



UNIVERSITY OF  
**WINCHESTER**  
ACADEMY TRUST

12<sup>th</sup> February 2026

Dear Applicant,

Thank you for your interest in the 0.4 KS2 Teacher post at Droxford Junior School.

This is an exciting opportunity to join our innovative school team as a class teacher. The successful candidate will play a key role in delivering the vision for our caring school in the heart of the community.

We are looking for an excellent teacher who is passionate about supporting and enabling each of our children to flourish; helping them to be respectful, innovative, curious individuals who always aim for personal excellence.

Droxford Junior School is located in the village of Droxford, Hampshire and within the beautiful South Downs National Park. We are one of only three Ambassador schools for the South Downs National Park and are proud to work closely with the authority. In February 2024, we proudly retained our outstanding judgement through the Ofsted process. We deliver creative, hands-on learning and are ambitious for all our children. If you are looking for a new challenge in an innovative, forward-thinking school, we want to hear from you.

In return for this dedication and commitment to excellence, we offer a supportive climate in which to grow and further develop your career. As part of The University of Winchester Academy Trust you will benefit from a comprehensive programme of CPD and support from the University and from Trust colleagues.

We are very proud to be part of the University of Winchester Academy Trust which is a family of 8 schools. Our sponsor the University of Winchester is recognised for its outstanding practice in teacher training, and we work closely with the University and the other schools in our Trust. Our Trust is an exciting and supportive place to be, which offers further career opportunities for all.

To enable you to fully understand what Droxford Junior School has to offer you, I would encourage you to come and have a tour of the school. I would be delighted to welcome you to the school to answer any questions you may have. Please contact [adminoffice@droxford.hants.sch.uk](mailto:adminoffice@droxford.hants.sch.uk) to arrange an appointment.

The closing date for applications is **Thursday 12<sup>th</sup> March 2026**. However please submit your application as soon as possible as we will invite suitable candidates to interview before the closing date.

I look forward to hearing from you,

A handwritten signature in black ink, appearing to read "Matthew Dampier". The signature is written in a cursive style.

Matthew Dampier  
Headteacher



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# Droxford Junior School

## Class Teacher

**Closing date:** Thursday 12<sup>th</sup> March 2026 - Midday

**Interview Date:** Thursday 19<sup>th</sup> March 2026

**Job Start Date:** 13<sup>th</sup> April 2026

**Contract/Hours:** Permanent, 0.4 - Monday + Tuesday

**Key Stage:** KS2

**Salary Type:** Main pay range (MPR)

**Salary Details:** MPR £32,916-£45,352 FTE

**Location of Role:** Droxford Junior School

**Contact e-mail address:** [adminoffice@droxford.hants.sch.uk](mailto:adminoffice@droxford.hants.sch.uk)

### Job/Person Summary

Droxford Junior School is a friendly, welcoming school that puts children at the centre of all we do. We are looking for an inspirational Key Stage 2 teacher to join our team to work with us so we can fulfil our ambition of creating a school based on Curiosity, Innovation, Excellence and Respect. We are part of the University of Winchester Academy Trust, where you will be working with not only skilled professionals within the school but also with teachers in the other schools in the trust and through collaboration with the University. This allows unique CPD and development opportunities.

Are you?

- Passionate about delivering learning that fosters creativity, innovation, excellence and respect
- Innovative in your own practice and want to develop learning opportunities that challenge children in a creative and visionary way
- Able to set high expectations of all children to aid their progression
- Able to inspire and motivate children through the delivery of high-quality lessons and experiences
- An excellent communicator and have the ability to work effectively as part of a team
- Reflective and committed to your own personal development.

We can offer you:

- Regular training, support and advice from skilled practitioners within school but also from across the trust
- Opportunities to grow and develop, including into middle and senior leadership positions
- A warm, caring and welcoming environment in our well-resourced school.
- An opportunity to make a real difference to our children's lives and their learning.

We encourage you to visit our school. Your visit can be arranged by contacting the school office on 01489 877537 or [adminoffice@droxford.hants.sch.uk](mailto:adminoffice@droxford.hants.sch.uk). We look forward to meeting you.

Applications from ECTs or experienced teachers are welcome.



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## Application Procedure

An information pack and application form can be found on the Droxford Junior School website, <https://www.droxfordjunior.co.uk/page/?title=Staff+%2F+Governor+Vacancies&pid=80>

For an informal conversation about the post or to arrange to meet our Headteacher, Matthew Dampier, please contact the school office by email at [adminoffice@droxford.hants.sch.uk](mailto:adminoffice@droxford.hants.sch.uk)

Completed application forms should be returned to Matthew Dampier, Headteacher via email at the above address. **We advise applicants to apply early as we reserve the right to close the advert if we receive sufficient high-quality applications prior to the closing date.**

## Artificial Intelligence (AI) tools

We currently do not use AI tools in our recruitment processes; however, we understand that you may choose to use AI tools to help you with your application.

If you do, please remember:

- AI-generated answers can often be generic and impersonal, which may not accurately reflect your qualifications, skills, and experiences
- AI-generated applications may lack the personal touch that human-written applications have, this may make you seem less engaged or interested
- Ensure the information provided genuinely represents your own voice and experience
- You must not provide false or misleading information
- If you rely too heavily on AI you might not develop the necessary skills to communicate your experiences and qualifications effectively in interviews or other stages of the hiring process. This may make you come across to the interviewer as a different person to the one that wrote the application form, and you may not be successful in the interview.

## Safer Recruitment Statement

The University of Winchester Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. Candidates that are shortlisted will be subject to an online check. All successful candidates will be subject to an Enhanced Disclosure and Barring Service check (DBS) along with other relevant employment checks, including Children's Barred List. Prior to interview, an online search will be carried out on information that is publicly available as part of our due diligence on shortlisted candidates.

## **Job description - Class Teacher**

**Responsible to:** Headteacher

**Function:** Class Teacher

### **General Duties**

#### **You will be responsible for:**

The education and welfare of a designated class / group of pupils, in accordance with the requirements of the Conditions of Employment of School Teachers, having due regard to the requirements of the National Curriculum and Early Years Framework, the school's aims and objectives and schemes of work and the policies of the governors, including the following:

#### **Policy**

- To fully support the school's vision, School Strategic Plan, policies and procedures.

#### **Pupils**

- Encourage and assist each child to achieve his or her potential.
- Demonstrate awareness of the individual needs of each child, providing challenge and support through differentiation.
- Encourage and assist each child to develop emotionally, socially, morally and spiritually.
- Acknowledge and celebrate each child's successes.
- Adopt a child centered approach and enable pupils to develop intrinsic motivation.
- Ensure equality of opportunity for all pupils, valuing race, gender and cultural differences.
- Ensure that pupils behave according to the school's behaviour policy and ensure their safety and good behaviour by carrying out an appropriate share of their active supervision at break and other times.

#### **The Classroom Environment**

Provide a classroom environment which is:

- Caring and safe;
  - Welcoming and stimulating;
  - Disciplined and organised;
  - Encouraging of independence;
  - Creative and interactive, making best use of multi-media technology;
  - Inclusive, and ensuring equality for all.
- Contribute to the maintenance of an attractive and orderly whole school environment.

## **The Curriculum**

- Plan and prepare suitable programmes of study in accordance with current curriculum guidelines defined by the head teacher and the governors of the school, working in partnership with colleagues, and provide evaluations of lessons and units of work.
- Mark, assess and record pupils' work in accordance with our school policies.
- Provide the head teacher with oral and written assessment of individual pupils' progress and needs if required, and complete and prepare standardised forms of pupil records that may be required by the School and Academy Trust.
- Contribute to the development of a creative curriculum.

## **Partnership with Parents**

- Work together with parents to further each child's learning.
- Work together with parents on matters of pastoral care and discipline.
- Inform parents of their child's progress, strengths and weaknesses, and matters of concern.
- Communicate effectively with parents about class activities.
- Contribute to and participate in parent consultation meetings, open evenings and other events involving parents.

## **Self and Colleagues**

- Be committed to continuous improvement. Make full use of professional development opportunities and contribute to appraisal, mentoring and professional debate.
- Share in tasks needed to keep the school running smoothly, including (except for Newly Qualified Teachers), taking responsibility for at least one area of the curriculum.
- Participate in and contribute to staff meetings and in-service training.
- Work in partnership with Learning Support Staff and with staff from outside agencies.
- Treat as a professional confidence any information concerning any individual gained during working in the school.
- Support colleagues through sharing resources and ideas, respecting the views of others, and acknowledging and celebrating their contribution to the school.
- Carry out such other related duties and responsibilities at the school as reasonably allocated by the head teacher as need arises.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. Employees are expected to carry out those duties as specified in the School Teachers pay and Conditions Document in consultation with the Headteacher.

## PERSON SPECIFICATION

Job Title	Class Teacher		
		Essential	Desirable
<b>Qualifications and Experience</b>			
Qualified Primary Teacher Status	☐		
Recent successful experience of teaching in EYFS	☐		
A record of excellent classroom practice in KS1/KS2			☐
Involvement in the implementation of whole school initiatives	☐		
Experience of effective involvement of parents in their children's education	☐		
Successful implementation of quality assessment techniques to inform teaching and learning	☐		
Successful experience of working with vulnerable children from a range of backgrounds and with a variety of learning needs			☐
<b>Knowledge, skills and abilities</b>			
Excellent interpersonal and communication skills at all levels	☐		
Ability to secure high standards of pupil achievement and behaviour	☐		
The ability to demonstrate a positive attitude and to develop and maintain positive and supportive professional relationships with children, staff, parents and governors	☐		
Ability to work as part of an effective team	☐		
A thorough knowledge and understanding of how children learn in the and how learning at this stage affects pupils' future learning	☐		
Ability to provide a broad, balanced, relevant and creative curriculum	☐		
Ability to influence the quality of teaching and learning	☐		
Ability to inspire and motivate the children and staff in the pursuit of excellence	☐		
A thorough grasp of current educational issues	☐		
Ability to analyse, understand and interpret performance data	☐		

	Essential	Desirable
Confident user of ICT & evidence of the strategic use of data	☑	
Secure working knowledge of the National Curriculum and its' assessment, recording and reporting requirements	☑	
Excellent organisational and time management skills and an ability to prioritise effectively	☑	
Evidence of parental involvement to improve quality of children's learning		☑
<b>Personal Qualities</b>		
An outstanding passion and drive for raising standards of teaching and learning	☑	
Commitment to equal opportunities	☑	
Positive, energetic, enthusiastic and resilient, thrives on challenge	☑	
Ability to maintain confidentiality	☑	
Commitment to personal and professional development	☑	
Commitment to whole school improvement	☑	