



ST MICHAELS CE PRIMARY

Abingdon Learning Trust

TEACHER RECRUITMENT PACK

June 2026



About

ABINGDON LEARNING TRUST

At Abingdon Learning Trust, our vision is to nurture curiosity, ambition, resilience, and courage. We support a deep-rooted compassion for others and our world, enabling choices and opportunities for a happy and successful life. This vision encompasses every child, pupil, student and member of staff.

Why Work for Us? At Abingdon Learning Trust, we believe that our people are our greatest asset. We are dedicated to creating an environment where every member of staff feels valued, supported, and inspired to achieve their best.

A People-Centric Culture. We are passionate about making a positive difference in the lives of children and young people. Our inclusive culture embraces equality and diversity, ensuring that everyone is treated with fairness, dignity and respect. You will be part of a community that values your unique contributions and supports your professional growth.

Empowered Local Leadership. We trust our local school governors and leaders to make the best decisions for their schools. This means you will have the autonomy to innovate and tailor your approach to meet the needs of your students and community. Each school within our Trust has its own unique ethos, yet we all share the same core values.

A Long-Term Vision. We are focused on preparing the next generation for the future. Our long-term view goes beyond immediate test and exam results, emphasising the development of skills and capabilities that will benefit our pupils throughout their lives. Join us in our mission to create a sustainable future with our net zero ambitions for 2035.

Investment in the Future. At Abingdon Learning Trust, we are committed to investing in our staff and our schools. You will be part of a forward-thinking organisation that values innovation and continuous improvement. Together, we can make a lasting impact on education and the wider community.

OUR VALUES

QUALITY to create an outstanding learning community, including strong leadership and governance

OPPORTUNITY to provide the best opportunities for all children to reach their full potential

COLLABORATION to support a shared commitment and dedication to learning

AMBITION for continual improvement and to strive for excellence in all we do

COMMUNITY to be an active participant in our community, leading and supporting initiatives for the benefit of all members of society

Further detail can be found on the *Abingdon Learning Trust website*.



JOB DETAILS

POST OF:	Class Teacher
AT:	St Michael's CE Primary School
SUMMARY OF ROLE:	Year 4 Class Teacher
COMMENCEMENT:	1 st September 2026
CONTRACT TYPE:	Full-time, permanent
SALARY:	Main Scale

Letter from the CHAIR OF LOCAL GOVERNORS

On behalf of the Local Academy Board, I would like to thank you for applying to work at St Michael's School

The board of governors at St Michael's are incredibly proud to be part of a school that places its Christian values—respect, perseverance, and courage—at the heart of everything it does. Under the dedicated leadership of our Headteacher and leadership team, the school continues to provide a nurturing environment where children thrive both academically and personally.

If you join St Michael's, you will become part of a hardworking and committed team that always prioritises the success and well-being of the children. You will find a strong sense of community among your colleagues, who work together to support our pupils in becoming confident, resilient, and kind individuals. Our high expectations for learning and behaviour are reflected in our academic results and the respectful, caring relationships seen throughout the school.

As governors, we come from a range of backgrounds—including parents, local community members, and staff—all united in our commitment to making St Michael's an inspiring and supportive place to work and learn. We provide both challenge and encouragement to ensure the school continues to grow and flourish.

We hope you will be inspired to join us and contribute to our ongoing ambition to provide the best possible education for our pupils. You will be well supported, with opportunities for professional development both within and beyond the school.

Alex Rennie-Lis
Chairs of Governors



Introduction to ST MICHAEL'S CE PRIMARY SCHOOL

St Michael's is a thriving one-form entry Primary School nestled in the heart of the village of Steventon. We take children into our nursery from 2 years old all the way through to 11 years old at the end of Key stage 2.

When anyone arrives at St. Michael's, they are welcomed by a community which prioritises learning, celebrates achievement and nurtures the individual. We offer children a diverse, rich and ambitious curriculum which honours the village we live in and reflects the changing world around us.

Staff and pupils are challenged to be the very best they can be; everyone at St. Michael's is expected to embrace the **vision** to "*do to others as you would have them do to you*" and to use the core Christian values of **Respect, Perseverance** and **Courage** as the vehicle that enables staff, children and families to flourish.

Every pupil's personal development is highly-valued and we are ambitious for our pupils as they build on individual strengths, whether academic, musical, sporting or artistic. We challenge all of our pupils to be the best that they can be, and provide tailored, targeted support for pupils when required.

We are really proud of our additional provision offer to support children when they need it most. This ranges from ELSA support, Nurture Forest School and Play Therapy, Lego Therapy all the way through to PAWS dog therapies. These additional opportunities help.

Our pupils have a real love of learning and a fantastic attitude towards school and their education. They are happy, active and resilient children, who demonstrate exemplary behaviour. Their ability to articulate their views and opinions and describe their learning is wonderful and they are very proud of everything they achieve across the curriculum.

We have a wide range of pupil leadership opportunities across the school; this includes Head Boy and Girl, House Captains, School Council, Sports Leaders, Digital leaders, Prefects and Librarians. As pupils take on and develop these roles we find it grows confidence, allows children to develop a greater sense of responsibility and cultivates an understanding that pupils have a voice in our school.

We also offer a wide range of curriculum enrichment activities and pupils are excited by the opportunities we offer. Pupils also participate in forest school and outdoor learning, choir, numerous sports teams, history wow days and musical productions to name but a few. We believe these additional opportunities inspire and motivate pupils even further to follow their passions and dreams.



Job

DESCRIPTION

POST: Class Teacher
GRADE: Main Scale
RESPONSIBLE TO: Headteacher

1. JOB PURPOSE

To deliver high-quality teaching and learning in line with the Teachers' Standards, ensuring all pupils make strong progress from their starting points. The class teacher will uphold the vision and values of St Michael's by maintaining high expectations, fostering a love of learning, and implementing inclusive, adaptive teaching to meet the needs of all learners.

The role includes a strong commitment to safeguarding and promoting the welfare of children, ensuring that pupils are safe, supported and able to thrive both academically and personally.

2. SAFEGUARDING

Abingdon Learning Trust is committed to safeguarding and promoting the welfare of children. All staff must be willing to undergo child protection screening appropriate to the post, including check with past employers and the Disclosure and Barring Service.

The points below are a requirement of the postholder of this position:

- A knowledge and keen awareness of Safeguarding Children matters and an ability to demonstrate personal values and beliefs in accordance with St Michael's Safeguarding Children Policy
- Display commitment to the protection and safeguarding of children and young people
- Enhanced DBS disclosure (with Barred List)
- A strong appreciation of child protection issues and the capacity of acting in accordance with our school policy.
- Reading, understanding and following all aspects of our school Safeguarding policy, including informing the Designated Safeguarding Lead (DSL) or Deputy DSL promptly of any concerns
- Comply with safeguarding training expectations

Your contract of employment is directly with The Abingdon Learning Trust. Your main place of work will be St Michael's CE Primary School, but you may be deployed to work at any school within The Abingdon Learning Trust and carry out those duties that may be reasonably required in relation to such deployment. This will depend upon the role, timetabling and organisational needs of the schools in the Trust and your own individual professional development needs. Any change to your main place of work will be discussed and agreed with you, in advance.

The Trust is fully committed to the principles of equal opportunity, diversity and inclusion and welcomes applications from less well represented groups in the school and Trust. Posts in regulated activity are exempt from the Rehabilitation of Offenders Act (ROA) 1974 and all shortlisted candidates will be required to disclose information about their previous criminal convictions.

All staff are expected to promote fundamental British Values.



3. KEY RESPONSIBILITIES

1. High-Quality Teaching and Learning

- Deliver consistently high-quality, engaging teaching that secures strong progress for all pupils
- Plan and teach a broad, balanced and ambitious curriculum that fosters curiosity and a love of learning
- Maintain high expectations for achievement, effort and presentation across all areas of learning

2. Adaptive Teaching and Inclusion

- Implement effective adaptive teaching to meet the needs of all pupils, including those with SEND and disadvantaged learners
- Use assessment to inform responsive planning, ensuring all pupils access learning and achieve well
- Remove barriers to learning and promote equity, inclusion and high aspirations for every child

3. Assessment, Progress and Outcomes

- Assess, monitor and evaluate pupil progress accurately and systematically
- Use formative and summative assessment to inform teaching and close gaps
- Provide clear feedback that supports pupils to reflect, improve and take ownership of their learning

4. Behaviour, Relationships and Personal Development

- Establish and maintain a safe, respectful and purposeful learning environment
- Model and promote high standards of behaviour and positive relationships
- Support pupils' personal development, well-being and readiness to learn

5. Safeguarding and Welfare (KCSIE)

- Promote and safeguard the welfare of all pupils in line with statutory guidance
- Remain vigilant and act promptly on any safeguarding concerns, reporting to the DSL/DDSL
- Maintain professional boundaries and contribute to a culture where pupils feel safe and supported

6. Professional Conduct and Responsibilities

- Uphold the Teachers' Standards, demonstrating professionalism, integrity and high expectations
- Engage in ongoing professional development and reflect on practice to improve outcomes
- Contribute to whole-school improvement and uphold the ethos and values of the school

7. Collaboration and Engagement

- Work in partnership with colleagues, parents and external agencies to support pupil progress and well-being
- Communicate effectively with families regarding learning, progress and pastoral needs
- Contribute to the wider life of the school, including enrichment and community engagement



SPECIFICATION

	Essential Criteria - candidates will only be shortlisted if they meet all these criteria	Desirable Criteria
Qualifications	Qualified Teacher status. Degree/PCGE or equivalent qualifications	Other educational/professional qualifications Non-educational qualifications e.g. sport, music, first aid.
Knowledge and Experience	Secure knowledge of National Curriculum expectations. Knowledge of a range of teaching and learning strategies for all groups of pupils, including children with Special Educational Needs, disadvantaged pupils and more able pupils. Proven ability to plan and teach effectively using a range of strategies. Excellent knowledge of assessment for learning strategies.	Awareness of the additional opportunities and challenges of Academy status. Experience in more than one school. Experience of successfully preparing children for statutory assessments. Experience across the Primary age range Knowledge of pupil tracking and target setting.
Professional Skills	To be able to teach effectively, through consistently demonstrating high expectations of all pupil's learning and behaviour. Ability to work co-operatively as a member of a team. Confident in using a wide range of ICT to support learning. Willingness to be involved in extra-curricular activities.	Understanding of strategies to develop links with the local/national community. Understanding of relevant policies/code of practice and awareness of current legislation, e.g. SEND Code of Practice.
Professional Ethos and Commitment	High expectations for self and others and a strong commitment to raising achievements. Commitment to promote partnerships with parents/carers and the wider community. High expectations of pupil behaviour and strategies to meet the personalised learning and emotional needs of every child.	
Personal Qualities	Approachable and excellent interpersonal skills. Reflective of own practice and performance and highly committed to professional development. High standards of presentation. Ability to promote and develop positive relationships within and beyond the school. Ability to set and work to deadlines, manage time and workload and prioritise. Resilient. Having the ability to remain positive and retain your sense of humour! Flexible and adaptable. Positive 'can do' philosophy, with a passion for teaching and learning.	





QUALITY
OPPORTUNITY
COLLABORATION
AMBITION
COMMUNITY



Terms of APPOINTMENT

The appointment will be made based on the School Teachers' Pay and Conditions Document (STPCD)

The appointment is for St Michael's CE Primary School and is full time, and permanent.

St Michael's School and Abingdon Learning Trust are committed to safeguarding and promoting the welfare of children and young people and require all staff to share this commitment. This post is exempt from the Rehabilitation of Offenders Act.

A copy of the school's Safeguarding and Child Protection Policy is here: [Policies](#)

Applicants must be willing to undergo all the relevant pre-employment checks as laid out in Keeping Children Safe in Education.

Application INFORMATION

Closing date for completed applications is **12 noon on Wednesday 17th June 2026** (applications will be processed on receipt)

Applications should be completed online through our recruitment portal, My New Term, at [St Michael's Primary School- Working for Us](#)

Shortlisted applicants will be notified following assessment of applications against the person specification and job role requirements.

Interview date to be confirmed.

Please do contact Hayley Leyshon (Headteacher) by email/phone (01235 831298) for an informal discussion about the role.

We look forward to receiving your application.

Polite notice to Recruitment Agencies:

Please be aware that we do not accept unsolicited applications or CVs from recruitment agencies. Any unsolicited information sent to us will not be considered, and we will not be liable for any fees related to such submissions.

