



Drayton Community Primary School

Come and Join Our Team!

Teacher – Maternity cover

Full-time | Full-time | Fixed-term maternity cover from November 2026 to October 2027

Salary: MPS

Location: Drayton Community Primary School, near Abingdon, South Oxfordshire

We are seeking an enthusiastic, skilled and inspiring teacher to join our inclusive, forward-thinking and supportive school community on a fixed-term maternity cover basis. This is an exciting opportunity to contribute to the continued success of our school and work alongside a dedicated and collaborative staff team. This role would suit an experienced teacher or someone looking to broaden their experience within a stable, supportive and ambitious school environment.

About Us

Drayton Community Primary School is a welcoming, one-form entry school situated just outside Abingdon in South Oxfordshire, with excellent transport links to the A34/M4, Oxford, Didcot, Wallingford and Wantage. We are proud of our strong community spirit, with an active parent group (FODSA), a dedicated team of staff, and children who are eager to learn and take pride in their achievements.

What We Offer

- A warm, purposeful school culture with high expectations and clear routines
- Children who are enthusiastic, kind and proud of their learning
- A supportive and ambitious leadership team committed to staff wellbeing and professional growth
- A coaching-based professional development model in response to data, current research and thinking
- A creative, inclusive environment where your voice is valued

What We're Looking For

- A passionate teacher with a strong track record of excellent classroom practice
- Experience across primary key stages
- A reflective practitioner who thrives on collaboration and continuous improvement
- Someone committed to inclusive, holistic education that supports every child to flourish
- A teacher who will contribute positively to our school and wider community

Our Pupils say:

"Our school is amazing because we have a variety of learning opportunities, a wonderful school library, and lots of support with learning. Our lessons are creative, fun and everyone here is friendly and generous." – **School Council, January 2025**

Our Parents say:

"We are very happy with our child's progress in school and she is very happy here."

"Both my daughters have been to Drayton and I can safely say it is a wonderful place to be."

"My child is really very happy at school. She loves all her teachers and has never had a bad word to say (although she would like more snow days)!" **February 2025**

Ofsted said:

"Pupils are proud to attend this welcoming school where everyone flourishes... The school has high ambition for all pupils, including those with SEND. Pupils engage highly in lessons and value the support that staff provide... They love to share their learning and talk enthusiastically about the interesting topics they study." **September 2023**

How to Apply

If you are a passionate educator ready to take the next step in your career and contribute to our vibrant school community, we would love to hear from you. Visit our website <https://drayton-pri.oxon.sch.uk> for the full job description and application form. Visits to our school are strongly encouraged. You will get to tour the whole school with our friendly class ambassadors, meet the staff team and experience our school in action as well as join the leadership team for an informal conversation. You can arrange a visit by emailing office.2560@drayton-pri.oxon.sch.uk.

Application deadline: Midday Wednesday 20th May, with interviews scheduled for Friday 22nd May

Please note applications will be reviewed on arrival and the closing date and interviews may be brought forward.

Shortlisted candidates will be contacted by email the same week, or following early applications, with interview day requirements.

Drayton Community Primary School is committed to safeguarding and promoting the welfare of all children and young people. All staff and volunteers must share this commitment. Successful candidates will be required to undertake all necessary safer recruitment checks, including an enhanced DBS (Disclosure and Barring Service) check. We reserve the right to carry out an online search as part of our due diligence on shortlisted candidates. References will be sought on shortlisted candidates before the interview.

Job Description: Primary Teacher

The postholder is required to undertake the professional duties of a school teacher, as set out in the School Teachers Pay and Conditions document, and with due regard to the Teacher Standards.

The role

To plan and deliver high quality lessons that meet the educational needs of the children, ensuring outstanding teaching and learning and high attainment of their pupils.

Key responsibilities

- Teach classes and/or groups as allocated by the headteacher and senior leadership team.
- Provide a nurturing classroom and school environment that helps pupils to develop as learners.
- Help to maintain/establish good behaviour for learning and play across the whole school.
- Contribute to the effective and efficient working of the school community
- Follow all school procedures, policies and expectations; including but not limited to, safeguarding, behaviour for learning and staff code of conduct

Outcomes and activities

Teaching and Learning

- Teach engaging and effective lessons that motivate, inspire and transform pupil attainment.
- With direction from school curriculum leaders, assist in the creation and development of rich, balanced, challenging and innovative schemes of work which are inspiring for learners and teachers alike.
- With approval from curriculum leaders, adapt and differentiate licensed curriculum materials to ensure lessons are appropriately challenging for all pupils.
- Use regular, measurable and significant assessments to monitor progress and set targets.
- Use assessment outcomes and question level analysis to plan and intervene accordingly.
- Ensure that all pupils achieve at or beyond age related expectations or, if working below expectation, make significant and continuing progress towards achieving at level.
- Promote the spiritual, social, moral and cultural development of pupils.
- Maximise their own and pupils' learning time.
- Make constructive use of information technology and other high-quality resources for learning.
- Ensure that all pupils are offered equality of opportunity, taking into due regard cultural, religious, gender and other influences on learning.
- Work as a member of a team and to contribute positively to effective working relations within the school, with staff, parents, governors, the wider community and other stakeholders.
- Comply with the school's Health and Safety policy and undertake risk assessments as appropriate.
- Actively engage in professional development opportunities and performance management promoting a lifelong learner mentality
- Engage proactively, trial and implement school policy and research informed best practice strategies.
- Promote equality of opportunity through personal example and curriculum delivery.
- Comply with, and promote, school policy and best practice for Safeguarding, including esafety and acceptable internet use.
- Work in partnership with external agencies and the local community, promoting a positive image of the school.
- Maintain regular and productive communication with parents and carers, to report on progress, sanctions and rewards and all other communications.
- Reflect on own teaching practice to ensure development of teaching, in line with current research.
- Effectively deploy support staff to best support and promote learning.

School Culture

- Help create a strong community, characterised by consistent, orderly, caring and respectful relationships.
- Help develop a small school culture and ethos that is utterly committed to achievement.
- Actively engage with and promote a coaching culture.

- Maintain confidentiality and professionalism.
- Actively and professionally engage with professional development opportunities, including but not limited to, professional learning, INSET, CPD opportunities.
- Undertake other various responsibilities as directed by the school's leadership team.

This job description may be adapted on appointment with regard to the successful candidate's skills, interests and career aspirations.

Person Specification

Qualifications & Training

Essential	Desirable
Qualified Teacher Status (QTS) and successful ECT pass	First-aid qualification
Degree-level qualification	Level 2 Safeguarding (or commitment to obtain)
Evidence of recent and relevant CPD	
Current Enhanced DBS	

Experience

Essential	Desirable
Successful teaching across primary Key stages	Successful teaching in EYFS
Proven impact on progress of pupils	
Experience of monitoring and supporting pupil progress	
Collaboration with external professionals	

Knowledge & Skills

- High-quality classroom practice and understanding of outstanding teaching and learning.
- Secure knowledge of the National Curriculum, assessment strategies and adaptive teaching techniques.
- Ability to analyse data, set ambitious targets and measure impact.
- Strong communication
- Competence in ICT and school information systems (e.g. MIS, safeguarding platforms).
- Understanding of safeguarding, data protection and confidentiality requirements.

Personal Attributes

- Passion for inclusive, child-centred education.
- High expectations for all learners and a commitment to equity and diversity.
- Empathy, approachability, kindness and the ability to build positive relationships with pupils, families and colleagues.
- Organisational skills, resilience and the capacity to work under pressure.
- Reflective practitioner with a growth mindset and commitment to ongoing professional learning.
- Integrity and reliability
- Ability to work as part of a team and encourage productive teamwork

Other

- Right to work in the UK
- Commitment to equality of opportunity and the safeguarding and welfare of all students
- Willingness to undertake training
- This post is subject to an enhanced DBS check

Commitment to our mission and school values

We seek individuals who embody our mission and school values, and possess the requisite skills and attributes, or demonstrate a clear capacity to cultivate them:

A community in which everyone flourishes.

Value	Meaning	Commitment
<i>Be kind - to me, to others, to the world</i>	We support everyone to be happy, safe and successful by showing gratitude, taking care of each other and feeling proud of our achievements. We are passionate about creating a better future.	<ul style="list-style-type: none"> • We are polite and considerate in our words and actions. • We listen carefully and speak respectfully to everyone. • We make sure everyone is included and treated with respect. • We show understanding and empathy for people, wildlife, places, events and situations. • Our positive choices influence others.
<i>Aim high - work hard</i>	We prepare for success and work hard to achieve our best. We focus on the right things to achieve our learning goals.	<ul style="list-style-type: none"> • We get started straight away. • We give 100%. • We work hard to achieve the highest possible standards. • We stick to our goals. • We prepare for success: dress smartly, bring the right equipment, read at home, do our homework. • We are always learning.
<i>Be brave – challenge yourself</i>	We are brave, we forgive, and we use our initiative. We own our mistakes and never give up on ourselves or others.	<ul style="list-style-type: none"> • We reflect on our choices and take responsibility for our actions. • We are honest and acknowledge our mistakes. • We do the right thing, even when it is hard, or no one is watching. • We challenge ourselves to complete things we do not find easy. • We aim to be independent but are not scared to ask for help when we need it.
<i>Together we succeed</i>	We achieve our best as a team. We build on and respect each other’s strengths and flaws. We are patient and help each other to be better.	<ul style="list-style-type: none"> • We maintain a focussed learning environment and share space and resources. • We follow instructions. • We ask and answer questions. • We give and receive meaningful feedback that helps us to improve. • We celebrate our similarities and champion everyone’s unique qualities. • We are proud of our whole school community. • We support the community in many ways, for example: supporting FODSA events, contributing to school events and socials. • We prioritise the needs and successes of the whole school.