Class Teacher

RECRUITMENT PACK



DRYBROOK PRIMARY SCHOOL

FULL-TIME | MAIN PAY SCALE
FIXED-TERM JAN 2027 - 31 AUG 2027

Proud to be part of the

Forest of Dean Trust

Introduction

Dear Candidate,

Thank you for your interest in joining Drybrook Primary School as a Class Teacher. I am looking for a skilled enthusiastic teacher who enjoys working with children, values strong relationships and wants to contribute to our school community.

This is a classroom-based role offering both regular class responsibility and the opportunity to teach across the school. We anticipate that approximately three days each week will involve teaching an allocated class, with the remainder spent teaching other classes during colleagues' PPA and protected leadership time. The timetable will also include the postholder's own PPA.

I want the children to experience continuity: a teacher who gets to know them, understands what they are learning and maintains high expectations throughout the week. You will work closely with colleagues to share planning, assessment and the information that helps children succeed.

At Drybrook, our motto is "Dream Big, Achieve Together". We want every child to feel known, valued and supported, and to experience teaching that develops their knowledge, confidence and curiosity. We are proud of our community and ambitious about the education we provide.

You will join a team that values practical support, professional discussion and learning from one another. As part of the Forest of Dean Trust, we also have opportunities to collaborate with colleagues beyond our own school.

The post is full-time and fixed-term from January 2027 to 31 August 2027. We will review future staffing arrangements in light of pupil numbers and the school's budget. There may be scope for the role to continue, but an extension cannot be guaranteed.

If you are an effective classroom practitioner who is adaptable, inclusive and enjoys working as part of a team, I would be pleased to hear from you. I warmly encourage you to visit so that we can discuss the role and you can see Drybrook for yourself.

We understand that the Microsoft outage on 12th-14th November could have impacted your ability to complete your application. Therefore, we have extended the deadline to the 24th November to allow additional time. If you would like to apply for this role but are unable to do so by this new deadline, please get in touch with us as soon as possible and we will make adjustments, where possible.

Yours sincerely,



Thomas Henesey
Headteacher
Drybrook Primary School

About Drybrook School

Dream Big, Achieve Together is at the heart of everything we do at Drybrook, and we believe it makes the school a special place to study, work, and be part of.

At Drybrook we believe that it is important to value each individual within the school community and to celebrate all of their achievements. We value the gift of learning and recognise that we all have the right to succeed. We have high expectations of ourselves and others and recognise the importance of working in partnership with our community and parents/carers.

Dream Big, Achieve Together

At Drybrook Primary School, we want every child to feel that they belong, that their contribution matters and that they can achieve. We value each individual in our school community and celebrate achievement in its many forms.

We have high expectations of ourselves and our pupils. We work closely with parents and carers to understand children's needs, celebrate their progress and address difficulties together.

Our location in the Forest of Dean provides a rich setting for learning. We want children to understand and value their local community while developing the knowledge, experiences and confidence to contribute to the wider world.

Our staff work together to develop a coherent curriculum, effective classroom practice and an inclusive environment. We want children to become confident learners who are curious, thoughtful and willing to persevere.



We recognise that good teaching depends on staff feeling supported. We value professional discussion, shared preparation and practical development. Colleagues are encouraged to ask questions, contribute ideas and learn from one another.



Drybrook became part of the Forest of Dean Trust in April 2020. Working with our partner schools gives us opportunities to share expertise while retaining our school's identity and connection to its community.



Drybrook School
Drybrook Road
Drybrook
Gloucestershire
GL17 9JF

01594 542448

www.drybrookschool.co.uk





Job Details

Class Teacher

Salary: Main Pay Scale
Contract: Full-time, fixed-term (Jan 2027 - 31 Aug 2027)
Reporting to: Headteacher
Regular class responsibility: Approximately 3 days per week
Teaching across the school: Approximately 2 days per week, providing PPA cover and protected leadership release

Closing Date: 24th November*
Interviews: 4th December 2026
Desired Start: January 2027, subject to availability and notice arrangements

*We will accept applications after this date if the applicant was impacted by the Microsoft outage

THE ROLE AT A GLANCE

REGULAR CLASS RESPONSIBILITY	TEACHING ACROSS THE SCHOOL	TEAMWORK AND CONTINUITY
Approximately three days each week teaching an allocated class, working closely with the colleague sharing responsibility for pupils' learning, routines, assessment and communication with families.	For the remainder of the week, teaching across other classes to provide PPA cover and release colleagues for protected leadership responsibilities. The precise classes and year groups will be determined according to the needs of the school.	Sharing planning and assessment information, maintaining consistent routines and building positive relationships across classes.

These are indicative allocations. The precise year groups and weekly timetable will be agreed according to school needs and the successful candidate's experience. The timetable will accommodate the postholder's own PPA.

THE PURPOSE OF THE ROLE

To provide high-quality classroom teaching that helps pupils learn, participate and make progress, both within the allocated class and across the wider school.

The postholder will plan and teach effectively, assess learning, support pupils' needs and work constructively with colleagues and families.





Job Details Continued

TEACHING AND LEARNING

You will provide purposeful lessons that build pupils' knowledge and understanding over time.

- Plan and teach well-sequenced lessons with clear learning goals.
- Demonstrate secure subject knowledge and explain new ideas clearly.
- Use questioning, discussion and assessment to check understanding and address misconceptions.
- Adapt teaching to meet different needs while maintaining ambitious expectations.
- Select resources and activities that support the intended learning.
- Promote pupils' vocabulary, reading, writing and mathematical understanding.
- Establish purposeful routines and use learning time effectively.
- Give feedback that helps pupils improve and understand their next steps.
- Encourage curiosity, independence and pride in learning.
- Review the impact of teaching and use this to inform subsequent lessons.

REGULAR CLASS RESPONSIBILITY

Working with the colleague sharing the class, you will:

- Agree planning, routines and expectations so pupils experience continuity.
- Maintain a clear understanding of pupils' strengths, needs and progress.
- Share assessment information and identify next steps.
- Contribute to reports, parent discussions and transition information as agreed.
- Maintain appropriate classroom records and communicate important information promptly.

TEACHING ACROSS THE SCHOOL

You will become a familiar teacher to the classes you teach, helping children sustain their learning when their class teacher is undertaking PPA or leadership responsibilities.

- Prepare thoroughly for the classes and subjects allocated to you.
- Agree planning responsibilities, resources and intended learning with class teachers and subject leads.
- Understand relevant pupil needs, support arrangements and classroom routines before teaching.
- Maintain the school's expectations for behaviour, relationships and learning.
- Teach the agreed curriculum and assess pupils' understanding.
- Provide useful feedback to class teachers about learning, progress and next steps.
- Leave clear handover information and identify any follow-up needed.
- Report safeguarding, welfare and behaviour concerns through the appropriate school procedures.
- Work constructively with support staff and other adults involved in learning.





Job Details Continued

PLANNING AND HANDOVER

Planning, assessment and communication arrangements will be agreed so that responsibilities are clear. You will contribute to preparation and assessment for the teaching you undertake, with access to the relevant curriculum materials and pupil information.

The balance of teaching may be adjusted in response to school needs. Changes will be discussed so that preparation, handover and continuity for pupils can be maintained.

MEETING PUPILS' NEEDS

- Hold ambitious expectations for all pupils and get to know them as individuals.
- Work with the SENCo, class teachers and support staff to understand additional needs.
- Implement agreed support strategies and contribute relevant assessment information to reviews.
- Adapt explanations, resources, scaffolding and practice to help pupils access learning.
- Support disadvantaged pupils and those who need additional challenge.
- Give support staff clear guidance about the intended learning and their contribution.
- Encourage pupils to participate fully in lessons and school life.

BEHAVIOUR AND BELONGING

- Build warm, respectful and professional relationships.
- Teach and reinforce clear classroom routines.
- Apply the school's behaviour policy consistently.
- Respond calmly and proportionately when difficulties arise.
- Help pupils develop confidence, responsibility and independence.
- Work constructively with colleagues and families to support children.
- Notice and celebrate effort, improvement and achievement.

Our aim is for children to feel safe, understood and ready to learn in every classroom. The teacher contributes to this through consistent practice and timely communication with the people supporting each child.





Job Details Continued

WORKING WITH COLLEAGUES AND FAMILIES

- Communicate clearly and respectfully with pupils, colleagues, parents and carers.
- Share relevant information promptly and maintain appropriate confidentiality.
- Contribute to staff meetings, professional development and the wider life of the school.
- Work collaboratively on planning, assessment and curriculum development.
- Maintain accurate records in line with school expectations.
- Seek feedback, reflect on practice and take responsibility for professional learning.
- Meet the professional expectations of the Teachers' Standards.
- Undertake reasonable duties appropriate to a class teacher, as directed by the Headteacher.

SAFEGUARDING

Safeguarding is everyone's responsibility. You will:

- Promote pupils' safety and wellbeing.
- Follow school and Trust safeguarding procedures and the staff code of conduct.
- Recognise, record and report concerns promptly.
- Maintain appropriate professional boundaries.
- Complete required training and keep safeguarding knowledge current.
- Contribute to a culture in which children are listened to and concerns are acted upon.

PROFESSIONAL DEVELOPMENT

We welcome a reflective teacher who is willing to learn and contribute ideas. Development will relate to the responsibilities of this teaching post, school priorities and the successful candidate's experience.





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Person Specification

Criteria	Essential	Desirable
Qualifications and Professional Status	• Qualified Teacher Status • Appropriate training and professional knowledge for primary teaching • Commitment to professional standards and continuing development	• Recent professional development relevant to primary teaching, assessment or inclusive practice
Teaching and Curriculum	• Evidence of effective primary classroom teaching • Secure understanding of how children learn and how to sequence learning. • Ability to plan purposeful lessons, explain clearly and use assessment effectively • Ability to adapt teaching while maintaining high expectations. • Effective classroom organisation and behaviour management	• Experience teaching more than one primary year group or key stage • Experience sharing class responsibility or providing regular PPA teaching
Inclusion	• Commitment to inclusive education and understanding of teachers' responsibilities towards pupils with SEND • Ability to implement agreed strategies and work effectively with support staff • Ability to build positive relationships with children with different needs	• Experience working with a SENCo or other professionals to improve classroom provision
Organisation and Flexibility	• Ability to prepare effectively for teaching different classes • Reliable organisation and follow-through • Ability to manage planning, assessment and handovers efficiently • Adaptability when working with different year groups and colleagues. • Ability to recognise when advice or support is needed	• Experience coordinating teaching and assessment with a class-sharing colleague • Experience contributing to curriculum planning across classes





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Person Specification Continued

Criteria	Essential	Desirable
Communication and Teamwork	• Clear written and verbal communication • Ability to work constructively with colleagues and respond to feedback • Sensitive and professional communication with families • Willingness to listen, share information and contribute to school life	
Safeguarding and Professional Conduct	• Commitment to safeguarding and promoting children's welfare • Understanding of professional boundaries and the duty to report concerns • High standards of integrity, confidentiality and professional conduct • Commitment to treating pupils and adults with dignity and respect	

These criteria will inform shortlisting and selection. Applicants should use relevant examples to demonstrate how they meet the requirements. Evidence may be drawn from teaching employment, placements and other relevant experience.





Supporting our Staff

We believe that to provide the best teaching and learning experience to our pupils we should invest in our staff, and ensure they are supported in delivering great experiences, that will shape our pupils growth.

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

We want Drybrook to be a place where people can build their careers, continue to develop and feel valued for the contribution they make.

Pension Scheme

At the trust, we value your future. That's why we offer membership to the Teachers' Pension Scheme (TPS) to all teaching staff. The TPS provides you with a secure and reliable income in retirement, employer contributions, and a range of valuable benefits for you and your family.



Professional Development

We want every member of staff to continue to learn and develop. Staff benefit from:

- Supported professional development pathways.
- At least five INSET days each year
- Access to Level 5 and Level 7 qualified coaching
- Opportunities to collaborate and develop across the Forest of Dean Trust
- Opportunities to develop expertise and take on additional responsibilities

Staff Benefits and Wellbeing

Our wider staff offer includes:

- Competitive, benchmarked salaries
- Family-friendly policies
- Flexible working arrangements where appropriate to the role
- Access to Perkbox, our employee benefits platform, including discounts, online medical appointments and employee recognition
- Access to the Blue Light Card discount scheme, where eligible





About the Trust

The Forest of Dean Trust brings together schools serving communities across the Forest of Dean in Gloucestershire. Our schools include Dene Magna School, Drybrook Primary School and Forest View Primary School.

We believe in collaboration, challenge and support. Each school retains its identity and connection to its community while benefiting from shared expertise and opportunities to work together.

For staff, this means being part of a wider professional community: sharing classroom practice, developing knowledge and learning from colleagues in different settings.

We are committed to providing pupils with a strong education and supporting the people who make that possible. All our schools have been graded Good or Outstanding by OfSTED in their most recent inspections.

We are ambitious and want our trust to continue to grow, but we are mindful that this growth should be done at the right pace and for the right reasons.



Ready to join us?

Come and See Us
Choosing the right school is important, and we warmly encourage prospective applicants to visit Drybrook Primary School. You can meet our children and staff, see the school and discuss the teaching arrangements. To arrange a visit, telephone 01594 542448.

Application
To apply for this position, please scan the QR code or click the link below, complete an application form and return it to admin@dbp.fodt.co.uk.

Applications should be received by Tuesday 24th November 2026 at 12 noon.

For questions about the role or recruitment process, please contact admin@dbp.fodt.co.uk.

Selection
Proposed interviews: Friday 4th December 2026.

Shortlisted candidates will receive details of the activities and any preparation required. Activities may include teaching or another practical task relevant to the role.

References will be requested for shortlisted candidates, normally before interview. Please raise any concerns about contacting a referee when applying. Online searches may be undertaken on shortlisted candidates as part of safer-recruitment due diligence.

Please contact us if you require reasonable adjustments to participate in the recruitment process.

Safeguarding
Drybrook Primary School and the Forest of Dean Trust are committed to safeguarding and promoting children's welfare. We expect all staff and volunteers to share this commitment.

This teaching post involves regulated activity with children. Appointment is subject to satisfactory safer-recruitment and pre-employment checks, including an enhanced DBS check with children's barred list information, identity, right to work, qualifications, references and teacher prohibition checks. Further checks will be undertaken where required.

All offers are conditional upon satisfactory completion of the required checks. Relevant safeguarding policies are available on the school website.

Scan the QR code or click here for the application form

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