



# Siddington C of E Primary School

"I will give thanks to you, for I am fearfully and wonderfully made," Psalm 139:14

**We are responsible, kind and safe.**

## Part-time Class Teacher



**Fixed-Term: 22<sup>nd</sup> February 2026 – August 31<sup>st</sup> 2026 – with the potential for this to become a permanent position**

## Application Pack





# Siddington C of E Primary School

Headteacher: Miss Louise Lennox

The Coach Road, Siddington, GL76HL

Dear Applicant,

Thank you for your interest in the position of part-time teacher 0.4 FTE at Siddington C of E Primary School which is nestled in the heart of the Cotswold Water Park. We are a small, family school where the staff and pupils feel proud to belong. Siddington C of E is part of the Corinium Education Trust which is a local Trust of primary schools and a secondary school. It is a supportive network of professionals with children and young people at its heart. The post will most likely be teaching a Y3/4 mixed age class.

Our School Vision

"I will give thanks to you, for I am fearfully and wonderfully made," Psalm 139:14

At Siddington we create a culture of **belonging** where pupils are nurtured, appreciated and enabled to **flourish**. We want all pupils to develop uniquely and become **the best version of themselves**; each individual voice is valued.

Our school family will welcome our diverse community, embracing our unique location and the varied industries and skills we have right on our doorstep. We aim to build **trust** and meaningful connections with all.

Through our engaging and knowledge-rich curriculum, driven by our Christian values, we will set high expectations and challenge our pupils. We will foster self-belief and create the balance between emotional well-being and the highest rates of academic achievement. Our **compassionate** pupils will value school and know it is for them.

Learning at Siddington will inspire **creative**-thinkers, **courageous** individuals and **responsible** members of a global society.

Our school rules are simple:

We are responsible, kind and safe.

**We are seeking to appoint an enthusiastic teacher who:**

- Is an excellent classroom practitioner
- Is knowledgeable of the primary curriculum, including scaffolding the learning for a wide range of pupils
- Uses Assessment for Learning through the planning and delivery stage, to raise student outcomes
- Is a reflective practitioner, committed to raising standards across the school
- Builds positive, effective relationships with children, parents and carers, and other staff
- Can drive the Christian distinctiveness of the school through its value led curriculum
- Do you have a specialism or passion in art, music, science or other foundation subjects? There might be an opportunity for a creative teaching timetable.

**Siddington C of E Primary School can offer you:**

- The opportunity to work in a fully inclusive school with a friendly, open team
- Pupils who are kind and keen to learn
- A committed and welcoming school community who want the best for Siddington C of E
- Membership of a team committed to whole school and Trust improvement

- A culture of belonging built on trust and positive relationships

In this application pack, you will find:

- ✓ A note from the CEO of The Corinium Education Trust;
- ✓ A copy of our teacher job description and person specification;
- ✓ An application form

We encourage visits to the school. This can be arranged by emailing [admin@siddington.gloucs.sch.uk](mailto:admin@siddington.gloucs.sch.uk).

Interested candidates should return a completed application form through 'My New Term' along with a letter of application no more than two sides of A4 stating why you are applying for this role, how your experience/training has prepared you for this role and what you can bring to the school.

### **Proposed Interview Date: TBC**

We are committed to the safeguarding of our pupils, and employment will be subject to an Enhanced Disclosure from the Disclosure and Barring Service and receipt of satisfactory references. Please note that we are unable to accept CVs as a means of application and interested applicants must complete the application form by the due date to be considered for this post.

Yours Sincerely,

Miss Louise Lennox - Headteacher

## Why apply to teach at Siddington C of E Primary School?

As a local multi-academy trust, we are committed to improving the learning and life chances of all of our pupils.

We are looking for a class teacher who has the energy, passion, and commitment necessary to enhance our pupils' learning and who aspires to make a difference in the future as a school leader. In return, The Corinium Education Trust offers

- A range of training opportunities, including those leading to accreditation, and a network of support;
- Cross-phase research and evidence-based continuing professional development;
- Talent identification and leadership development;
- The opportunity to teach and progress into leadership positions in one or more of our local schools. The Corinium Education Trust will be opening a new primary school in September 2029 (TBC).

For more information, contact Louise Lennox, Headteacher, Siddington C of E Primary School.

We look forward to receiving your application.

Chiquita Henson

Chief Executive (until December 2025)

## Part-Time Class Teacher

**Start Date: February 2026**

### Main Pay Scale

Responsible to: Headteacher

Specific priorities in each year will be defined by the Headteacher with the postholder in line with the school's strategic priorities:

- ✓ To ensure classroom teaching and learning is at least good making sure that all lessons are set at the right level and provide consistently high levels of challenge for all pupils.
- ✓ To ensure appropriate delivery of provision for Pupil Premium pupils and for those who require additional curriculum support.
- ✓ To raise the progress of all pupils across all subjects by ensuring that lessons are closely matched to pupils' learning needs and build effectively on their prior attainment.
- ✓ To embrace and develop the Christian distinctiveness of the school.
- ✓ To maximise pupil and parental engagement throughout school.
- ✓ To lead and develop curriculum subjects.
- ✓ To lead Collective Worship according to the school's policy.
- ✓ To drive the vision of the school by working in partnership with all its stakeholders.
- ✓ To ensure Siddington C of E Primary School is consistently positioned as the school of choice in the area by putting it 'on the map'.

The priorities in principle for this job are:

To ensure high quality teaching, effective use of resources and the highest standards of care, learning and achievement for all pupils.

The impact of this post will be reflected in the following outcomes:

- ✓ Closing of the attainment Gap between PP and Non-PP pupils.
- ✓ Pupils make or exceed expected progress.
- ✓ Evidence of quality first teaching.
- ✓ Pupil survey outcomes are positive and reflect the school ethos.

A teacher is expected to be familiar with the School Inspection Framework (Ofsted 2025) and National Standards for Teachers (2011, updated 2021).

In addition, a class teacher is responsible for:

#### **1. Main responsibilities**

- 1.1. Be responsible for the learning and achievement of all pupils in the class/es ensuring equality of opportunity for all
- 1.2. Be responsible and accountable for achieving the highest possible standards in work and conduct
- 1.3. Treat pupils with dignity, building relationships rooted in trust, and always observing proper boundaries appropriate to a teacher's professional position
- 1.4. Live out the school's vision and ensure pupils feel valued and that they belong
- 1.5. Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of all pupils
- 1.6. Act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current School
- 1.7. Take responsibility for promoting and safeguarding the welfare of children and young people within the school

### **Teaching**

- 1.8. Deliver the curriculum as relevant to the age and ability group/subject/s that you teach.
- 1.9. Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate.
- 1.10. Be accountable for the attainment, progress and outcomes of all pupils' you teach with a focus on children who receive pupil premium and have special educational needs.
- 1.11. Be aware of pupils' capabilities, their prior knowledge and plan teaching and scaffold appropriately to build on these demonstrating knowledge and understanding of how pupils learn.
- 1.12. Have a clear understanding of the needs of all pupils and be able to use and evaluate distinctive teaching approaches to engage and support them.
- 1.13. Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English (whatever your specialist subject).
- 1.14. If teaching early reading, demonstrate a clear understanding of appropriate teaching strategies e.g. systematic synthetic phonics.
- 1.15. Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging precise learning objectives for pupils, monitoring learners' progress and levels of attainment.
- 1.16. Make accurate and productive use of assessment to secure pupils' progress.
- 1.17. Give pupils regular feedback, both orally and through accurate constructive feedback and marking in line with policy. Encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own learning.
- 1.18. Use relevant data to monitor progress, set targets, and plan subsequent lessons.

### **2. Behaviour and safety**

- 2.1. Establish a safe, purposeful and stimulating environment for pupils, rooted trust.
- 2.2. Follow the school's Behaviour for Success Policy.
- 2.3. Use sentence stems when speaking with pupils about behaviour and misbehaviour.
- 2.4. Manage classes effectively, using approaches which are appropriate to pupils' needs to inspire, motivate and challenge pupils.
- 2.5. Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.
- 2.6. Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of all pupils.
- 2.7. Have high expectations of behaviour, promoting self-control and independence of all learners.

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| <ul style="list-style-type: none"><li>2.8. Carry out playground and other duties as directed and within the remit of the current School Teachers' Pay and Conditions Document.</li><li>2.9. Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures.</li></ul> |
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### **3. Team working and collaboration**

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| <ul style="list-style-type: none"><li>3.1. Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and collective worship.</li><li>3.2. Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.</li><li>3.3. Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil.</li><li>3.4. Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school.</li><li>3.5. Cover for absent colleagues within the remit of the current School Teachers' Pay and Conditions document.</li><li>3.6. Work collaboratively with others to develop effective professional relationships.</li><li>3.7. Deploy support staff effectively as appropriate.</li><li>3.8. Communicate effectively with parents/carers regarding pupils' achievements and well-being using school systems/processes as appropriate.</li><li>3.9. Communicate and co-operate with relevant external bodies.</li><li>3.10. Make a positive contribution to the wider life and ethos of the school.</li></ul> |
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### **4. Administration and Professional Development**

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| <ul style="list-style-type: none"><li>4.1. Register the attendance of and supervise learners, before, during or after school sessions as appropriate.</li><li>4.2. Participate in and carry out any administrative and organisational tasks within the remit of the current School Teachers' Pay and Conditions Document.</li><li>4.3. Marking to be carried out in accordance with school marking policy.</li><li>4.4. Progress reports for children to be prepared and issued as per school policy.</li><li>4.5. Parent consultation evenings to be attended as per the school policy.</li><li>4.6. Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and wellbeing, refining your approaches where necessary responding to advice and feedback from colleagues.</li><li>4.7. Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal.</li></ul> |
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To have professional regard for the ethos, policies and practices of the school in which you teach and maintain high standards in your own attendance and punctuality. Perform any reasonable duties as requested by the headteacher.

**All teachers at Siddington C of E Primary School will carry out their duties in line with those set out in the current School Teachers' Pay and Conditions Document:**

**This job description will be reviewed at regular intervals and is subject to change as the needs of the school evolve.**

# Class Teacher – Main Pay Scale

## Person Specification

Post Title: Part-time Class Teacher – Main Pay Scale – Fixed-term from February 2026 – August 2026

Post Hours: 0.44 FTE (paid PPA)

Main Pay Scale dependant on experience

Job Description: see attached

### Special Conditions

The post will require vetting in line with the procedures determined by the Disclosure & Barring Service for the protection of children and young persons.

The job description sets out the main duties of the post at the date when it was drawn up. Such duties may vary from time to time without changing the general character of the post or the level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post.

### Person Specification:

	<b><u>ESSENTIAL</u></b>	<b><u>DESIRABLE</u></b>	<b><u>Evidence</u></b>
<b>Experience &amp; Qualifications</b>	<ul style="list-style-type: none"><li>❖ Qualified Teacher status</li></ul>	<ul style="list-style-type: none"><li>❖ Evidence of continuous INSET and commitment to further professional development</li><li>❖ Knowledge of the SEN Code of Practice</li><li>❖ Experience of working in a Church school</li><li>❖ Experience teaching in a mixed-age setting</li></ul>	Qualifications Certificates Interview Tasks
<b>Knowledge and Understanding</b>	<p>The Class Teacher should have knowledge and understanding of:</p> <ul style="list-style-type: none"><li>❖ the theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies);</li><li>❖ pedagogy and how pupils learn;</li><li>❖ statutory National Curriculum requirements at the appropriate key stage;</li><li>❖ the monitoring, assessment, recording and reporting of</li></ul>	<p>In addition, the Class Teacher might also have knowledge and understanding of:</p> <ul style="list-style-type: none"><li>❖ the preparation and administration of statutory National Curriculum tests;</li><li>❖ the links between schools, especially partner schools.</li><li>❖ White Rose Maths</li></ul>	Application Interview



	<p>individual and small group pupils' progress;</p> <ul style="list-style-type: none"> <li>❖ the statutory requirements of legislation concerning Equal Opportunities, Health &amp; Safety, SEND and Safeguarding Children;</li> <li>❖ the positive links necessary within school and with all its stakeholders;</li> <li>❖ effective teaching and learning styles for a range of learning needs;</li> <li>❖ A particular passion or skill in an area of the curriculum, e.g. music, art, science.</li> </ul>	<ul style="list-style-type: none"> <li>❖ teaching English through quality books</li> <li>❖ Sounds Write Phonics Programme</li> <li>❖ emotion coaching</li> <li>❖ experience in teaching French</li> <li>❖ Sounds and Syllables</li> </ul>	
<b>Skills</b>	<p>The Class Teacher will be able to:</p> <ul style="list-style-type: none"> <li>❖ promote the school's vision positively, and use effective strategies to monitor motivation and morale;</li> <li>❖ develop good personal relationships within a team;</li> <li>❖ establish and develop close relationships with parents and carers, governors and the wider community;</li> <li>❖ communicate effectively (both orally and in writing) to a variety of audiences;</li> <li>❖ create a happy, challenging and effective learning environment.</li> </ul>	<p>In addition, the Class Teacher might also be able to:</p> <ul style="list-style-type: none"> <li>❖ develop strategies for creating community links</li> <li>❖ offer an after school with a particular personal interest</li> <li>❖ teach a specialist subject across the school</li> </ul>	
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>❖ Reliable</li> <li>❖ Organised</li> <li>❖ Open and trustworthy</li> <li>❖ Able to take initiative / responsibility</li> <li>❖ Flexible, calm and patient</li> <li>❖ Confidentiality with parents and carers</li> <li>❖ Excellent communicator</li> <li>❖ Good sense of humour</li> <li>❖ Punctual</li> <li>❖ Approachable and empathetic</li> </ul>		Application Interview