



St Mary's Charminster

Class Teacher - Recruitment pack



Be the best that you can be.
Shine God's love for all to see.

initio
Learning Trust



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WELCOME

Mick Homer
Headteacher
St Mary's CE First School



Thank you for your interest in our current vacancy. This recruitment pack has been designed to give you a flavour of both our trust and the school, and we hope you find it useful.

More detailed information is available on our website; www.stmarysfirstschool.org and we strongly encourage prospective applicants to arrange a tour of our school. Tours are available throughout the week commencing 23rd March and are bookable via Bev in our school office - recruitment@stmarysfirstschool.org

Our Trust's Vision

To enable everyone to flourish in our communities and beyond.

Our Trust's Values

Collaboration

We are a family of nineteen schools working closely together towards our shared vision.

Ambition

We are ambitious in our drive for educational excellence, offering outstanding opportunities for our pupils and our staff.

Respect

We respect all of our pupils and staff and invest in every member of our community.



ABOUT OUR SCHOOL

St Mary's is a wonderful school, full of happy children who love to learn and dedicated adults who love to teach. We are a single-form entry first school with close links to our local church and preschool communities.

We pride ourselves on our nurturing ethos which has every child at the centre of all we do. We have a fantastic team who believe in working in partnership with parents and the community to ensure that all of our children are happy and successful.

We strive to be the best that we can be and are now looking to sustain many of the improvements we have made over the past couple of years.

Our Vision

Be the best that you can be. Shine God's love for all to see.

This drives our mission to continually grow and develop as a school and as individuals, wrapped in a nurturing family-centered environment.

Our Values



ABOUT THE ROLE

Class Teacher

Are you an inspiring and dedicated trainee teacher looking for a supportive school in which to begin your journey into teaching? Or are you an experienced teacher seeking different challenges and a new setting in which to further your career? We are looking for a passionate and enthusiastic class teacher with a willingness to learn and a strong desire to be the best that they can be.

At St Mary's, you will find a warm and welcoming school community, a supportive team, and a culture where high expectations are supported by a highly nurturing environment. If you are ready to make a difference and join our wonderful team, we would love to hear from you.

Tours available: w/c 23rd March 2026

Closing Date: 12th April 2026

Interview Date: 20th April 2026

Start Date: 1st September 2026

The full Job Description and Person Specification are attached to this advert.



CANDIDATE CHARTER

Our commitment to you:

- Transparency - we will treat you with respect, honesty and fairness
- Protecting your privacy - we'll ensure your information is secure and handled sensitively
- Understanding - you'll be given everything you need to make informed decisions
- Showcasing talent - we'll provide a good opportunity for you to share your skills, experience and potential
- Feedback - we will provide constructive feedback professionally and promptly
- Listening - we welcome feedback and we'll act on what you have to share
- Inclusivity - our hiring decisions align with our commitment to create a high quality, diverse workforce

We will:

- Provide you with clear, accurate and timely information
- Give you the opportunity to ask questions - and we'll ensure you get the answers you need
- Respond to enquiries promptly, usually within 24 hours during the working week
- Adopt a fair and consistent assessment process
- Make sure you have all the documentation and details you need for an interview, well in advance
- Provide you with real insight about what it's like to be part of our team
- Ensure all offers are fair and equitable
- Seek feedback on your experience at every opportunity, so we can continue to improve

In return we ask that you:

- Be honest and upfront about your experience, aspirations and motivations
- Provide open and accurate information when submitting an application
- Always give yourself the best opportunity to succeed - research who we are and how we work
- Let us know if situations change in relation to your interest - and help us understand why
- Prepare yourself for interview and let us know how we can support you

HOW TO APPLY

Initio Learning Trust aims to provide rewarding careers and clear progression pathways. We know that our schools can only be their best when they are filled with the best staff. If you are an inspiring and dedicated teacher, then we would be delighted to hear from you.

To arrange a tour of our school and a conversation about the role, please email recruitment@stmarysfirstschool.org

Please apply online via the Trust's dedicated recruitment portal:

<https://recruitment.initiolearning.org/Careers/Careers-3256>

The Trust values the diversity of our workforce and welcomes applications from all sectors of the community.

Initio Learning Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, and where applicable, a prohibition from teaching check will be completed for all applicants.

Thank you for your interest





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