



We are proud to be part of

**Prime**  
Multi Academy Trust

# Class Teacher-Maternity Cover **Application Pack**





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# Letter from our CEO

Dear Applicant

On behalf of the trust board, governors, staff, parents and pupils, I am delighted to welcome your interest in the role of a full-time main scale teacher (maternity cover) here at Prime7 MAT. We are currently looking for a teacher to take on a temporary maternity cover contract, to join our friendly, passionate and committed teaching staff at Middleton Cheney Primary Academy from 13th April 2026.

The role will be a main scale teaching position and is suitable for either experienced teachers or early career teachers.

We can offer

- A position in a popular, friendly and lively village school (NOR326)
- A dedicated and experienced team of teachers and support staff
- A Trust/school that prides itself on its high standards of behaviour and positive attitudes to learning
- Pupils who are enthusiastic about their learning and want to reach their potential
- Supportive parents
- CPD development opportunities both within the school and across the Multi-Academy Trust

If you share our values and vision and are enthusiastic, dedicated and passionate about children and their learning, I invite you to make an appointment to visit our academy and see for yourself the opportunities we can offer.

The closing date for applications is Thursday 29th January at midday and interviews will take place on Thursday 5th February 2026.

We look forward to meeting you and receiving your application.

Yours sincerely

Ian Lowe –CEO

## Encourage, Enrich, Empower





# About Our Trust

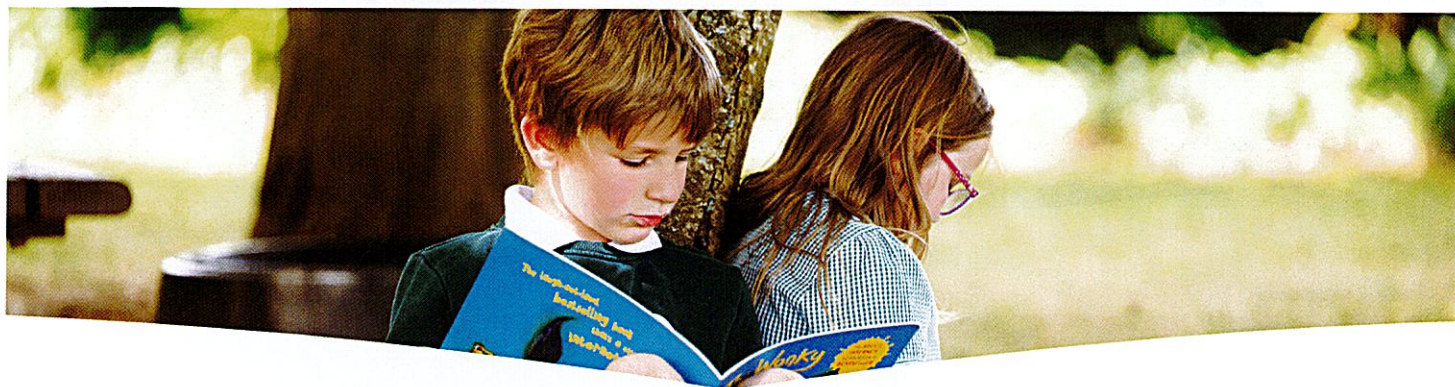
Prime7 was formed in 2013 and joined together Middleton Cheney Primary, King's Sutton Primary and Chipping Warden Primary Academies. The aim of the Trust has always been to work collaboratively across all three schools. We strive to ensure that our schools offer the very best education for all of our pupils. We also want to ensure that our staff enjoy working across the Trust and feel valued as part of a collaborative team.

At Prime7, we aim to provide the best opportunities for all pupils to develop strategies to face life's challenges. We want them to show courage and take risks in their learning whilst enjoying an enriched school experience. Community is important to us and each school is valued for its own individuality but it also plays an important part of the Trust as a whole. Across our schools we foster an environment where respect is earned and given in equal amounts. Our school communities promote kindness, friendship and trust so that our pupils will grow up to be young citizens that are able to show empathy towards others and become role models that are an inspiration to others.

## Our Vision

Our ethos is to provide the best possible environment for children to learn and develop, as well as to cultivate a sense of wonder, empathy and understanding of the modern society they are growing up in. Together, we will strive to realise the potential in all of our children so that they are fully prepared for the next stage of their education. We want to empower our children to succeed. The Trust's mission is to ensure that our staff, parents and carers are valued and well cared for so that we can work together to provide children with the best education and to know how to stay safe and healthy. We want them to take their place as responsible citizens that promote sustainability in order to protect the world around them for future generations to come.





## Our Ethos and Values

Our ethos is to provide the best possible environment for children to learn and develop, as well as to cultivate a sense of wonder, empathy and understanding of the modern society they are growing up in. Together, we will strive to realise the potential in all of our children so that they are fully prepared for the next stage of their education. We want to empower our children to succeed. The Trust's mission is to ensure that our staff, parents and carers are valued and well cared for so that we can work together to provide children with the best education and to know how to stay safe and healthy. We want them to take their place as responsible citizens that promote sustainability in order to protect the world around them for future generations to come.

Prime7 has seven core values and principles to support the delivery of our mission.

**AMBITION:** to have high expectations in all we do and to have ambition for continuous improvement whoever we are.

**ENJOYMENT:** to create schools that foster creativity and curiosity so that children thrive on enrichment and thoroughly enjoy their school experience. We want our children to be excited learners.

**RESILIENCE:** to provide the best opportunities for all children to develop strategies to face life's challenges. We want to have children that can show courage and take risks in their learning.





## Our Ethos and Values

**RESPECT:** to foster an environment where respect is earned and given in equal amounts. Our school communities promote kindness, friendship and trust. We want our children to grow up to be young citizens that are able to show empathy towards others. Our children take responsibility for their future and the future of others by respecting the world around them and promoting sustainability.

**INSPIRE:** to empower children to take responsibility to strive and achieve in their learning and to be the very best that they can be. They will be responsible citizens that model sustainable practices and behaviours to protect the natural world. They will be role models and a source of inspiration to others.

**COMMUNITY:** to establish schools that are at the heart of the local communities they serve. Each school is valued for its own individuality but it also plays an important part of the Trust as a whole. All stakeholders within our community will strive to prepare and empower individuals to become responsible for contributing to a sustainable future.

**TRUST:** to belong as part of a team is a core part of who we are and our relationships are based at all times on openness and honesty.

Our values and principles are drawn from each of our schools and will support Prime7 in providing an excellent educational experience for all. We will work together with all of our stakeholders to ensure that the children in all of our schools achieve their full potential.



# Our School

**Middleton Cheney Primary Academy**

**Main Road, Middleton Cheney, Banbury, Oxon, OX17 2PD**

**Tel No. 01295 710218**

**[www.mcpa.org.uk](http://www.mcpa.org.uk)**

Middleton Cheney Primary Academy is a two form entry Primary School with shared 1/2 and 3/4 classes, based in the beautiful village of Middleton Cheney. At MCPA we want our children to be confident in their own abilities and to reach their fullest potential through high quality teaching and pastoral care. We provide a nurturing and supportive community where every child and adult is valued and respected. Underpinning all our teaching and activities are our school aims: Enrich, Encourage and Empower. We aim to enrich children's life with a life-long enthusiasm for learning, encourage children to value their role as members of the school, village and local communities and empower them to take a proactive role in their futures by equipping them with skills, knowledge and understanding to explore the margins of their potential.

We are a 'Good' school (Ofsted Dec 2021) with aspirations to be 'Outstanding.' While we are fully pledged to raising standards in literacy, mathematics, science and computing we are passionate about celebrating and empowering the 'whole child' and retain our commitment to all the foundation subjects including sport, music, and the arts. We embrace the outdoors, advocate key skills for learning including Independence, Risk-taking, Communication, Challenge, Responsibility, Creativity, Leadership & Questioning, promote our School values of Respect, Trust, Teamwork, Resilience, Kindness, Empathy, Honesty & Friendship and endorse the British Values of Democracy, Rule of Law, Individual Liberty, Mutual respect & Tolerance.

Our website will give you a taster of life at Middleton Cheney Primary but please do not hesitate to contact us should you wish to book a visit.

Miss Hillier – Headteacher







# Job Description

## Job Details

Job title: Class Teacher (Maternity Cover)

Salary: Main scale M1 – M6

Reporting to: Headteacher

Main purpose

The teacher will:

- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document
- Meet the expectations set out in the Teachers' Standards

## Duties and responsibilities

Teaching

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment
- Adapt teaching to respond to the strengths and needs of pupils
- Set high expectations which inspire, motivate and challenge pupils
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge
- Participate in arrangements for preparing pupils for external tests





## **Duties and responsibilities**

### Whole-school organisation, strategy and development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's values and vision
- Make a positive contribution to the wider life and ethos of the school
- Work with others on curriculum and pupil development to secure co-ordinated outcomes
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach

### Health, safety and discipline

- Promote the safety and wellbeing of pupils
- Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment

### Professional development

- Take part in the school's appraisal procedures
- Take part in further training and development in order to improve own teaching
- Where appropriate, take part in the appraisal and professional development of others

### Communication

- Communicate effectively with pupils, parents and carers

### Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues





## Duties and responsibilities

### Personal and professional conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities

### Management of staff and resources

- Direct and supervise support staff assigned to them
- Deploy resources delegated to them

The teacher will be required to safeguard and promote the welfare of children and young people, and follow school policies and the staff code of conduct.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the Headteacher or line manager.



# Personal Specification

## Qualifications and Experience

- Qualified teacher status
- Degree
- Successful primary teaching experience

## Skills and Knowledge

- Knowledge of the National Curriculum
- Knowledge of effective teaching and learning strategies
- A good understanding of how children learn
- Ability to adapt teaching to meet pupils' needs
- Ability to build effective working relationships with pupils
- Knowledge of guidance and requirements around safeguarding children
- Knowledge of effective behaviour management strategies
- Good ICT skills, particularly using ICT to support learning

## Personal Qualities

- A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school
- High expectations for children's attainment and progress
- Ability to work under pressure and prioritise effectively
- Commitment to maintaining confidentiality at all times
- Commitment to safeguarding and equality
- Sense of humour
- Ability to work as part of a team







# Post Information

We wish to appoint an outstanding classroom teacher to join our Academy from 13th April 2026 on a full-time temporary contract to cover maternity leave.

The successful candidate will be enthusiastic, highly motivated and demonstrate a passion for teaching and learning. We are a welcoming and supportive team, committed to the education of the children in our care. We work closely with the other schools in Prime7 to provide opportunities for professional development both within our school and across the Trust.

Middleton Cheney Primary Academy is part of the Prime7 Multi-Academy Trust and is a popular, friendly large village school. The school prides itself on its positive learning atmosphere and children who are enthusiastic about learning.

We can offer

- A popular, friendly and lively village school (NOR326)
- A dedicated and experienced team of teachers and support staff
- A Trust/school that prides itself on its high standards of behaviour and positive attitudes to learning
- Pupils who are enthusiastic about their learning and want to reach their potential
- Supportive parents
- CPD development opportunities both within the school and across the Multi-Academy Trust

Prime7 MAT/Middleton Cheney Primary Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Therefore, the successful candidate would need to undergo a DBS check and be committed to the safeguarding of children.

We are an equal opportunities employer.

The role will begin from 13th April 2026 and is a temporary contract to cover maternity leave. The closing date for applications is Thursday 29th January 2026 at midday and interviews will take place on Thursday 5th February 2026.

For further information and an application pack please visit [www.mcpa.org.uk/vacancies/](http://www.mcpa.org.uk/vacancies/) if you wish to find out more about the role, please contact Theresa Hillier – Headteacher at [head@mcpa.prime7.org.uk](mailto:head@mcpa.prime7.org.uk) or call 01295 710218. Visits to the school are welcomed and we look forward to showing you around our school.

## How to Apply

To apply for this position, please complete the Trust Application Form that can be found at [www.mcpa.org.uk/vacancies/](http://www.mcpa.org.uk/vacancies/) and submit, together with a letter of application. Please return by email to Lisa Macdonald at [lisa.macdonald@mcpa.prime7.org.uk](mailto:lisa.macdonald@mcpa.prime7.org.uk)





Middleton Cheney Primary Academy, Main Road Middleton Cheney, Banbury, OX17 2PD

 **01295 710218**

 **office@mcpa.prime7.org.uk**

**<https://www.mcpa.org.uk>**



