



THE DIOCESE  
OF GLOUCESTER  
ACADEMIES TRUST  
*unlocking potential*



KS1 Teacher

Recruitment Pack

Minchinhampton CofE Primary Academy





Dear Applicant,

Thank you for your interest in the post of KS1 Teacher.

Minchinhampton CofE Primary Academy 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 - [www.minchacademy.net](http://www.minchacademy.net) - 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 Monday 1<sup>st</sup> June at 12pm (noon). Interviews are scheduled to take place on Friday 5<sup>th</sup> June.

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

Nick Moss  
Headteacher



The Diocese of Gloucester Academies Trust seek to appoint a

### **KS1 Teacher**

Our vision: “Life in all its fullness’.

The governing body is seeking to find an enthusiastic, flexible teacher to join our KS1 team from September 2026. This post is suitable for early career teachers.

We would like our candidates to be passionate about learning and someone who puts relationships at the heart of their teaching.

In return, the successful candidate would find themselves among supportive and welcoming staff, parents and governors in a larger than average school with plenty of opportunities for professional development and prospects for future employment.

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-Friday.

We would be delighted to welcome you for a look around. There will be an open afternoon on Friday 22nd May 2026. Please let us know if you plan to attend by emailing **admin@minch.dgat.org.uk**.

Application forms are available on the website [www.minchacademy.net](http://www.minchacademy.net) or [www.dgat.org.uk/vacancies](http://www.dgat.org.uk/vacancies).

Closing date for applications is **1<sup>st</sup> June at noon**, with interviews taking place on **5<sup>th</sup> June**.

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

Usual working days and times:	Monday-Friday
Work environment	Classroom, school site
Dress code:	Smart/casual



<p>Employee benefits:</p>	<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>
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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:	KS1 Teacher
Responsible to:	Headteacher
Line Management:	Headteacher
Contract Type:	Permanent, Full-Time

## Overall purpose of this post

Teachers at Minchinhampton should make the education of their pupils their first concern, and be accountable for achieving the highest possible standards in work and conduct. Teachers should act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and be self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

## VISION AND VALUES

- Ensure the school's vision is delivered through your teaching and/or leadership
- School Vision: 'Life in all its fullness'
  - For us this means people who are flourishing
  - people who have the wherewithal to shape their own life well;
  - people who take a delight in learning;
  - people who are compassionate, who appreciate the value and preciousness of each and every person and all life on earth;
  - hence people who help to make the world a better place.

## MAIN DUTIES AND RESPONSIBILITIES:

### **PART ONE: TEACHING**

**Teachers must:**

1. Set high expectations which inspire, motivate and challenge pupils
  - establish a safe and stimulating environment for pupils, rooted in mutual respect
  - set goals that stretch and challenge pupils of all backgrounds, abilities and disposition
  - demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils
2. Promote good progress and outcomes by pupils
  - be accountable for pupils' attainment, progress and outcomes
  - be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these
  - guide pupils to reflect on the progress they have made and their emerging needs
  - demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
  - encourage pupils to take a responsible and conscientious attitude to their own work and study.
3. Demonstrate good subject and curriculum knowledge
  - have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings
  - demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
  - demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject
  - if teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
  - if teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.
4. Plan and teach well-structured lessons
  - impart knowledge and develop understanding through effective use of lesson time
  - promote a love of learning and children's intellectual curiosity

- set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
  - reflect systematically on the effectiveness of lessons and approaches to teaching
  - contribute to the design and provision of an engaging curriculum within the relevant subject area(s).
5. Adapt teaching to respond to the strengths and needs of all pupils  
Make accurate and productive use of assessment
- know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
  - have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these
  - demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development
  - have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them
6. Make accurate and productive use of assessment
- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
  - make use of formative and summative assessment to secure pupils' progress
  - use relevant data to monitor progress, set targets, and plan subsequent lessons
  - give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback.
7. Manage behaviour effectively to ensure a good and safe learning environment
- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
  - have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly

- manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them
  - maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary
8. Fulfil wider professional responsibilities
- make a positive contribution to the wider life and ethos of the school
  - develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
  - deploy support staff effectively
  - take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
  - communicate effectively with parents with regard to pupils' achievements and well-being

## **PART TWO: PERSONAL AND PROFESSIONAL CONDUCT**

Teachers at Minchinhampton are expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct:

9. Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:
- treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
  - having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
  - showing tolerance of and respect for the rights of others
  - not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
  - ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.



10. Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality
11. Teachers must have an understanding of, and always act within, the statutory frameworks which set 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	
A balanced programme of relevant courses in the last 5 years including curriculum development and organisation / management skills	X	
Honours Degree		X
<b>Knowledge &amp; Experience</b>		
A skilled and highly effective teacher with a commitment to ensuring pupils make good progress academically, emotionally and socially	X	
Knowledge and ability to be creative when delivering the curriculum	X	
A good understanding of assessment and pupil tracking	X	
Knowledge and experience of a range of methods of managing pupil behaviour	X	
Successful teaching experience in more than		X

one school, preferably within Key Stage 1		
Knowledge and understanding of formative assessment		X
Confidence and competence in using IT		X
<b>Personal &amp; Professional Qualities</b>		
Passionate about learning and education	X	
Consistently high expectations of pupils	X	
A teaching and/or leadership style that is based upon being a positive role model, on high expectations, and on good organisation and delegation skills	X	
Strong interpersonal skills	X	
Commitment to safeguarding of all pupils	X	
Willingness to embrace change	X	
Innovative and able to take risks in order to learn	X	
Excellent attendance record		X
<b>Application</b>		
Ability to present succinctly a professional philosophy and practice of education	X	
Ability to demonstrate how the above and previous experience relates to the KS1 Teacher post at Minchinhampton	X	

<b>References</b>		
Two fully supportive professional references	<b>X</b>	
The School has rigorous procedures and guidelines regarding the welfare and safeguarding of our pupils; a satisfactory DBS check is a condition of employment	<b>X</b>	