



Gildredge
House

An Ofsted
GOOD
School



Information for Prospective Candidates

SEPTEMBER 2026

Position: Year 4 Primary Class Teacher
Contract: Full-time; Maternity Cover
Start date: 01 January 2027
Deadline: 09 October 2026

An insight into the role

Dear Applicant

As a school, we are delighted that you are considering applying for the Maternity Cover post of **Year 4 Class Teacher**. We hope this pack is informative and useful, but if you require any additional information or have questions, please contact careers@gildredgehouse.org.uk Tel: 01323 400650.

CLOSING DATE: 9th October 2026

START DATE: 01 January 2027 or potentially sooner (early or mid-December 2026)

INTERVIEWS: in the week following the closing date

SALARY RANGE: £32,916 to £51,048 (Gildredge House Teachers' Pay Scale points M1-UPR3, 2025-2026)

We welcome visits from prospective candidates, including those looking for their first ECT post. We offer an excellent level of support and professional development for our Early Career Teachers. Previous experience of teaching within Key Stage 2 would however be desirable.

- Do you want to be part of a school where your contribution is valued and celebrated?
- Would you like to teach children with high aspirations who are keen to learn?
- Do you want to join a staff team that is diverse, collegiate and respected?

If you are an imaginative and dynamic practitioner - with a passion for teaching, the capability of engaging and enthusing all students and the belief that everyone can succeed - we want to hear from you.

Teaching in the Primary phase of this all through school enables you to have the opportunity to contribute to our students' long-term development, working closely with colleagues across key stages to ensure smooth transitions and continuous progress throughout our curriculum.

You will have the benefits of a purpose-built classroom, together with a Sports Hall, Multi-Use Performance Space and landscaped outdoor areas, all of which make up an exceptional learning environment for our students.

At Gildredge House, each individual is known and valued. Students are inspired to discover their passions and realise their academic potential. You will join a strong team of inspirational teachers in an exciting environment where learning is fun and purposeful.

Gildredge House offers:

- continuity of education for students aged 4+
- an expectation of high academic standards and ready to learn behaviours
- excellent pastoral care
- a range of extra-curricular activities
- parent and community involvement
- a positive team ethos

As an employee of the school, you would benefit from:

- A two-week break in the Autumn Term, allowing for holidays to be taken out of peak season.
- A supportive induction programme for new staff to the school
- Investment in your career development through appropriate, regular CPD
- Support and mentoring by a strong Senior Leadership Team and other experienced leaders
- Access to a full employee assistance programme, in support of wellbeing
- TPS Pension Scheme
- Complimentary tea and coffee in our staffroom
- On-site parking

Gildredge House is committed to safeguarding and promoting the welfare of children. All offers of employment with the school are subject to pre-employment checks which will include References, Health, Right to Work in UK, a satisfactory Enhanced DBS with Children's Barred List check and a Declaration that you are not a disqualified person under the Childcare Act 2006.

Please note that under the UK GDPR, by replying to this advert, you are consenting to Gildredge House processing and retaining your personal information for the purposes of this application. You have the right to withdraw your consent and ask for your data to be deleted at any time, however it will then not be possible for Gildredge House to process your application any further. For further details please see the specific Privacy Policy for job applicants which can be found at <https://www.gildredgehouse.org.uk/our-school/data-protection/>

Primary Class Teacher: Job Description

Responsible to: Head of Primary

Job Purpose:

To deliver high quality teaching to students within the Primary phase, whilst maintaining the positive ethos and core values of the school, both inside and outside the classroom.

The main areas of responsibility and the assigned duties are specified below.

The post holder will ensure the smooth running of the class and contribute to initiatives to improve/develop the school's response to Government legislation and children's services guidelines. The post holder is accountable to the Head of Primary.

Responsibilities:

Teaching (having regard to the curriculum of the school):

Teach allocated pupils by planning their teaching to achieve progression of learning through:

1. Identifying clear teaching objectives and specifying how they will be taught and assessed.
2. Setting tasks which challenge pupils and ensure high levels of interest.

3. Setting appropriate and demanding expectations.
4. Setting clear targets, building on prior attainment.
5. Being aware of and planning for students with particular needs.
6. Providing clear structures for lessons; maintaining pace, motivation and challenge.
7. Ensuring that effective assessing, recording and reporting on the development, progress and attainment of students is carried out according to school policy.
8. Maintaining discipline in accordance with the school's procedures and encouraging good practice with regard to punctuality, behaviour, standards of work and homework.
9. Implementing whole school policies.
10. Promoting the general progress and well-being of individual students
11. Maintaining the positive ethos and core values of the school, both inside and outside the classroom
12. Communicating and consulting with the parents of students
13. Participating in arrangements for further training and professional development.

This job description will be reviewed annually and 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, including the provision of high-quality teaching and learning and the safeguarding, well-being and care of students.

It should be noted that the post-holder is expected to carry out such duties as may reasonably be required by the Senior Leadership Team from time to time.

Primary Class Teacher: Person Specification

Qualifications

Essential

- Qualified Teacher Status
- Evidence of commitment to continuing professional development

Desirable

- An Honours degree from a recognised university

Experience

Essential

- The post-holder should have successful teaching experience in a Primary class.

Knowledge and understanding

Essential

- Knowledge and understanding of the preparation and administration of a creative curriculum for students.
- An ability to understand and interpret data results.

Skills

Essential

- Able to enthuse, inspire and motivate others in an educational setting.
- Has excellent communication skills, in listening to others, the ability to influence others, as well as oral and written presentational skills, to a variety of stakeholders.
- Is well-organised, able to plan and prioritise and able to implement organisational strategies.
- Has good ICT skills.
- Can develop good personal relationships within a team.
- Can establish and develop close relationships with parents, governors and the community.
- Can create a happy, challenging and effective learning environment.
- Can use an effective range of behaviour management strategies which respect children's needs.

Desirable

- The post-holder may also be able to develop strategies for creating community links.

Personal characteristics

Essential

- has a passion for education
- has a dynamic commitment to the promotion and development of the school
- can show enthusiasm, tenacity and resilience with the ability to work under pressure, while maintaining a sense of humour
- approachable
- committed
- empathetic
- organised
- patient
- resourceful.

Candidates should ensure that they address all of the above criteria in their Application, referring to actual experience, where appropriate.

In addition, the interview will explore issues relating to safeguarding and promoting the welfare of children including motivation to work with children and the ability to form and maintain appropriate relationships and personal boundaries with children.

OUR MISSION - ASPIRE, IN ALL THAT WE DO

Our vision is clear and underpinned by a strong value-based education where learning in and out of the classroom is prioritised, to support students to achieve their potential and beyond. We have the highest aspirations for our school and every member of our school community.

If you think like us and share the same beliefs and values, we would love to have you on board. You will be joining a team that is extraordinarily hardworking and most importantly makes sure each child reaches their full potential.

The deadline for applications is indicated on the website. If you are interested in the position, please complete an Application Form, available from the school website:
<https://www.gildredgehouse.org.uk/home/contact-us/staff-vacancies/>

Please return the completed Application for Employment to careers@gildredgehouse.org.uk by 9.00am on the closing date.

We look forward to hearing from you.