



Communicating Love; Inspiring our Community to Flourish



Candidate Information Pack

Teacher - Main Scale £32,916 - £45,352

St Gabriel's CofE Academy

Houlton

CV23 1AN

Letter from the Executive Headteacher



Dear Candidate,

Thank you for taking the time to find out more about joining St Gabriel's Church of England Academy as a teacher in September 2026. We are really proud of our school and what we have achieved since opening in 2018. We are a popular two-form-of-entry school with approximately 500 pupils from Nursery to Year 6. Our pupils do really well here and we are one of the top-performing schools in our district. Our success is built on the skill and dedication of our wonderful staff team who live out our vision and values each day. We have the exciting opportunity for a talented individual to join our caring and supportive team from September 2026. We're looking for a fantastic professional with a passion for Early Years who is seeking to make a difference to some of our youngest pupils. This person will play an important role in the delivery of our mission to love and inspire our community to flourish. The role offers the successful candidate the opportunity to have a significant impact on our children, offering them high-quality learning experiences with love and care as well as working alongside our excellent colleagues to continue to deliver excellent standards across the school. Our school building is an amazing space with wonderful opportunities for children to learn in great facilities. As the first school to be constructed on the Houlton development in Rugby, we are profoundly aware of the important role we play in establishing community here. We are committed to inspiring, challenging and supporting the children in our care to fulfil their potential, making them feel valued, loved and able to flourish. Their needs are at the heart of all our decision-making and, as a Church of England School, our inclusive Christian ethos is at the centre of what we do as we aim to work for the common good of everyone.

This is an opportunity for an individual with passion, skill and dedication to make their mark on our school, contributing to high standards of education for our pupils whilst growing themselves personally and professionally. We can offer the successful candidate the opportunity to take their place alongside a talented and dedicated teaching team who are continually seeking to grow and develop together in a happy and thriving environment.

We can offer you:

- The chance to work with a wonderful skilled and highly collaborative team to affect learning and progress of children.
- Flexible working opportunities.
- Training and career progression opportunities.
- Discounted wraparound childcare.

I hope this opportunity has captured your interest, if so, please consider the job description with care. If you feel inspired to join the wonderful team at our fantastic school, I would love to hear from you.

Andy Taylor
Executive Headteacher
St Gabriel's CofE Academy



Ethos



At St Gabriel's CofE Academy everything we do is underpinned by our loving, distinctive and inclusive Christian ethos. We want the best for our children; with love as our core value and primary motivation we ensure every decision and every action we take is with the best-interests of the child at the forefront of our thinking. We communicate God's love and hope for the future to the children in our care and the community we serve by providing the best possible educational experiences and support for children and families. Experiences which are deeply affecting, inspiring confidence and fully equipping our children for their future, enabling them to flourish and fulfil their potential. We recognise each child is gifted with unique skills, talents and interests and place an equal emphasis on developing the whole child in every way:

Academically – encourage excellence, striving to make great progress

Physically – grow healthily with increasing skill and respect for our bodies

Mentally – secure a healthy, joyful, mature outlook, building resilience

Spiritually – develop an appreciation of beliefs, their impact and influence on our lives

Morally – mature in an understanding of behaviour, law and ethics

Socially – build and maintain healthy relationships as a collaborative community

Culturally – identify the responsibilities and opportunities presented in our society

Our Vision Statement

At St Gabriel's CofE Academy, our vision is that we are always:

Communicating Love; Inspiring our Community to Flourish

Inspired by –

Love one Another as I have Loved you. John 13:34

Job Description – Class Teacher



About the Role

The School is looking to appoint an inspirational and highly effective Class Teacher who is committed to ensuring St Gabriel's provides educational excellence in our school community.

The successful candidate will have the opportunity to work with the Headteacher and Leadership team to secure the highest standards in our provision; including but not limited to: whole class teaching, providing personal development and enrichment activities, taking advantage of subject leadership opportunities, promoting well-being and safeguarding and showing a commitment to professional development. The role is suitable for Early Career or experienced teachers, open to full or part-time applicants and is ideally suited to those with a keen interest in Early Years Education.

Accountability:

The Class Teacher is line-managed by the leadership team.

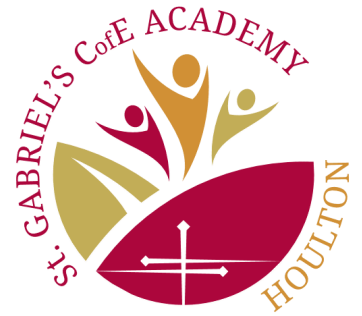
At all times the Class Teacher will operate within school policies and procedures.

Purpose of the Job

Under the overall direction of the Leadership team the Class Teacher will:

- Take responsibility for the education and welfare of a designated class of children in accordance with the current School Teachers' Pay and Conditions document, Teacher Standards and having due regard to the requirements of the National Curriculum and school policies.
- Take responsibility for planning and implementing high-quality educational experiences for a designated class in the framework of national and local school policies and practice.
- Take responsibility for the attainment and progress for all children within a designated class, maintain assessment practice which supports progress and report on progress to senior staff, parents and carers and governors as required.

Job Description – Class Teacher



Duties and Responsibilities

Classroom practice

Plan high-quality learning opportunities as part of a broad, balanced and engaging curriculum for all children in a designated class within the framework of national and school curriculum policies and in collaboration with staff colleagues.

Take account of the individual needs of all the children in a designated class to ensure support and challenge is used effectively to maximise progress.

Create a secure, happy and purposeful classroom environment, maintaining very high expectations for behaviour, effort and cooperation.

Ensure resources, equipment and materials contribute to children's learning opportunities.

Accurately assess children's progress, maintain records and report as required.

Effectively direct support staff to impact learning.

Be an excellent role model, exemplifying a high standard of teaching and promoting high expectations for all members of the school community.

Promote a positive, collaborative school culture, nurturing equality, dignity and upholding the Christian ethos of the school.

Developing self and others

Seek opportunities for continuous professional development through self-directed research, courses and in-service training.

Participate in and contribute to whole-school staff meetings.

Support the development of collaborative approaches to learning and share effective practice.

Regularly review and reflect on practice demonstrating a desire to continuously improve.

Key organisational activities

Contribute to the leadership of a curriculum subject across the school.

Support and contribute to school systems to ensure statutory requirements are being met with regard to Health and Safety, Data Protection and other initiatives as directed.

Ensure a consistent approach to standards of behaviour, attendance and punctuality are implemented across the school.

Contribute to the day-to-day effective organisation and running of the school.

Seek efficiencies in time and resources.

Contribute to the development of the school's policies and procedures.

Securing accountability

Take responsibility and accountability for a designated class' progress data and target setting.

Contribute to the reporting of the provision's performance to its community and partners.

Take responsibility for promoting and safeguarding the health, safety and welfare of children within the school.

Strengthening community

Promote inclusion and equality in all the services that the school offers.

Contribute to the school's culture, our inclusive Christian ethos, taking account of our Church foundation, the wider community and our Diocesan links.

Collaborate with specialist support services as appropriate.

Promote the positive involvement of parents/carers in school life.

Contribute to a positive, collaborative working environment.

Promote positive relationships and work with colleagues in other schools and external agencies.

Other

To undertake any other professional duties, or training, reasonably delegated by the Head Teacher, which are within the scope of this post and in line with the changing needs of the school.

Act as an ambassador, promoting the ethos, aims and provision at St Gabriel's CofE Academy.

This job description is subject to annual review. It may be amended at the request of the Headteacher or the post holder but only after full consultation.

Person Specification

This person specification is related to the requirements of the post as determined by the job description. Short listing is carried out on the basis of how you meet the requirements of the person specification. You should refer to these requirements when completing your application.

Education and training		Measured by:
✓	Honours degree or equivalent	Application
✓	Qualified Teacher Status	
Relevant Experience		
✓	Experience of teaching in a school Early Years setting	Application and interview
Knowledge and Skills		
✓	Up-to-date Knowledge and understanding of Early Years Foundation Stage, National Curriculum & Assessment	Application and interview
✓	Ability to articulate an understanding of excellent practice in teaching and learning – particularly for Early Years	
✓	Knowledge of assessment, recording and reporting of pupils' progress and achievements in the Curriculum including an understanding of standards expected	
✓	Up to date knowledge of relevant legislation and guidance in relation to working with and the protection of children and young people.	
✓	Knowledge of the school's role in providing effectively for the needs of its pupils, including those with special educational needs.	
Personal Qualities		
✓	Dedicated, resilient and enthusiastic	Application and interview
✓	Passionate for learning and children's progress	
✓	Positive and flexible approach to new ideas, approaches and challenges	
✓	Excellent communication and interpersonal skills	
✓	Committed to securing strong personal relationships, including the ability to work as a member of a team	
✓	Ability to work independently, demonstrating initiative	

Additional		
✓	Evidence of an appreciation of establishing and developing positive relationships with parents, governors and the local community	Application and interview
✓	Committed to own continuing professional development	
✓	Demonstrates an understanding that at all times the best interests of the children must be promoted	
✓	Commitment to upholding and promoting the school's Christian ethos and values	
✓	An understanding of and proactive commitment to promoting equal opportunities for all	
✓	Excellent attendance record	
Safeguarding		
✓	Appreciates the significance of child protection and safeguarding for all individual children	Application, interview and references
✓	Can demonstrate a working knowledge of and commitment to establishing a culture of safeguarding for the whole school community	

St Gabriel's CofE Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants will be subject to an Enhanced DBS check, two excellent and unequivocal references and a Disclosure of Criminal Record and Disqualification Declaration. An online search of successful shortlisted candidates will be undertaken prior to interview.

The post holder will be required to take responsibility for and uphold a culture of safeguarding.

Application Information

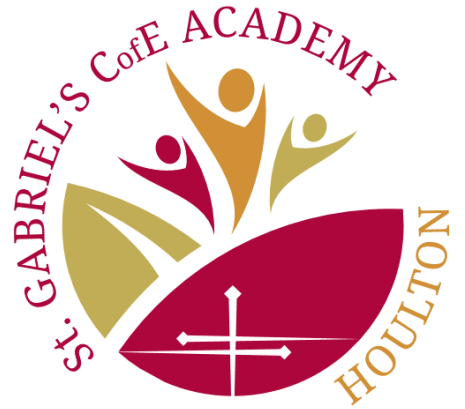
Thank you for taking an interest in this post.

Candidates are most welcome to visit the school.

Please contact Mrs H. Wilmot at om@stgabrielscofeacademy.org

Please note the closing date for applications is 12:00pm on 18th May 2026

Interviews provisionally 21st May 2026



Contact Details

Completed applications and supporting documents should be sent via email to:

om@stgabrielscofeacademy.org

or posted to:

Mr Andrew Taylor, Executive Headteacher, St Gabriel's C of E Academy, Houlton, Rugby, CV23 1AN

If you do not receive acknowledgement of an electronic application, then please phone
01788 222405

Please contact us if you require a printed or enlarged application pack.

St Gabriel's Church of England Academy

Houlton

Rugby

Warwickshire