week commencing 12 October. With a start date of 4 January 2027.

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

Yours faithfully

Gordon Soutar
Headteacher

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The Diocese of Gloucester Academies Trust seek to appoint a

KS1 Class Teacher (Maternity Cover)

St Lawrence is a successful and popular Church of England Academy School, with a dedicated and professional staff. We are committed to providing the best opportunities for learning and achievement for children within a stimulating and caring Christian environment. We work at all times towards our motto of: 'Achieving together † Learning for life in all its fullness'

We are part of DGAT, The Diocese of Gloucester Academies Trust, enabling the successful applicant to be part of a collaborative family of schools improving education together.

We have a full-time teaching position available in KS1 (job share possibility – please state number of days). This post is fixed term to cover maternity leave. The post will commence on 4th January 2027 subject to the suitable completion of any outstanding recruitment checks and will end when the individual returns from maternity leave. A date for this is not yet known.

We are seeking a teacher who has:

• a willingness to commit to the Christian values and ethos of the school

• high expectations of pupils and evidence of excellent standards of teaching

• the ability to be a reflective practitioner, committed to raising standards

• a genuine concern for the well-being of all children and understanding of all their needs

• a commitment to extra-curricular activities

• the ability to lead a curriculum subject area either now or in the near future (please state strengths/experience within application)

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The school will offer:

• a welcoming and well-resourced environment

• an experienced senior leadership team with a commitment to your continuing professional development

• a friendly, approachable community with a committed staff team

• a flexible approach to the curriculum which encourages and supports creativity

• a very supportive governing body

• opportunities to work collaboratively with colleagues within our academy trust, DGAT

ECTs and those with main scale teaching experience are equally welcome and encouraged to apply.

This school is committed to safeguarding and promoting the welfare of children and young people, and expects all staff, and volunteers, to share the same commitment. This position is subject to an enhanced DBS check.

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

This is a full-time post for 32.5 hours a week.

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

If you would like an informal conversation about the role, please contact the school office on 01357 252356 or email admin@st-lawrence.dgat.org.uk

Closing date for applications is 7 October at 12pm (midday).

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

Usual working days and times:	Monday-Friday – Full Time
Work environment	Classroom, school environment
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:	KS1 Class Teacher
Responsible to:	Headteacher
Line Management:	Headteacher
Contract Type:	Full Time – Fixed Term

Overall purpose of this post

To carry out the functions of a teacher in accordance with the Teacher Standards and the stated aims and objectives of St Lawrence C of E Primary School.

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 school's rules relating to behaviour and health and safety.
- Participate in weekly staff continuous professional development sessions and training days.

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- 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 school's behaviour policy for guidance.

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- 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.

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.

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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	
Experience		
Classroom teaching	x	
Experience of leading a subject		x
Personal qualities		
Friendly and approachable with strong 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	

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Professional and honest	**x**	

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