



THE DIOCESE  
OF GLOUCESTER  
ACADEMIES TRUST  
*unlocking potential*

KS2 Class Teacher (Full Time)

Recruitment Pack

St James CofE Junior School





Dear Applicant,

Thank you for your interest in the post of KS2 Class Teacher.

St James CofE Junior 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.st-james-junior.co.uk/> 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 18<sup>th</sup> May 2026 at Midday. Interviews are scheduled the week commencing 8<sup>th</sup> June 2026. The role will begin on Tuesday 1<sup>st</sup> September.

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 E Gardiner  
Headteacher



The Diocese of Gloucester Academies Trust seek to appoint a

### **KS2 Class Teacher**

We are seeking to appoint an ambitious, energetic and enthusiastic KS2 teacher to join our friendly and welcoming team. This is an exciting opportunity for a teacher who is passionate about making a real difference in children's lives.

We are looking for someone who:

- Can motivate, inspire and engage children of all abilities
- Has a strong understanding of how to support the most vulnerable learners within a class, ensuring they feel included, valued and able to thrive
- Brings vision, creativity and a commitment to securing excellent outcomes for every child
- Is eager to contribute to the wider life of the academy and work collaboratively with colleagues
- Demonstrates dedication, positivity and a strong desire to grow professionally

In return, we offer a supportive environment, a committed staff team and pupils who are enthusiastic, curious and eager to learn.

The post is offered as a salary of Main Scale, depending on experience, on a permanent basis.

This is a full-time post for 32.5 hours a week, Monday to Friday.

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 Sarah Wheeler on [finance@sjjs.dgat.org.uk](mailto:finance@sjjs.dgat.org.uk) or 01452 520714.

Closing date for applications is **18<sup>th</sup> May 2026 at midday.**

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

Diocese of Gloucester Academies Trust. Registered Office: Hardwicke Parochial Primary Academy, Poplar Way, Hardwicke. GL2 4QG. Registered in England. Company Number: 08149299



Usual working days and times:	Monday – Friday – Full time
Work environment	Classroom, 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-events">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:	KS2 Class Teacher
Responsible to:	Headteacher/Governing Body
Line Management:	Headteacher/Governing Body
Contract Type:	Permanent

## Overall purpose of this post

### Generic to all teachers:

- You are to carry out the duties of a school teacher as set out in the Pay and Conditions documentation to the required Teachers Standards
- To facilitate, encourage and role model learning which enables students to achieve high standards, to share and support the corporate responsibility for the well-being, education and discipline of all children.
- All staff are expected to uphold the school's principles and policies which underpin good practice and the raising of standards and are expected to uphold and promote the school's aims and values.
- All staff will be involved in working together, as part of a team, to develop areas of provision that impact positively on learning and teaching across the school.
- All staff will take an active role in the School Self Evaluation process.
- All staff are expected to actively undertake professional development through keeping abreast of the latest developments and thinking, coaching and mentoring, and self-evaluation and peer review.

### As a Class Teacher:

#### The Class Teacher will:

- Liaise with the teaching and non-teaching staff of the school, Governors, Parents, Children, Advisers and other Professionals



- Take responsibility for a class of children determined on an annual basis by the Headteacher and in accordance with the duties listed below
- Teach a class of pupils, and ensure that planning, preparation, recording, assessment and reporting meet their varying learning and social needs
- Maintain the positive ethos and core values of the school, both inside and outside the classroom; treat people fairly, equitably and with dignity and respect to create and maintain a positive school culture
- Promote the school's mission statement 'Leading the love of life and learning in a caring Christian community.'
- Contribute to constructive team building amongst teaching and non-teaching staff, parents and governors
- Implement agreed school policies and guidelines
- Support initiatives decided by the Headteacher and lead staff
- Plan appropriately to meet the needs of all pupils
- Be able to set clear targets, based on prior attainment, for pupils' learning;
- Provide a stimulating classroom environment, where resources can be accessed appropriately by all pupils
- Keep appropriate and efficient records, integrating formative and summative assessment into planning
- Work with school leaders to track the progress of individual children and intervene where pupils are not making progress
- Report to parents on the development, progress and attainment of pupils
- Promote the school's code of conduct amongst pupils, in accordance with the school's behaviour policy
- Participate in, and contribute to, meetings which relate to the school's management, curriculum, administration or organisation
- Make effective use of IT to enhance learning and teaching
- Lead, organise and direct support staff within the classroom
- Participate in the performance management system for the appraisal of their own performance, or that of other teachers
- Regularly review own practice, set personal targets and take responsibility for own professional development
- Reflect on personal contribution to school achievements and take account of feedback



**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**

	<b>Essential</b>	<b>Desirable</b>
<b>Personal Values</b>		
Committed to actively promoting the Christian ethos and values of the school	<b>x</b>	
Committed to the school’s vision	<b>x</b>	
<b>Qualifications</b>		

ECT or Qualified Teacher Status	<b>x</b>	
Commitment to continuing own professional development	<b>x</b>	
Ability to fully meet expectations of the statutory DFE's Teacher standard	<b>x</b>	
Experience of teaching KS2	<b>x</b>	
Evidence of recent and relevant INSET or training related to teaching and learning		<b>x</b>
<b>Experience</b>		
Good knowledge and understanding of KS2 national curriculum and assessment requirements	<b>x</b>	
Good understanding of pedagogical issues and current good practice relating to teaching and learning across KS2	<b>x</b>	
Knowledge and understanding of the implications of equal opportunities and inclusion, including SEND	<b>x</b>	
Understanding of the expectations of Ofsted framework regarding teaching and learning	<b>x</b>	
Good understanding of the principles of effective assessment	<b>x</b>	
Ability to support and drive the curriculum	<b>x</b>	

Knowledge and understanding of what constitutes outstanding teaching		X
Good experience of inclusion and supporting the learning of children with a variety of needs		X
Understanding of the promotion of SMSC of children across the curriculum		X
A broad knowledge and understanding of local and national developments and how they impact standards and good practice		X
Proven ability to lead a subject		X
Experience in delivering a synthetic phonics programme, preferably Read Write Inc.		X
<b>Personal qualities</b>		
Good written and oral skills	X	
Well-motivated with the ability to use own initiative	X	
Excellent organisational skills and attention to detail	X	
Able to work within a team	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>		
Current driving licence and personal transport		<b>x</b>