



Gastrells Primary School

Kingscourt Lane

Stroud

GL5 3PS

01453 765959

Admin@gastrells.gloucs.sch.uk

Dear candidate

Thank you for your interest in the role of **Class Teacher** at Gastrells Primary School.

We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

Gastrells Primary School is committed to safeguarding and promoting the welfare of children and young people, therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

The school website provides a clear picture of our aspirations and our vision: however, please do not hesitate to contact us to seek further information from our School HR Manager, Michelle Flashman mflashman@gastrells.gloucs.sch.uk

We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.

Yours sincerely

Helen Seward

Headteacher



At Gastrells Primary School, we have built our ethos on a strong set of core values which underpin everything that we do. Our aim is to give students at Gastrells Primary School a flying start to a life of learning.

Our approach is guided by our **PRIDE values**. We promote **Positivity**, encouraging confidence, enthusiasm and a love of learning. **Respect** is central to our community, helping everyone care for themselves, others and the environment. We celebrate **Inclusivity**, ensuring every child feels they belong and has equal opportunities to thrive.

Through **Determination and Challenge**, we support children to build resilience and a growth mindset. Above all, we strive for **Excellence**, helping every pupil achieve their best and grow into confident, compassionate individuals.

These values underpin all aspects of school life and create a supportive learning environment where children can succeed both academically and personally.

Role information

We are recruiting for a Class Teachers to join us on a fixed term basis for the 2026/27 academic year. Gastrells is a one-form entry primary school 4-11, years.

TERMS AND CONDITIONS

CONTRACT

This is a fixed-term contract in the first instance, with the possibility of becoming a permanent position.

SALARY

Salary calculated in line with Main Pay Scale Range, points M1 – M6, Actual salary: (£32,916 - £45,352).

HOURS OF WORK

Full time, Monday to Friday

PLACE OF WORK

Gastrells Primary School, Gastrells Primary School Kingscourt Lane Stroud GL5 3PS

PENSION SCHEME

Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Teachers' Pension Scheme or a Personal Pension Scheme.

HOLIDAY ENTITLEMENT



Subject to Working Time provisions of the School Teachers Pay and Conditions Document your holidays coincide with periods of school closure

PROBATION PERIOD

New employees are required to complete a six-month probationary period

STATUTORY CHECKS

All employment offers are made subject to checks in line with Government guidance (some of which are dependent upon the role/individual). These include online checks, evidence of identity and right to work in the UK, an enhanced Disclosure and Barring Service check, overseas criminal record check if the successful candidate has worked or resided overseas in the last five years, confirmation of a satisfactory medical report, satisfactory references, evidence of qualifications, DfE teaching/management barred list check.

Applications must be received no later than 12pm (noon) on the 19th May 2026. Applications received after this date will not be considered.

INTERVIEW PROCESS

Interviews will be held on the 21st May 2026. Shortlisted applicants will be invited by email to attend an interview. References may be taken up after shortlisting. Please indicate on your application form if you are happy for us to do so. As part of your interview, you may be asked to undertake a practical test related to the knowledge and abilities in the person specification.

TAKING UP POST

The successful applicants will take up their posts on 1st September 2026.



Gastrells Primary School

Kingscourt Lane

Stroud

GL5 3PS

Email: head@gastrells.gloucs.sch.uk

Class Teacher

Full Time, Fixed Term

Full Time equivalent Salary - Main scale

Gastrells Primary School is seeking an excellent class teacher to join our hardworking and supportive team.

Start Date – September 2026

We are looking for someone who

- Has an excellent understanding of teaching and learning and a strong record of success in the classroom.
- Inspires and motivates pupils through engaging teaching and can empower them to make excellent progress.
- Is positive and nurturing and has a good understanding of children with diverse and complex additional needs.
- Can create a positive atmosphere for everyone and build strong relationships with pupils, staff, parents, and the wider community.
- Is flexible, hardworking, and positive.
- Is a well organised, optimistic team player with a good sense of perspective.
- Is highly professional and can demonstrate a drive for their own development

Position :	Primary Class Teacher
Relationships:	<p>The post-holder is responsible to the Headteacher and SLT for his/her teaching duties and responsibilities.</p> <p>The post-holder interacts on a professional level with colleagues and seeks to establish and maintain a productive relationship with them, and to promote mutual understanding of subjects in the school curriculum, with the aim of improving the quality of teaching and learning.</p>
Hours/days worked:	Full Time

Key Tasks

Main Duties and Responsibilities

- To know and work to the statutory requirements of the National Curriculum and non-statutory frameworks as agreed with the Head Teacher and contribute to the development, implementation and evaluation of agreed policies and schemes of work.
- To have high expectations of all pupils and an up-to-date knowledge and understanding of how to use, evaluate and adapt a range of teaching, learning and behaviour management strategies that will help every child achieve independence and work to their full potential.
- To teach challenging, engaging and well-organised lessons designed to raise levels of attainment, enabling learners to build on prior knowledge, meet learning objectives, apply new knowledge and skills and make sustained progress.
- To support individual learning needs by taking practical account of diversity and promoting equality and inclusion, with an understanding of a range of factors that can affect the rate of progress; to collaborate with colleagues and outside agencies when necessary.
- To know and use a range of assessment procedures, with an appropriate weighting towards formative assessment; to use outcomes to evaluate the impact of teaching on children's learning, inform future plans, monitor progress, provide feedback and set challenging targets for improvement to raise attainment.
- To participate as required in staff meetings, and meetings with colleagues and other professionals as required, working as a team member to share the development of effective practice.
- To participate fully in the Performance Management process and work to achieve the agreed targets, evaluating practice and taking advantage of professional development opportunities as appropriate; to be prepared to adapt practice as necessary, acting on advice and feedback.

To maintain an up-to-date knowledge and understanding of the professional duties of teachers and carry them out, including

(N.B. This list does not define in detail all duties / responsibilities of the post)

- Supporting children to maintain discipline, high standards of conduct and appearance by establishing a constructive and positive framework according to school policy;

- Provide a secure and purposeful learning environment that will safeguard and promote the well-being of pupils according to current national and local requirements.
- Liaise with the SENCo to ensure that the Emotional, Physical, Social, Behavioural needs are being met for each child. Where a need is identified ensure that the teaching and learning provision in/out of the class is planned for.
- In accordance with school policy, produce planning for effective learning sequences informed by secure subject knowledge, that will achieve progression for all abilities and develop literacy, numeracy, ICT and thinking and learning skills.
- Mark registers, ensuring absences and lateness are accounted for, taking appropriate action where they are not.
- Liaise with the school office regarding all bookings, visitors and communications with the community
- Communicate with parents / carers as appropriate and encourage their participation in the learning process wherever possible.
- Take and attend assemblies as required and escort the class to assemblies.
- Carry out supervision of pupils, including playground duties, as detailed by the Head and Deputy head.
- Use opportunities to extend learning through out-of-school contexts, and organize and provide a variety of after school clubs throughout the year.

Other

- Duties may vary from time to time, for example to allow for School events.

Development

- To undertake training as required and agreed with the Head and Deputy head.

Additional Duties

- To have due regard for safeguarding and promoting the welfare of children and to follow child protection procedures.
- To know and implement school policies.
- To maintain the confidentiality of all the school's records relating to staff and children, in line with the latest requirement of the Data Protection Act and the Freedom of Information Act.
- To contribute to the school ethos by helping to maintain good order, appearance, and discipline of all children with and beyond the classroom.
- To participate in meeting with colleagues related to the post.
- Undertake other tasks as reasonably requested by the Head and or the Deputy head.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the school in relation to the post holder's professional responsibilities and duties.

Compiled by:	Revision Number
Approved by:	Revision Date ___/___/___

Signed:.....Headteacher

Date:

PERSON SPECIFICATION	Essential	Desirable
Educational Qualifications:	<ul style="list-style-type: none"> • Qualified Teacher Status • Evidence of participation in relevant CPD • A strong commitment to further professional development • Recent safeguarding training 	<ul style="list-style-type: none"> • Further professional qualifications relevant to primary age range
Knowledge and Skills:	<ul style="list-style-type: none"> • Relevant key stage teaching experience • Experience of reporting to groups of stakeholders. • Experience of using assessment, both formative and summative, to inform planning • Experience of working as a team member to improve teaching and learning • Ability to use data to plan for further improvement across the school • Proven ability to provide learning opportunities that broaden and deepen pupil knowledge and understanding • Proven ability to meet the needs of all pupils so that they make at least good progress from their own starting point • Strong behaviour management • Knowledge and understanding of requirements of the National Curriculum • Understanding of requirements for assessment at the end of Key Stage 1 & 2 • Knowledge of current educational developments on a national and local level • Understanding of the requirements for children with SEND • A good knowledge, understanding and application of assessment • To have high standards of all children, self and colleagues • Good understanding of the principles and practices of Formative Assessment. • Knowledge of general safeguarding procedure and expectations or professional 	<ul style="list-style-type: none"> • Experience of teaching and learning in KS1 & KS2 • Experience of using ICT and VLE to enhance learning opportunities • Ability to lead a core subject • A broad knowledge and understanding of the local & national developments and how they impact on standards and good practice

	conduct.	
Personal Attributes	<ul style="list-style-type: none"> • Meticulous attention to detail • A commitment to improving their own practice. • Personal initiative • Good attendance record • Able to work well within, and contribute to a team • Drive, determination, enthusiasm & Flexibility • Effective communication skills to develop partnership with Pupils, parents, wider community & colleagues 	<ul style="list-style-type: none"> • Resilient • Demonstration of an ability to handle conflicting demands effectively • Demonstration of an ability to understand and enforce financial regulations
Professional Attributes	<ul style="list-style-type: none"> • A high level of organisational skills • Excellent interpersonal and communication skills • A belief that Every Child Matters • Evidence of continuing and relevant professional development. 	