

# St John the Evangelist CE (VA) Primary School



## St John the Evangelist

C E PRIMARY SCHOOL



'They will lift up their wings and soar like eagles' Isaiah 40:31... 'embracing life in all its fullness' John 10:10

## Teacher Application Pack

Respect – Unity – Self-belief – Responsibility – Inspire - Success



**St John**  
the Evangelist

C E PRIMARY SCHOOL



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# Welcome from the Headteacher



I would like to thank you for your interest in the post of Class Teacher and for taking the time to read our application pack, which I hope will give you a sense of our school context and ethos.

I am incredible proud to lead such a wonderful school and to work with a talented and dedicated group of people.

St John's is an inclusive and welcoming school, with a strong community ethos, underpinned by our vision that all children and adults at our school will flourish. Our relationships, daily interactions and the decisions we make are rooted in our shared values.

We believe that the 'special feel' at St John's is a result of the caring atmosphere that pervades the school and the responsibility that all members of our school community take to be the best we can be and the way we inspire each other.

This is an exciting opportunity for a creative and caring teacher to join our team. The successful candidate will have a strong commitment to delivering a rich and engaging curriculum, where positive interactions support high-quality learning. They will have high expectations of behaviour and learning, as well as a nurturing approach and a sense of fun so that all children thrive. They will be able to work as part of a team that goes over and above for the children in our care. They will be a learner themselves, engaging in continued professional learning and be highly reflective.

All candidates are strongly encouraged to visit the school to meet the children and staff. If you would like to find out more, please email [recruitment@st-john.oxon.sch.uk](mailto:recruitment@st-john.oxon.sch.uk) or contact us on 01993 843124.

I look forward to hearing from you and wish you success in your application.

Mark Smith  
Headteacher



# About our school



St John the Evangelist CE (VA) Primary School opened in 2002 to serve the community of Shilton Park in Carterton. Initially the school served 67 pupils and steadily grew to the two-form entry primary school it is today. The school is oversubscribed each year for reception places and we have a thriving nursery offering 60 part-time or full-time places. Situated close to RAF Brize Norton we have a unique context that includes pupils whose parents serve in the military, as well as many families that are new to the area having moved into newer housing developments in the local area.

We have a dedicated team of staff who go over and above on a daily basis to ensure that all children receive the best we can offer. The Headteacher is ably supported by a skilled leadership team including two Assistant Headteachers, SENCo and Phase Leaders. Pupils and families are supported by the Child and Family Support Worker and Learning Engagement Mentor.

In 2020 the school was judged 'outstanding' by Ofsted in all areas, a judgement that was maintained in our most recent inspection in May 2025. Ofsted noted:

*'This friendly and vibrant school fosters a love of learning, creating an inspiring environment for pupils.'*

*'The school has high aspirations for pupils with special educational needs and/or disabilities (SEND). Pupils with SEND fully access the same ambitious curriculum as their peers.'*

*'Pupils have superb attitudes to learning and behave very well. They listen diligently and work hard in lessons. Pupils are polite, welcoming and supportive of each other.'*

*'The school's commitment to pupils' broader development is exemplary.'*

Special Educational  
Needs  
19.4%

SEND Support  
14.6%

EHCP  
4.7%

Pupil Premium  
16%

Service Pupils  
8%

EAL  
19.8%



# Vision and Values

***'They will lift up their wings and  
soar like eagles' Isaiah  
40:31...'embracing life in all its  
fullness' John 10:10***

## **Our Vision**

We aspire for all individuals to grow as children of God, to be the best they can be. We want children to have respect for themselves and each other, along with a wonder and curiosity for God's creation.

Our motto reflects the ambition of the school community to care for others and achieve excellence. Our school emblem is the golden eagle; we believe it is our collective responsibility to give all at St John's the wings to fly and inspire them to rise and soar higher than they ever thought possible.

## **Our Values**

Our school values provide the tools which enable the vision of our school to flourish within our setting and beyond.

### **Respect**

We care for ourselves, each other, the environment and our community.

*'So, in everything, do to others what you would have them do to you.'* Matthew 7:12

### **Unity**

We are individuals with a sense of belonging, united through cooperation.

*'May the God who gives endurance and encouragement, give you a spirit of unity.'* Romans 15:5

### **Self-Belief**

We develop self-confidence and determination to achieve our unique potential.

*'I press on towards the goal to win the prize for which God has called me.'* Philippians 3:13-14

### **Success**

We recognise and are proud to celebrate, the achievements of all.

*'Please grant success to the journey I have begun.'* Genesis 24:42

### **Responsibility**

We all play our part to reflect upon, challenge and improve the way we lead our lives and how we use our talents.

*'Having gifts that differ according to the grace given to us, let us use them.'* Romans 12:6-8

### **Inspire**

We develop curiosity, risk taking and a love of learning in a creative environment.

*'For nothing is impossible with God.'* Luke 1:37

**Respect – Unity – Self-belief – Responsibility – Inspire - Success**



# Job Description

*'They will lift up their wings and  
soar like eagles' Isaiah  
40:31... 'embracing life in all its  
fullness' John 10:10*

**Job Title:** CLASS TEACHER  
**Salary:** M1 to UP3  
**Hours:** Full time or Job Share  
**Start Date:** September 2026

## General Duties

You will be expected to carry out the professional duties of a teacher as outlined in the School Teachers' Pay and Conditions Document currently in operation, or any subsequent legislation. All teachers are expected to work within the stated aims and ethos of the school and carry out agreed policies and procedures.

## Purpose of the Role

To teach a class of children, ensuring the planning, preparation, recording, assessment and reporting meet the different learning and personal needs of the children and are in line with school and EYFS Framework/National Curriculum guidelines and the Christian ethos of the school. To be accountable for the children's attainment and achievement for taught pupils, including that of individuals and groups and be responsible to the Phase Leader.

## Key Accountabilities:

### Professional Standards

- Hold positive values and attitudes and adopt high standards of behaviour in your professional role
- Develop professional relationships with pupils, to aid them in achieving their potential both inside and outside of the classroom
- Communicate effectively with learners and colleagues; parents and carers, conveying timely and relevant information
- Have a commitment to collaboration and co-operative working where appropriate and contribute to constructive team building amongst teaching and non-teaching staff, parents and governors.
- Recognise and respect the contributions that colleagues, parents and carers can make to the development and well-being of children and young people, and to raising their levels of attainment.
- Implement agreed school policies, practices and guidelines including those designed to promote equality of opportunity
- Attend staff meetings and contribute constructively
- Make a positive contribution to the smooth running of the school

- Contribute to the development and evaluation of the policies and practice
- Report to colleagues, parents and carers on the development, progress and attainment of children.
- Keep appropriate and efficient records, as agreed.
- Review the effectiveness of your teaching and its impact on learners' progress, attainment and well-being and refine it where necessary
- Act upon advice and feedback and be open to coaching and mentoring
- Maintain an up-to-date knowledge and understanding of the professional duties of teachers and the statutory framework within which you work

### **Standards and Achievement**

- Set clear and challenging targets for children that build on prior attainment and enable children to make good progress
- Have high expectations of all children
- Use school, local and national statistical information to evaluate the effectiveness of your teaching, to monitor the progress of those they teach and to raise levels of attainment.
- Use assessment information to provide learners with accurate and constructive feedback

### **Teaching, Learning and Assessment**

- Provide consistently good quality teaching and have high expectations of all children
- Have teaching skills which lead to learners achieving well relative to their prior attainment, making progress as good as similar learners nationally
- Provide a stimulating environment, where resources can be accessed appropriately by the children and promote independence
- Plan appropriately to meet the needs of pupils, through differentiation of tasks
- Identify SEN and very able pupils and provide for these groups as well as the other ability groups within the class
- Teach challenging and engaging lessons making best use of relevant learning strategies and teaching methods including questioning, modelling and creativity.
- Promote positive learning behaviours including self-control, independence, resilience, cooperation and collaboration.
- Assess pupils work accurately using teacher assessment and tests as agreed
- Mark children's work and keep appropriate and effective records, integrating formative and summative assessment into weekly and termly planning
- Support and guide learners so that they can reflect on their learning, identify the progress they have made and know what they need to do next to move their learning on
- Monitor the progress of children, ensuring that additional support is given as and when appropriate
- Plan, mark and assess homework to sustain learners' progress
- Provide opportunities for learners to develop literacy, numeracy, ICT and thinking and learning skills
- Have a secure knowledge and understanding of the subjects/curriculum areas you teach
- Understand how children develop and how the progress, rate of development and well-being of learners are affected by a range of social, religious, ethnic, cultural and linguistic influences.

### **Health and Well-being**

- Have sufficient knowledge to be able to give advice on the development and well-being of children
- Know how to make effective personalised provision for those they teach, including those for whom English is an additional language or who have special educational needs or disabilities, and how to take practical account of diversity and promote equality and inclusion in their teaching.
- Identify and support children whose progress or well-being is affected by personal challenges and know when to refer them to colleagues for specialist support.

- Register the attendance of pupils and supervise pupils, whether these duties are to be performed before, during or after school sessions
- Take responsibility for enriching the experiences of children and participate and lead extra-curricular activities
- Be aware of your legal responsibilities towards pupils and act in accordance with current legislation and Department of Education guidelines

### **Leadership and Management**

- Build and maintain a positive and safe learning environment for all pupils which complies with current legal requirements for safeguarding and well-being of children
- Know the local arrangements concerning the safeguarding of children and young people. Know how to identify potential child abuse or neglect and follow agreed school safeguarding procedures.
- Have high expectations of children's behaviour, maintain good order and discipline, in line with the school's behaviour policy
- Work effectively as a team member and lead, organise and direct support staff within the classroom
- Communicate and cooperate with professionals from outside agencies as appropriate
- Contribute to the professional development of colleagues through coaching and mentoring, demonstrating effective practice, and providing advice and feedback
- Identify and use opportunities to personalise and extend learning through out of school contexts where possible making links between in-school learning and learning in out-of-school contexts.

### **Whole School Responsibilities**

- Participate in the process of appraisal and discussions concerned with your professional development
- Participate in meetings which relate to the school's management, curriculum, administration or organisation
- Take part in INSET related to subject responsibilities and whole school priorities for improvement
- Contribute to the professional development of other teachers and support staff as appropriate through coaching and mentoring, demonstrating effective practice, and providing advice and feedback
- Be aware of and carry out all health and safety policies and agreed guidance in school
- Be aware of your legal responsibilities towards pupils and act in accordance with current legislation and Department of Education guidelines

# Person Specification

CRITERIA	QUALITIES
<b>Qualifications and experience</b>	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Degree</li> <li>• Successful Early Years or primary teaching experience</li> <li>• Evidence of continued professional development</li> </ul>
<b>Skills and knowledge</b>	<ul style="list-style-type: none"> <li>• Knowledge of the Early Years Framework and/or National Curriculum</li> <li>• Knowledge of effective teaching and learning strategies</li> <li>• A good understanding of how children learn and child development</li> <li>• Ability to adapt teaching to meet pupils' needs</li> <li>• An ability to effectively use assessment to build on the learning of pupils and accelerate progress</li> <li>• An ability to meet the needs of SEN and higher attaining children</li> <li>• Ability to build effective working relationships with pupils</li> <li>• Ability to work collaboratively and positively with colleagues</li> <li>• Ability to work in with parents as partners</li> <li>• Knowledge of guidance and requirements around safeguarding children</li> <li>• Knowledge of effective behaviour management strategies</li> <li>• Good ICT skills, particularly using ICT to support learning</li> </ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school</li> <li>• High expectations for children's attainment and progress</li> <li>• Ability to work under pressure and prioritise effectively</li> <li>• Have a sense of humour, energy and enthusiasm</li> <li>• Commitment to maintaining confidentiality at all times</li> <li>• Commitment to safeguarding and equality</li> </ul>

# How to Apply

## Visits to the school

We warmly welcome visits to the school. To arrange a visit email: [head.2613@st-john.oxon.sch.uk](mailto:head.2613@st-john.oxon.sch.uk) or telephone the school office on 01993 843124

## Applications

All applications should be submitted through MyNewTerm.

A supporting statement of no more than 2 sides of A4 in font size 12, should be included which demonstrates your knowledge, skills and experience. Please focus on how you meet the criteria within the person specification, using examples of your leadership impact.

## Short-listing

Short-listing will take place after the closing date which is advertised in the job advertisement. Candidates invited to interview should be aware that references will be requested after short-listing and prior to interview.