



THE DIOCESE  
OF GLOUCESTER  
ACADEMIES TRUST  
*unlocking potential*



Class Teacher

Start date: Sept 2024

Recruitment Pack

Watermoor C of E Primary School



Dear Applicant,

The closing date for completed applications is **Friday 29<sup>th</sup> March**. Interviews are scheduled to take place on Tuesday 9<sup>th</sup> April.

The start date for this role is 1<sup>st</sup> September 2024.

To submit your application, please email the completed form to [admin@watermoor.gloucs.sch.uk](mailto:admin@watermoor.gloucs.sch.uk) before the closing date.

Yours faithfully,

Mrs Lois Smith  
Headteacher

The Diocese of Gloucester Academies Trust seek to appoint a class teacher on a full-time, permanent basis. A 0.8 contract would be considered for the right candidate.

We are seeking a dedicated and dynamic teacher to join our teaching team at Watermoor. The successful candidate will have experience of teaching across the primary phase. This post is suitable for ECTs.

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 at a main scale teacher salary, dependent on experience.

Further details and an application form can be downloaded from the vacancy area of our website or by emailing Jackie Ellis, School Business Manager, via [admin@watermoor.gloucs.sch.uk](mailto:admin@watermoor.gloucs.sch.uk)

If you would like an informal conversation about the role please contact Lois Smith, Headteacher, via 01285 653817

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## Job Description

**Job Title:** Class teacher

**Type of Contact:** Permanent

**Responsible to:** Headteacher

**Job Purpose:** To carry out the functions of a teacher in accordance with the Teacher Standards and the stated aims and objectives of Watermoor 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 schools rules relating to behaviour and health and safety
- Participate in weekly staff continuous professional development sessions and training days
- 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 schools 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 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.

### **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 the employee's skills and abilities, commensurate with the post's banding and whenever reasonably instructed.

## Person Specification

	Essential	Desirable
<b>Personal Values</b>		
Committed to actively promoting the Christian ethos and values of the academy	X	
Committed to the Academy vision	X	
<b>Qualifications</b>		
Qualified Teacher Status	X	
<b>Experience</b>		
Classroom teaching	X	
Experience of leading a subject		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	X	
Excellent and unequivocal references	X	
Current driving licence or personal transport	X	

## 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 and one infant school within the Trust. Twenty-one of the schools have Church of England schools 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 the Trust's academies, DGAT provides the following support:

- School Improvement
- Christian Character
- HR and Legal
- Finance and Business
- Premises and Insurance
- Compliance and GDPR