



THE DIOCESE
OF GLOUCESTER
ACADEMIES TRUST
unlocking potential

KS1 Class Teacher (Mat Cover)

Recruitment Pack

Hardwicke Parochial Primary Academy





Dear Applicant,

Thank you for your interest in the post of KS1 Class Teacher (Mat Cover)

Hardwicke Parochial 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 25 primary schools within the Trust family, including 23 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 <http://www.hardwicke.gloucs.sch.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 **8 October 2026**. Interviews are scheduled to take place on 15 October, to start on the 1 January 2027.

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

Yours faithfully

Sharon Cale
Headteacher



The Diocese of Gloucester Academies Trust seek to appoint a

KS1 Class Teacher

An exciting opportunity has arisen at Hardwicke Primary Parochial Academy for a committed and compassionate Year 1 Class Teacher to join our supportive and inclusive school community. Hardwicke Parochial Primary Academy is looking to recruit a dedicated teacher who strives to make a difference to join our thriving school. Currently we have small classes in year 1 with teaching assistant support.

We are looking to appoint a Full-time teacher who shares our vision and ambitions for the young people of this community. Depending on skill set and experience of the successful candidate will determine which Key Stage they are assigned as we have versatility amongst our staff to adapt year groups. ECTs are welcome to apply.

We believe Together - We Love, Learn and Live. We feel strongly that children need to feel valued and safe and within this environment, they will engage with their learning, as a result, they will become the best version of themselves.

You will be joining:

- A caring and supportive community where each child is cherished
- A highly motivated and passionate group of staff who work in the best interests of the children.
- A school that understands the importance of staff development and well-being. We promote the opportunity to receive high-quality professional development by working with our DGAT family and other well-regarded CPD programmes to maintain high standards and expectations in all areas of school life.
- Staff who care for the children and, equally importantly, each other

We can offer:

- A welcoming, supportive school community with a strong team ethos
- Committed, experienced leadership who value and invest in every staff member
- High-quality professional development within the school and through wider networks, including support for Early Career Teachers
- A well-structured, thoughtfully planned curriculum that helps reduce workload
- Engaged, motivated pupils who enjoy learning and thrive on new opportunities



- Access to our Employee Assistance Programme, providing 24/7 confidential support

This role is fixed term until 31 August 2027; however, this may be extended until December 2027.

Salary: Teacher Main Scale - this post is suitable for newly qualified teachers.

If you would like an informal conversation to inform your decision about applying for the role, please contact Miss Cale, head@hardwicke.dgat.org.uk

An application form can be downloaded from the vacancy area of our website <http://www.hardwicke.gloucs.sch.uk> or via www.dgat.org.uk/vacancies

Closing date for applications is **8 October 2026**.

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, shared spaces.
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.

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-two primary, one junior and two infant schools within the Trust. Twenty-three 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 Class Teacher
Responsible to:	Headteacher
Line Management:	Headteacher
Contract Type:	Fixed Term

Overall, Purpose of this post

To carry out the functions of a teacher in accordance with the Teacher Standards and the stated aims and objectives of Hardwicke Parochial Primary Academy. To meet the Criteria Expectations as outlined in the Career Expectations documents by the Trust.

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 the 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 and 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 school's rules relating to behaviour and health and safety.
- Participate in weekly staff continuous professional development sessions and training days.
- Be involved in the school's 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.
- Understand what constitutes good practice and high standards in teaching and learning.

- Provide quality educational provision for all groups of pupils and demonstrate 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.
- Understand 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 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 school's 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 are the 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.
- Use adaptive teaching strategies to support vulnerable and SEN pupils.
- Write and use MY Plans to support SEN pupils ensuring targets are delivered and pupils are supported.
- 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 the 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 practice.

Additional Responsibilities

- To be a Subject Leader to an assigned Subject or Subjects, and to carry out related duties in accordance with the subject lead job description.
- To live out the school vision modelling its expectations.

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.

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. [to change as appropriate]

Person Specification

Hardwicke Primary Parochial Academy is seeking a committed, enthusiastic and reflective teacher who shares our vision of "Together - We Love, Learn and Live." The successful candidate will demonstrate a passion for teaching, a commitment to high standards, and a determination to ensure every child achieves their full potential.

	Essential	Desirable
Committed to actively promoting the Christian ethos and values of the school	x	
Committed to the school's vision	x	
Qualifications and Training		
Qualified Teacher Status (QTS) or working towards QTS as an ECT	x	
Degree or equivalent qualification	x	
Evidence of recent professional development	x	
Additional training in EYFS, KS1, SEND or subject leadership		x
Experience		
Experience of teaching within a primary school setting (including teaching placements for ECTs)		
Experience of planning, delivering and assessing high-quality lessons	x	

Experience of adapting learning to meet the needs of all pupils	x	
Experience of working collaboratively with support staff and colleagues	x	
Experience of teaching Year 1 and/or Key Stage 1		x
Experience of supporting pupils with SEND and additional needs		x
Knowledge and Understanding		
A secure understanding of the National Curriculum and assessment requirements	x	
Knowledge of effective teaching and learning strategies	x	
Understanding of child development and how children learn	x	
Good understanding of safeguarding and child protection responsibilities	x	
Knowledge of inclusive practice and adaptive teaching	x	
Understanding of phonics and early reading development	x	
Skills and Abilities		
Ability to inspire, motivate and engage pupils in their learning	x	
Ability to establish high expectations for	x	

behaviour, learning and achievement		
Strong classroom management skills	x	
Ability to use assessment effectively to inform teaching and improve outcomes	x	
Excellent communication and interpersonal skills	x	
Ability to work effectively as part of a team and contribute to the wider life of the school	x	
Strong organisational and time-management skills	x	
Ability to build positive relationships with pupils, parents and colleagues	x	
Competent use of technology to support teaching and learning	x	
Personal Qualities		
A genuine commitment to the welfare and achievement of every child	x	
Passionate, enthusiastic and reflective practitioner	x	
Flexible, resilient and willing to embrace change	x	
Committed to continuous professional development	x	
Positive attitude and strong team spirit	x	
Commitment to promoting equality, diversity and inclusion	x	