



THE DIOCESE
OF GLOUCESTER
ACADEMIES TRUST
unlocking potential



Class Teachers (2 positions)

Recruitment Pack

St James CofE Primary School





Dear Applicant,

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

St James 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 <https://www.stjamescofeprimary-dgat.co.uk/> and the Trust website - www.dgat.org.uk - useful sources of information.

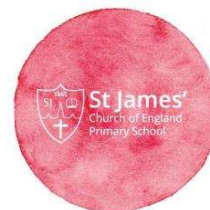
If you would like an informal chat to inform your decision about applying for the role I would be pleased to hear from you. I'm sure you will find that we have much to offer. Details of how to contact me can be found on page three of this pack.

The closing date for completed applications is **13th May 2026 at 12pm (noon)**. Interviews are scheduled to take place on 19th May.

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

Yours faithfully

Mrs Caryn Smith
Headteacher



The Diocese of Gloucester Academies Trust seek to appoint

2x Class Teachers

We are looking for two enthusiastic full time class teachers to join our friendly, exciting and supportive teams in either KS1 or KS2. You will be working alongside experienced, forward thinking and creative teams across the school. We're seeking individuals who are passionate, positive and committed to helping every child reach their full potential.

These two posts are offered as a salary on Main Scale, depending on the candidate(s), on a permanent basis.

Both posts are full-time posts for 32.5 hours a week starting 1st September 2026.

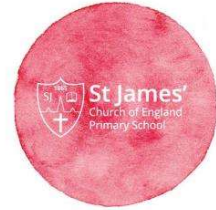
Further details and an application form can be downloaded from the vacancy area of our website: www.dgat.org.uk/vacancies. ECTs are welcome to apply.

School visits are being held on Thursday 7th May at 3:30pm. Please email the school on admin@st-jamespri.dgat.org.uk to register your attendance with the school.

Closing date for applications is **13th May 2026 at 12pm (noon)**.

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

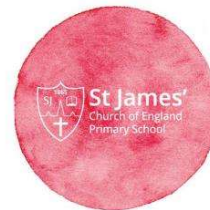


	A range of clear and supportive policies.
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Please note:

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

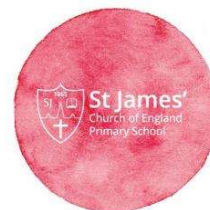
Our core principles:

- 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 (2 positions)
Responsible to:	Headteacher
Line Management:	Headteacher
Contract Type:	Permanent

Overall purpose of this post

To deliver high-quality teaching and learning to our pupils, ensuring that all learners make excellent progress in a positive, engaging, and inclusive environment. The postholder will work collaboratively with colleagues to plan, assess, and deliver the curriculum, contributing to the wider life of the school.

Key Responsibilities

Teaching and Learning

- Plan and deliver engaging and differentiated lessons in line with the relevant KS1/KS2 curriculum.
- Use a range of teaching strategies to inspire and challenge pupils of all abilities.
- Maintain high expectations for behaviour, learning, and achievement.
- Use assessment to inform planning and track pupil progress effectively.
- Provide regular feedback to pupils and parents on progress and next steps.

Curriculum and Assessment

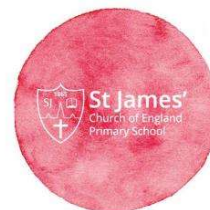
- Contribute to the planning and development of the KS1/KS2 curriculum.
- Implement effective assessment for learning strategies.
- Prepare and maintain accurate records of pupil attainment and progress.
- Support the moderation of work within the relevant year group and across the phase.

Classroom Management

- Create a stimulating, safe, and orderly classroom environment.
- Manage pupil behaviour positively in line with school policies.
- Ensure that resources are used effectively to support learning.

Collaboration and Professional Development

- Work closely with the Year Group team and other staff to ensure consistency and continuity.
- Participate in staff meetings, planning sessions, and professional development opportunities.
- Liaise effectively with parents, carers, and outside agencies as appropriate.
- Contribute to the wider life of the school (e.g. assemblies, trips, enrichment activities).



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 (QTS).	x	

Experience		
Proven experience teaching in a Primary School setting	x	
Strong knowledge of the KS1/KS2 curriculum and assessment requirements		x
Experience of preparing pupils for end-of-Key Stage assessments		x
Familiarity with inclusive teaching and SEND strategies		x
Personal qualities		
Excellent classroom management and communication skills	x	
Ability to work collaboratively and contribute positively to a team	x	
Commitment to safeguarding and promoting the welfare of children	x	
Willingness to lead or support a curriculum subject	x	