



Drayton Community Primary School

We are looking for enthusiastic and engaging teachers to join our inclusive, thriving and supportive school.

Our school is a community school, with an active parent teacher group, FODSA, closely situated to Abingdon in South Oxfordshire. This is an exciting time to join our school community following our recent Ofsted inspection and a new leadership team.

The school has excellent transport links and is conveniently located for the A34/M4, Oxford, Abingdon, Didcot, Wallingford and Wantage.

We are currently looking for

- **Part time teacher** - EYFS experience is essential
- **Maternity cover in KS2** - expected to start Summer term 2025
- **Temporary or permanent teacher** - either ECT or main scale

The school's leadership team is committed to developing an effective coaching culture with regular opportunities for feedback and support to establish and maintain quality first teaching. Guided by current research, we focus our time and energy on the things that make a difference to our children's holistic development. The school empowers colleagues through relevant and responsive professional learning and opportunities, to flourish in the ever-changing world of education. We will deliver a 6-month induction programme with a mentor that forms part of your probation period.

Whole school consistent expectations and routines are thoughtfully developed, with the school team, and well implemented. Our school is therefore a calm and purposeful place in which to learn. Our children are eager, enthusiastic, kind and take pride in showcasing their learning with the community. School Council (January 2025) says, "Our school is amazing because we have a variety of learning opportunities, we have a wonderful school library and lots of support with learning. Our lessons are creative, fun and everyone here is friendly and generous."

Our recent Ofsted Inspection (September 2023) found that: 'Pupils are proud to attend this welcoming school where everyone flourishes. They understand the school's values, which include kindness and teamwork. One parent expressed the views of many by commenting, 'Drayton sits at the heart of the community.' The school has high ambition for all pupils, including those with special educational needs and/or disabilities (SEND). Pupils engage highly in lessons and value the support that staff provide. This helps them to typically achieve well across the curriculum. They love to share their learning and talk enthusiastically about the interesting topics they study.' Parents shared, during our most recent parent survey (January 2025) "we are very happy with our child's progress in school and she is very happy here", "both my daughters have been to Drayton and I can safely say it is a wonderful place to be" and my child "is really very happy at school. She loves all her teachers and has never had a bad word to say (although would like more snow days). Thanks!"

Visits to our school are strongly encouraged, where you will get to tour the whole school with our friendly class ambassadors, meet the team and experience our school in action. You can arrange a visit by emailing office.2560@drayton-pri.oxon.sch.uk. Visit our website for more information <https://drayton-pri.oxon.sch.uk>.

Drayton Community Primary School is committed to safeguarding and promoting the welfare of all children and young people. All staff and volunteers must share this commitment. Successful candidates will be required to undertake all necessary safer recruitment checks, including an enhanced DBS (Disclosure and Barring Service) check. We reserve the right to carry out an online search as part of our due diligence on shortlisted candidates. References will be sought on shortlisted candidates before the interview.

Please note applications will be reviewed on arrival and the closing date and interviews may be brought forward.

Closing Date: Monday 3rd February 2025 12pm

Shortlisted candidates will be contacted by email the same week, or following early applications, with interview day requirements.

Interview day: between Thursday 6th and Friday 14th February 2025

Salary: M1- M6

Hours of Work: full time and part time roles

Location of Role: Drayton Community Primary School, Abingdon.

Start dates: EYFS part time teacher- ASAP, start of summer term, September 2025

Job Description: Primary Teacher

The postholder is required to undertake the professional duties of a school teacher, as set out in the School Teachers Pay and Conditions document, and with due regard to the Teacher Standards.

The role

To plan and deliver high quality lessons that meet the educational needs of the children, ensuring outstanding teaching and learning and high attainment of their pupils.

Key responsibilities

- Teach classes and/or groups as allocated by the headteacher and senior leadership team.
- Provide a nurturing classroom and school environment that helps pupils to develop as learners.
- Help to maintain/establish good behaviour for learning and play across the whole school.
- Contribute to the effective and efficient working of the school community
- Follow all school procedures, policies and expectations; including but not limited to, safeguarding, behaviour for learning and staff code of conduct

Outcomes and activities

Teaching and Learning

- Teach engaging and effective lessons that motivate, inspire and transform pupil attainment.
- With direction from school curriculum leaders, assist in the creation and development of rich, balanced, challenging and innovative schemes of work which are inspiring for learners and teachers alike.
- With approval from curriculum leaders, adapt and differentiate licensed curriculum materials to ensure lessons are appropriately challenging for all pupils.
- Use regular, measurable and significant assessments to monitor progress and set targets.
- Use assessment outcomes and question level analysis to plan and intervene accordingly.
- Ensure that all pupils achieve at or beyond age related expectations or, if working below expectation, make significant and continuing progress towards achieving at level.

- Promote the spiritual, social, moral and cultural development of pupils.
- Maximise their own and pupils' learning time.
- Make constructive use of information technology and other high-quality resources for learning.
- Ensure that all pupils are offered equality of opportunity, taking into due regard cultural, religious, gender and other influences on learning.
- Work as a member of a team and to contribute positively to effective working relations within the school, with staff, parents, governors, the wider community and other stakeholders.
- Comply with the school's Health and Safety policy and undertake risk assessments as appropriate.
- Actively engage in professional development opportunities and performance management promoting a lifelong learner mentality
- Engage proactively, trial and implement school policy and research informed best practice strategies.
- Promote equality of opportunity through personal example and curriculum delivery.
- Comply with, and promote, school policy and best practice for Safeguarding, including esafety and acceptable internet use.
- Work in partnership with external agencies and the local community, promoting a positive image of the school.
- Maintain regular and productive communication with parents and carers, to report on progress, sanctions and rewards and all other communications.
- Develop an exciting and motivating extra-curricular and enrichment offer including links, trips, visits and residential.
- Reflect on own teaching practice to ensure development of teaching, in line with current research.
- Effectively deploy support staff to best support and promote learning.

School Culture

- Help create a strong community, characterised by consistent, orderly, caring and respectful relationships.
- Help develop a small school culture and ethos that is utterly committed to achievement.
- Actively engage with and promote a coaching culture.
- Maintain confidentiality and professionalism.
- Actively and professionally engage with professional development opportunities, including but not limited to, professional learning, INSET, CPD opportunities.
- Undertake other various responsibilities as directed by the school's leadership team.

This job description may be adapted on appointment with regard to the successful candidate's skills, interests and career aspirations.

Person Specification: Primary Teacher

Qualification criteria

- Qualified to degree level and above
- Qualified to teach in the UK
- Right to work in the UK

Experience

- Experience of raising attainment in a challenging classroom environment.

- Evidence of improving the teaching and learning of their subject through schemes of work and extra-curricular activities etc.

Skills and attributes

We seek individuals who embody our mission and school values, and possess the requisite skills and attributes, or demonstrate a clear capacity to cultivate them:

A community in which everyone flourishes.

Value	Meaning	Commitment
<i>Be kind - to me, to others, to the world</i>	We support everyone to be happy, safe and successful by showing gratitude, taking care of each other and feeling proud of our achievements. We are passionate about creating a better future.	<ul style="list-style-type: none"> • We are polite and considerate in our words and actions. • We listen carefully and speak respectfully to everyone. • We make sure everyone is included and treated with respect. • We show understanding and empathy for people, wildlife, places, events and situations. • Our positive choices influence others
<i>Aim high - work hard</i>	We prepare for success and work hard to achieve our best. We focus on the right things to achieve our learning goals.	<ul style="list-style-type: none"> • We get started straight away. • We give 100%. • We work hard to achieve the highest possible standards. • We stick to our goals. • We prepare for success: dress smartly, bring the right equipment, read at home, do our homework. • We are always learning.
<i>Be brave – challenge yourself</i>	We are brave, we forgive, and we use our initiative. We own our mistakes and never give up on ourselves or others.	<ul style="list-style-type: none"> • We reflect on our choices and take responsibility for our actions. • We are honest and acknowledge our mistakes. • We do the right thing, even when it is hard, or no one is watching. • We challenge ourselves to complete things we do not find easy. • We aim to be independent but are not scared to ask for help when we need it.
<i>Together we succeed</i>	We achieve our best as a team. We build on and respect each other's strengths and flaws. We are patient and help each other to be better.	<ul style="list-style-type: none"> • We maintain a focussed learning environment and share space and resources. • We follow instructions. • We ask and answer questions. • We give and receive meaningful feedback that helps us to improve. • We celebrate our similarities and champion everyone's unique qualities. • We are proud of our whole school community. • We support the community in many ways, for example: supporting FODSA events, contributing to whole school events and joining staff socials. • We prioritise the needs and successes of the whole school.