



# Francis Baily Primary School



Application Pack  
Class Teacher (Maternity Cover)  
September 2026

# WHAT WE BELIEVE

At Francis Baily, we are unapologetically focused on children achieving fantastic outcomes, and are committed to fostering an inclusive and nurturing environment where every child is valued, supported, and empowered to thrive. We are dedicated to ensuring every child achieves and reaches their full potential. We employ staff who embody this and strive to ensure all children leave school with the best life chances.

Our school is based around three core values—Care, Explore and Grow. These are at the core of everything we do and underpin our teaching and learning

The school's curriculum is rich in knowledge because we believe knowing things provides a foundation for being able to do things. It is underpinned by our mission to create independent, confident learners who aspire to improve every single day, and develop a sense of their place in the world.

As a school we are clear about the journey ahead and staff are committed to working together.

Learning in the classroom is structured around our 7 Principles for Learning (PfL), which are central to the way children learn. This is supported by a toolkit to ensure staff understand the research informed practice and adopt our PfLs as their own.

We value staff time and prioritise staff wellbeing in all decision making. Staff are provided opportunities to develop and lead fulfilling careers both within the school and within the Equinox Learning Trust.

If you are a dedicated and inspirational class teacher with the passion to ensure children are given the best life chances with every child achieving, then we would welcome your application to be part of our team at Francis Baily.



# LETTER FOR APPLICANT

Dear Applicant

Thank you for your interest in our vacancy for class teacher. We are a friendly and collaborative school and would be excited to welcome a forward-thinking and passionate teacher to the team.

This position is suitable for experienced staff as well as ECTs and has a start date of September 2024 (Inset days 29 and 30 August 2024).

Francis Baily has and continues to be on an improvement journey. Most recently within the implementation of the Read Write Inc, Talk for Writing and Mastery Readers scheme within school. As a school we have high aspirations and expectations to improve the outcomes for children.

A successful candidate must have the desire and commitment to provide exceptional life chances for all children when they leave the school in Year 6. As well as this they must have a passion for teaching and learning and high expectations of children to enable them to achieve their best.

Staff are supported with a Professional Growth programme built upon research-based evidence within school. Staff are encouraged to engage with professional development. Francis Baily provides many opportunities for staff to develop their skills.

If you're undecided about applying, we would love to welcome you for an informal visit at your convenience. If you would like to discuss this or any possible job opportunities at Francis Baily please contact the school office at

office@francisbaily.co.uk to arrange a suitable time.

If you've already decided to apply, applications are via our application form with supporting statement available from our website. Please also provide us with the names, addresses (including email) and telephone numbers of two appropriate referees. Please submit completed applications by email to office@francisbaily.co.uk.

Applications must be received by Thursday 4 June (12:00pm).

Interviews to take place on Tuesday 9 June 2026.

Yours faithfully



Miss E Hobbs  
Headteacher

Job Title: Class Teacher

Salary: MPS/UPS (£30,000 - £46,525)

Contract: Full Time Only (Maternity Cover until Dec 2026 )

Required for: September 2026

# WHY WORK FOR US?

...because we support and value our staff!

Professional development at Francis Baily is centred on investing in individuals. We spend well above the national averages on professional development and have teachers on NQOs, leadership apprenticeships and MA programmes. Our aim is to help every member of staff be the best they can be. As a Trust we have a Leadership Behaviours Framework which clearly articulates what defines excellent leadership behaviours in our organisation.

Evidence-based inset programme has a real impact on teaching and learning across the school. Teachers work collaboratively across departments to focus on a question of their choice whilst engaging with current research in education. This programme is about trusting teachers to shape their own learning and giving them the time to explore issues relevant to their expertise and subject.

An unwavering focus on learning is at the heart of everything we do. We remove as many barriers as we can, administrative or otherwise, to keep learning at the top of everybody's agenda.

Lesson observation and feedback is designed to be helpful and supportive, but also encourage development and improvement, at least twice a year. We also run a coaching programme which supports teachers as well as contributing to wider conversations about what excellent teaching and learning means to us.

Staff Learning Hub: access to specialist training platforms online along with a structured professional growth conversation for all staff. This is matched by our teaching and learning toolkit and we are developing a digital Professional Development Hub, open to contributions from all.

Career Opportunities arise frequently in large schools and we actively seek to help our teachers develop their careers and move into positions of responsibility.

Our new staff and ECT+ programmes are bespoke for all new staff and particularly for NQTs, which include supportive observations, training and other opportunities across the school. We have recently introduced a programme to support staff throughout the first three years of their career from NQT to preparing for a post of responsibility.

Staff Perks include a cycle to work scheme with a tax free allowance, protected team PPA time, learning visits to other schools, access to a leisure centre within the Trust (with discounted memberships) and an active social committee. We have a number of other benefits including free flu jabs and Office 365.

In addition to this, we offer membership of the **Teachers' Pension scheme and the Local Government Pension Scheme**. Childcare vouchers, through the Government scheme, can also be offered.

Should I apply? We value diverse backgrounds, life experiences and perspectives and have a supportive and inclusive organisational culture. We would like our organisation to be representative of our community and the users of our services and welcome applications from candidates from all backgrounds.



# PERSON SPECIFICATION

Criteria	Essential	Desirable	How identified
Qualifications & Training			
Qualified Teacher Status (QTS)	✓		Application Form
Degree level qualification	✓		
Evidence of ongoing professional development		✓	
Knowledge & Abilities			
Up-to-date knowledge of a range of teaching, learning and behaviour management strategies and how to implement these effectively	✓		Interview and Selection Process
Thorough understanding of the National Curriculum	✓		
An understanding of a range assessment requirements and arrangements	✓		
Able to use local, national and internal statistics to evaluate the effectiveness of teaching	✓		
Knowledge and understanding of the implications of equal opportunities, multicultural education and inclusion	✓		
Knowledge of computer software relevant to the curriculum	✓		
Knowledge and understanding of the potential of computer technology to enhance the curriculum	✓		
Know the legal requirements, national policy and guidance on the safeguarding of children	✓		
Solid IT skills including use of Microsoft Word and Excel	✓		
Ability to prepare and plan effectively	✓		
Good organisation skills	✓		
Ability to prioritise and manage time effectively	✓		
Ability to work as part of a team	✓		
Values			
Commitment to achieving excellence for children	✓		Application Form and Interview
Commitment to making learning challenging and engaging for all pupils	✓		
Commitment to constructive working relationships with parents, governors and the wider community	✓		
Enthusiasm to contribute to the wider life of the school	✓		
Holds high expectations of pupil behaviour and achievement	✓		

Criteria	Essential	Desirable	How identified
Personal Qualities			
Professional and well-presented, with the ability to demonstrate impact and presence	✓		Interview and Selection Process
Passionate about the importance of education	✓		
Able to listen and understand, as well as being reflective and self-aware	✓		
Ambitious and motivated		✓	
Personal Circumstances			
Must legally be entitled to work in the UK	✓		Application Form and Document Check
Nothing in personal background or criminal record indicates unsuitability to work with children / young people / vulnerable / finance	✓		
Safeguarding			
Has appropriate motivation to work with children and young people, and can relate to them	✓		All stages of the recruitment process
Understands the importance of maintaining appropriate relationships and personal boundaries with children and young people	✓		
Displays commitment to the protection and safeguarding of children and young people	✓		
Good knowledge and understanding of safeguarding practice	✓		

# APPLICATION PROCESS

## Completing Your application

Our application form is available from our website. Please send completed forms to [office@francisbaily.co.uk](mailto:office@francisbaily.co.uk). We are unable to accept application via any other method, including CVs and letters of application.

Please be thorough and accurate when completing your application as we review these forms carefully during the shortlisting and selection process. We advise against generic supporting statements and will be looking for your suitability to this particular role.

Your application will be shared with our appointment panel along with references and any other pertinent information.

## Shortlisting

Applications will be reviewed as they arrive, but formal shortlisting will take place through a panel on the stated date. Following this, successful applicants will be invited to interview and asked to confirm their attendance by return.

As with all recruitment rounds, we reserve the right to close the application deadline early so early applications are encouraged.

## Online Checks

All shortlisted candidates are subject to an online check with the intention of seeing your publicly viewable digital profile. We may choose to discuss this with you at interview.

## Interviews

The interview will take place on one day, and the schedule is designed to assess the competencies outlined in the person specification. All interviews involve an opportunity to tour the school and find out more about us but we welcome visits prior to application.

**Deadline:** 4 June 2026 (12:00pm)

**Invitation to Interview:** 5 June 2026

**Interview Dates:** 9 June 2026


Francis Baily Primary School is committed to equal opportunities, safeguarding and promoting the welfare of children and young people. We expect all employees, governors, trainees and volunteers to share in this commitment.

We seek employees who are keen to contribute to the fuller life of this highly ambitious school. We will consider flexible working requests. Successful candidates will be subject to an enhanced Disclosure and Barring Service check.



Francis Baily School

Skillman Drive, Thatcham, Berkshire RG19 4GG

 01635 862188

 [office@francisbaily.co.uk](mailto:office@francisbaily.co.uk)

 [www.francisbaily.co.uk](http://www.francisbaily.co.uk)

Equinox Learning Trust

Stoney Lane, Thatcham, Berkshire RG19 4LL

 01635 862121

 [office@equinoxlearningtrust.co.uk](mailto:office@equinoxlearningtrust.co.uk)

 [www.equinoxlearningtrust.co.uk](http://www.equinoxlearningtrust.co.uk)

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