



THE DIOCESE
OF GLOUCESTER
ACADEMIES TRUST
unlocking potential

Class Teacher Maternity Leave Cover
Recruitment Pack
Longney CofE Primary Academy





Dear Applicant,

Thank you for your interest in the post of class teacher as a maternity leave cover in our year 1 and 2 class at Longney.

Longney 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 - [Longney Church of England Primary Academy - Home](#) - 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 Mon 8th September 2025 at 9am. Interviews are scheduled to take place on Friday 19th September 2025.

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

Yours faithfully

Heather Francis
Executive Headteacher

The Diocese of Gloucester Academies Trust seek to appoint a full-time main scale class teacher on a fixed term contract to cover a maternity leave in our Key Stage 1 class at Longney CofE Primary Academy. The start date of this post will be Monday 3rd November 2025 and the fixed term contract will terminate when this maternity leave comes to an end. This opportunity is to teach a small year 1 and 2 mixed age class of just 17 children in the beautiful surroundings of our small village community school. A perfect opportunity for a teacher who is willing to work hard, learn, grow and enjoy teaching in amongst our small, supportive, close-knit team of staff. We live out our school values of joy, compassion, harmony and belief every day and look forward to welcoming a new member to our teaching team.

We are seeking a teacher who:

- Is creative, enthusiastic and committed to the children and the school.
- Is willing to evaluate their own practise and keen to learn, adapt and improve through continuous professional development.
- Has high expectations for the attainment, behaviour and welfare of all children.
- Is kind, caring and wants the very best for the children in their care.
- Has good organisational skills and high standards of written and oral communication.
- Has good subject knowledge and understanding of the national curriculum.
- Can form positive, effective relationships within our close-knit school community, taking an active part in all aspects of school life.
- Will support and promote the schools' vision and values.

We can offer:

- Wonderful pupils who enjoy learning and a supportive, friendly school community.
- Caring and experienced staff who work incredibly hard as a team for the children at Longney.
- Good CPD, support and training opportunities through our membership of the Diocese of Gloucester Academy Trust.

The post is offered on the Main Scale on a fixed term maternity leave cover basis. This is a full-time post.

Further details and an application form can be downloaded from the vacancy area of our website [Longney Church of England Primary Academy - Vacancies](#) here.

If you would like an informal conversation about the role, please contact myself, Heather Francis – Executive Headteacher, on 01452 720 461 or email head@longney.dgat.org.uk

Closing date for applications is **Monday 8th September at 9am.**

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

Usual working days and times:	
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: https://www.dgat.org.uk/cpdl-and-events</p> <p>A range of clear and supportive policies.</p> <p>An annual wellbeing survey and access to an online wellbeing toolkit.</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:	Class Teacher
Responsible to:	Headteacher
Line Management:	Headteacher
Contract Type:	Fixed Term to cover a maternity leave

Overall Purpose of this post:

To carry out the professional duties of a teacher as required by the school in agreement with the most recent version of the School Teachers' Pay and Conditions Document and in accordance with the school's policies under the direction of the Headteacher.

Duties and Responsibilities:

- To undertake your duties, as required by the Teachers' Standards.
 - To be committed to the ethos and success of the school.
 - To keep up-to-date with, and remain knowledgeable of, the requirements of the national curriculum.
 - To have regard for continuing professional development (CPD) and contribute to the school's process of self-evaluation and development.
 - To comply with the school's systems, structures, policies and procedures, in particular those related to child protection and safeguarding.
 - To effectively plan a varied, balanced and appropriate curriculum which emphasises raising standards and achieving excellence.
 - To adapt teaching styles to suit all learners and provide a supportive learning environment.
 - To differentiate resources and equipment so lessons may be accessed appropriately by all pupils.
 - To work as part of a team to evaluate and develop pupils' learning needs.
- To ensure effective communication with colleagues and support and plan for teaching assistants to be effective and efficient in the classroom.
- To enforce the school's Behaviour Policy through excellent classroom management.
 - To manage the classroom and teaching equipment to create a positive learning environment which makes effective use of available resources.
 - To encourage pupils to develop and use their creativity, initiative, independence and responsibilities.
 - To be familiar with the Special Educational Needs (SEN) Code of Practice, and support and plan for pupils accordingly.
 - To self-evaluate your teaching in order to improve effectiveness.
 - To be committed to the school's assessment and monitoring system for pupil progress.
 - To systematically assess and record pupils' academic and social progress and use the results to inform lesson planning decisions.

- To monitor both class work and homework, provide constructive feedback and marking, and set informed targets for pupil progress.
- To report on each individual pupil's progress to the Headteacher and parents as required.
- To implement the school policy with regard to registration, student absence and uniform and enforce school rules relating to behaviour and health and safety.
- To actively support school activities, on occasion, such as educational trips, extra-curricular activities and clubs, and parents' evenings, which may require some out-of-hours availability.
- To participate in appropriate meetings with colleagues and parents and carry out administrative tasks relative to the above duties.
- To carry out a share of supervisory duties in accordance with published rotas.
- To be responsible for a subject and develop plans which identify clear targets and success criteria for its development and / or maintenance during given subject leader time.
- To contribute to whole school development activities and targets.

Uphold high standards within the profession by:

- Conforming to the Teachers' professional standards
- Performing at a standard commensurate with grade as articulated by the school
- Upholding and adhering to the policies and procedures of the school.
- Evaluating own teaching critically to improve effectiveness.
- Taking a full part in CPD and school development across the school.

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
Qualifications	Qualified Teacher status	
Experience	The Class Teacher should have experience of teaching within the primary age range either employed or as a student.	Teaching in a mixed age class. Teaching in Key Stage 1.
Knowledge and understanding	<p>The class teacher should have knowledge and understanding of:</p> <p>The EYFS, Key Stage 1 and 2 curriculum.</p> <p>Safeguarding and Child Protection procedures.</p> <p>The theory and practice of providing effectively for the individual needs of all children providing personalised learning (e.g. classroom organisation and learning strategies).</p> <p>Statutory National Curriculum requirements at the appropriate key stages.</p> <p>Monitoring, assessment, recording and reporting of pupils' progress including statutory testing.</p> <p>The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection.</p> <p>The positive links necessary within school and with all its stakeholders.</p> <p>Effective teaching and learning styles.</p>	<p>Experience of writing school reports and attending parent's evenings.</p> <p>Evidence of a range of CPD and commitment to further professional development.</p>
Skills	<p>The class teacher will be able to:</p> <p>Set high expectations which inspire, motivate and challenge pupils.</p> <p>Create a happy, challenging and effective learning environment.</p> <p>Manage behaviour effectively including the promotion of learning behaviours.</p>	<p>Evidence of outstanding teaching</p> <p>Evidence of excellent progress made by groups or individual pupils.</p> <p>Experience/interest in a particular aspect of the National Curriculum, e.g. Computing, Science.</p> <p>Evidence of taking part in activities to contribute to the wider life of the school.</p>

	<p>Plan well structured, exciting and relevant lessons using appropriate differentiation to match learning to pupil's needs.</p> <p>Raise standards through accurate assessment before, during and after lessons.</p> <p>Show commitment to personal welfare and safeguarding of children.</p> <p>Promote and support the school's aims and ethos.</p> <p>Develop good personal relationships within a team.</p> <p>Establish and develop close relationships with parents, governors and the community.</p> <p>Communicate effectively (both orally and in writing) to a variety of audience.</p>	
Personal characteristics	<p>The teacher will have the following personal characteristics:</p> <p>Open and self-evaluative with a growth Mindset.</p> <p>Professional at all times.</p> <p>Eager to develop into an outstanding teacher.</p> <p>Caring and Honest</p> <p>Self-motivated</p> <p>Collaborative team member with excellent interpersonal skills</p> <p>Sense of Humour</p> <p>Has an enthusiasm for life and teaching!</p> <p>Suitable to work with children</p> <p>Committed to the school and academy vision and the Christian ethos and values of the school.</p>	<p>Demonstrate the use of these qualities in a school setting.</p> <p>Bring personal interests and enthusiasm into the school setting.</p> <p>Demonstrate personal characteristics in line with our school vision and values.</p>
Additional Requirements	<p>A DBS will be required prior to appointment</p> <p>Satisfactory references</p>	