

Application Pack

Maternity Leave Cover

Year 1 Class Teacher Job Share

An extraordinary education for every pupil



Welcome

Thank you for taking an interest in our vacancy for a 0.5 temporary Class Teacher role, to cover a maternity leave.

We hope that you find the job pack informative and that it gives you a clear picture of St Peter's and The Rivers Trust.

If you feel that St Peter's is a place where you would flourish, enabling you to provide an extraordinary education for our children, then we encourage you to apply.

Overview

St Peter's Droitwich CofE Academy is a first school located in the town of Droitwich Spa.

It has 450 pupils from age 4 – 9 years and 50 members of staff.

The school joined The Rivers CofE Academy Trust in 2016.

St. Peter's is a large three-form entry school set in a picturesque location alongside the Droitwich Lido Park.

Our children join us in their Early Years Foundation Stage (EYFS) year and move onto our local middle schools at the end of Year 4. We have capacity for 450 pupils. We are committed to working in partnership with parents and carers to ensure that all pupils reach their potential. We have a firm, fair and consistent rewards and sanctions policy which ensures that all children feel safe, respected and valued.

Our staff are talented, dedicated and caring. Alongside our Advocates (Governors), they strive to make St. Peter's a welcoming, purposeful and successful school. We all take pride in our school and all that we achieve together. Our school has a friendly atmosphere, which is reflected in happy children who thrive in a safe and positive learning environment.

Our school provides a challenging and stimulating place to learn. St. Peter's is a place where every child has something to offer, and we have something to offer every child.

Our latest Ofsted judgment: Good (November 2024)



About Us

The Rivers C of E Academy Trust is a multi-academy school trust, specialists in early years and primary provision, serving over 5250 pupils across three local authorities: Worcestershire, Dudley and Sandwell.

Established in 2014, The Rivers C of E Academy Trust now comprises of a respected teaching alliance, sixteen 'Good' and 'Outstanding' primary, first, and nursery settings and an alternative provision. We are a connected learning community with a shared aim to create **'an extraordinary education for every pupil'**.

We are a community of schools with a 'Christian ethos', welcoming families from all faiths and no faiths, but together we are guided by our shared mission, vision and values.

Our Mission

- Extraordinary Education
- Extraordinary People
- Extraordinary Futures

Our Vision

Through an **extraordinary education**, we empower pupils to be life-long learners and see their limitless potential. Respectful relationships and an unwavering focus on discovering talents and interests enable pupils to flourish and be **extraordinary people**. Together, we spark aspiration and drive achievement, so that pupils contribute positively to society and to their **extraordinary futures** in an ever-changing world.

Our STARS Values



Sharing



Trust



Achievement



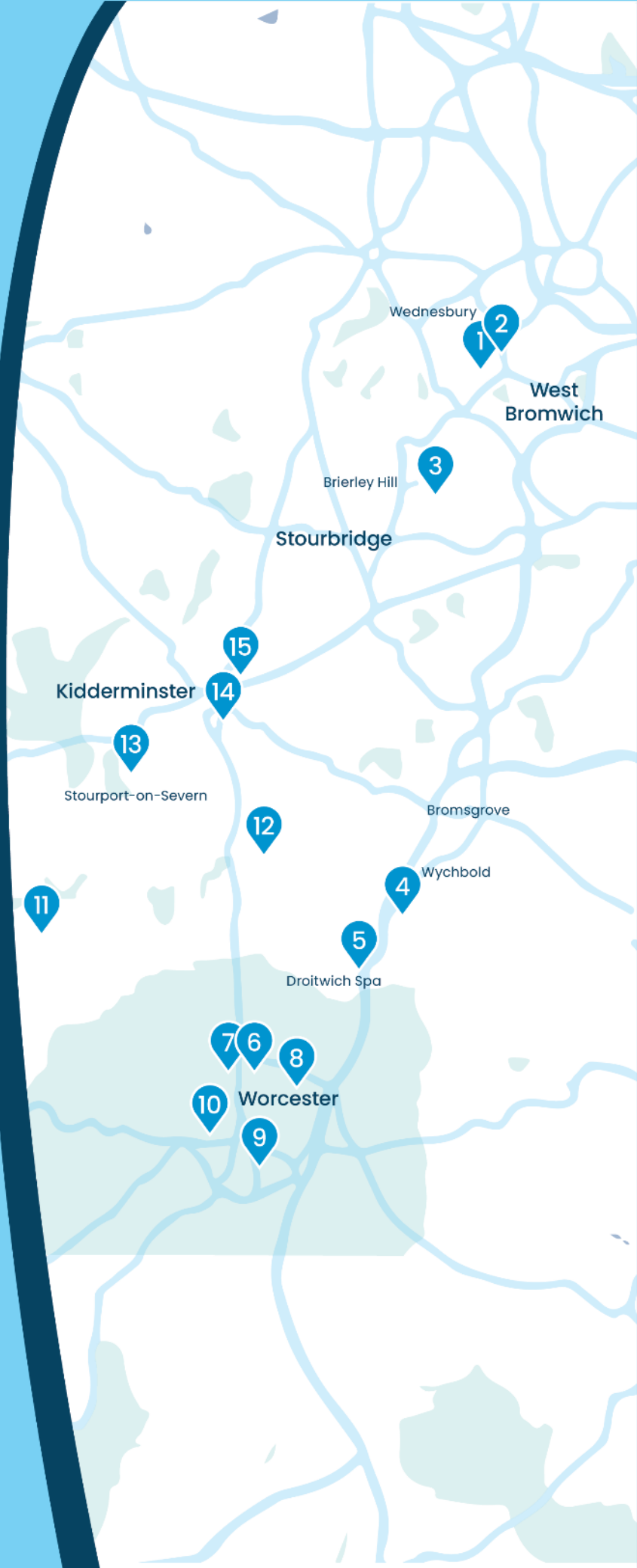
Respect



Safety

Our Schools

- 1 Summerhill Primary Academy Summerhill's Little Treasures
- 2 Jubilee Park Academy
- 3 Dudley Wood Primary School
- 4 Wychbold First and Nursery School
- 5 St Peter's Droitwich CofE Academy
- 6 North Worcester Primary Academy
- 7 Northwick Manor Primary School
- 8 Cranham Primary School
- 9 Cherry Orchard Primary School
- 10 St Clement's CofE Primary School and Pre-School
- 11 Great Witley CE Primary School
- 12 Cutnall Green CofE Primary School
- 13 Burlish Park Primary School
- 14 Heronswood Primary School
- 15 Unity Academy



Staff Benefits

We believe that collaboration and staff wellbeing are at the heart of our success.

Supported by our trust, we offer a range of benefits to enhance our work environment and support the professional and personal growth of our staff, including work-life balance.

Education Mutual

Staff can access a comprehensive range of healthcare services through Education Mutual, including mental health support, 24/7 GP Healthline, physiotherapy, stress management resources, and occupational health services.

Find out more about Healthcare and Wellbeing Services here:

www.educationmutual.co.uk/service/healthcare-and-wellbeing/

Teachers' Pension Scheme

As a member of the Teachers' Pension Scheme, you're contractually enrolled into the Scheme from day one. Your pension is one of the most important benefits available to new teachers. So, spend a few minutes online and find out the things you should know about your pension right now.

www.teacherspensions.co.uk

Other staff benefits include:

- Competitive salary
- Six INSET days per year
- Protected CPL time
- Continued professional development pathway for every role
- No work communication outside working hours
- Excellent holiday entitlement for support staff: Bank holidays plus 25 days paid holiday (pro rata)
- 5 days extra paid holiday after 5 years' service (pro rata)
- 'Time for You' day
- Family-friendly policies including flexible working, occupational maternity and paternity pay
- Reasonable release time for significant personal events
- Length of service awards
- Resources for retirement and financial planning
- Cycle-to-work scheme
- Free tea, coffee and milk



About the Role

Job Title:	Class Teacher 0.5 (5 days over 2-week timetable)
Salary:	M scale
Contract Type:	Temporary / Maternity Leave Cover
Start Date:	February 2026
Reporting To:	Headteacher and Deputy Headteacher
Location:	St Peter's Droitwich CofE Academy
About:	This role is a job share in a Year 1 class. The appointed class teacher will follow a 2-week rolling timetable. Week 1 teach for 2 days (Mon and Tues 0.2) Week 2 teach for 3 days (Mon, Tues and Wed 0.3) PPA and staff CPL meeting during week 2. Start week (1 or 2) will depend upon specific start date.

Job Description

Key Purpose

- To support the Christian ethos of the school and promote living well together.
- Be responsible for the learning and achievement of all pupils in class ensuring equity of opportunity for all.
- Be responsible and accountable for achieving the highest possible standards in work and conduct.
- Treat pupils with dignity, building relationships rooted in mutual respect, and always observing boundaries appropriate to a teacher's professional position.
- Work proactively and effectively in collaboration and partnership with learners, parents/carers, staff, advocates, the Trust and external agencies in the best interests of pupils.
- Act within, the statutory frameworks, which set out professional duties and responsibilities and in line with the duties outlined in the current School Teachers Pay and Conditions Document and Teacher Standards.
- Take responsibility for promoting and safeguarding the welfare of pupils and young people within the school.

Main Activities:

Teaching

- Deliver the curriculum relevant to the age group taught, ensuring sound subject knowledge of all subjects.
 - Be responsible for the preparation and development of sequences of learning and any relevant teaching materials.
 - Be aware of pupils' capabilities, and their prior knowledge, planning lessons to build on this, demonstrating knowledge and understanding of how pupils learn.
 - Have a clear understanding of the needs of all pupils, including those with special educational needs, disabilities, EAL, and those in receipt of Pupil Premium funding; and be able to use and evaluate distinctive teaching approaches to engage and support them.
 - Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English.
 - If teaching early reading, demonstrate a clear understanding of appropriate teaching strategies e.g. systematic synthetic phonics.
 - Make accurate and productive use of formative and summative assessment to secure pupils' progress.
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- Give pupils regular feedback, both orally and through accurate marking. Encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and learning.
- Participate in arrangements for statutory examinations and assessments within the remit of the School Teachers' Pay and Conditions Document (if relevant for your year group).
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate.
- Report to parents/carers throughout the year providing them with school agreed documentation informing them about their child's progress and attainment.
- Be accountable for the attainment, progress and outcomes of pupils taught.

Behaviour and Safety

- Create a nurturing environment to support pupils' mental health and wellbeing and other aspects of pastoral care for pupils.
- Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- Manage classes effectively, using approaches which are appropriate to pupils' needs to inspire, motivate and challenge pupils.
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils.
- Have high expectations of behaviour, promoting self-control and independence of all learners.
- Carry out playground and other duties as directed and within the remit of the current School Teachers' Pay and Conditions Document.
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school procedures.

Team working and collaboration

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school, including pastoral arrangements and Collective Worship and assemblies.
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.
- Deploy support staff effectively to support learning.
- Take part as required in the review, development and management of the activities relating to the curriculum, teaching and learning, the organisation and pastoral functions of the school.
- Follow procedures and guidelines that support compliance and the smooth running of the school.

Collaboration working in a job share

- Create clear lines of communication for handover between the teachers.
- Ensure consistency of provision throughout the week, including communication with carers/parents.
- Distribute roles and responsibilities fairly, both within the job share and the year group.

Fulfil wider professional responsibilities

- To safeguard all pupils.
- Make a positive contribution to the ethos and wider life of the school.
- Work collaboratively with others to develop effective professional relationships.
- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and wellbeing, refining your approaches where necessary responding to advice and feedback from colleagues.
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your Professional Development Review.
- Proactively engage in the performance management and professional development process.
- Deploy support staff effectively as appropriate.
- Communicate effectively with parents/carers regarding pupils' achievements and wellbeing using school systems/processes as appropriate.
- Communicate and co-operate with relevant external bodies.
- Attend and lead Collective Worship and assemblies.
- Lead a curriculum area or other aspect of school life (dependent on M scale).
- Support the school's extra-curricular offer by running after school clubs.
- Register the attendance of and supervise learners, before, during or after school sessions as appropriate.
- Participate in and carry out any administrative and organisational tasks within the remit of the current School Teachers' Pay and Conditions Document.
- To have professional regard for the policies and practices of the school.
- Maintain high standards in your own attendance and punctuality.

Conditions of Employment

- The above responsibilities are subject to the general duties and responsibilities contained in the written statement of conditions of employment.
- To be subject to all relevant statutory requirements as detailed in the most recent School Teachers' Pay and Conditions Document.
- Any other duties as directed by the Headteacher.

Person Specification

Qualifications and Experience:

Essential

- Qualified Teacher Status
- Successful teaching experience

Desirable

- Experience of teaching a range of year groups

Skills and Knowledge:

Essential

- Knowledge of guidance and requirements around safeguarding children
- Knowledge of effective behavior management strategies
- 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
- Use of assessment to accurately report attainment and measure pupil progress
- Ability to build effective working relationships with pupils
- Good ICT skills, particularly using ICT to support learning

Desirable

- Experience of national assessments (e.g. EYFS, Phonics, Y4 Multiplication Tables Check, KS1 and KS2 SATS)
- Evidence of continuous professional development and commitment to further professional development

Person Specification

Personal Qualities

Essential

- Ability to build and maintain effective working relationships, working in a team
 - Demonstrate very high standards of personal and professional conduct
 - Effective interpersonal and organisational skills
 - Positive 'can do' attitude
 - Listen, reflect and communicate effectively
 - Ability to relate positively to children, parents and other stakeholders
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How to Apply

Application forms are available to download here:

Teaching Staff Application Form 

Please email completed application forms to Sharon Sault ssault@riverscofe.co.uk by Friday 7th November 2025, 12 noon.

Shortlisted applicants will be invited to attend an interview on Wednesday 12th November OR Thursday 13th November 2025.

We are committed to safeguarding and promoting the well-being of children and expect everyone to share this commitment. The successful applicant will undergo a full enhanced DBS check.



The Rivers
C.of E. Academy Trust

Get in Touch

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