Class Teacher

Upper Junior Department

Full Time Maternity cover

Start date: January 2027

CFS
COBHAM FREE SCHOOL
OPTIMUM OMNIBUS The best for all

About Cobham Free School

Cobham Free School is an independently run, publicly funded school, that opened in September 2012 with its first infant cohort and has now grown into an all through school welcoming pupils up to Year 13. The school is popular, consistently oversubscribed and benefits from modern, well equipped premises in the heart of Cobham. The school's motto 'Optimum Omnibus' - 'the best for all', is reflected in a holistic approach to education, blending a strong academic offer with a wealth of enrichment opportunities. In 2023, Ofsted rated the school "Good" rating in all areas, praising leaders for creating a culture of high aspirations and staff for their commitment to supporting pupils. Our school is a happy, busy environment, where pupils behave well and enjoy their learning. We take pride in the consistent feedback that it is a friendly supportive community, where everyone is known.

Working at CFS

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Our staff are integral to our vision; we seek to recruit and employ individuals who share our ethos and are seeking to work in a stimulating, rewarding and supportive environment.

The passionate and visionary leadership which has helped the school flourish in such a short space of time is mirrored in the supportive, friendly team atmosphere our staff frequently comment on, appreciating its uniqueness.

Employee benefits

- Competitive Pay Scales - we operate our own competitive pay scales.
- Pension Schemes - we offer membership of the Teachers' Pension and Local Government Pension schemes.
- Longer Holidays - our term dates are aligned to local independent sector schools.
- Smaller Class Sizes - 24 in a Junior class, with teaching support.
- Admissions Priority - for pupils of staff members.
- Progress Your Career - genuine opportunity for career progression, tailored ECT support.
- Childcare Voucher Scheme - we operate a scheme through the major providers.
- Friendly Supportive Environment - all pupils and staff known to each other.

About the Role

The Trustees and Senior Leadership Team wish to appoint a well-qualified, enthusiastic individual as a Classroom Teacher, Junior Department to cover a period of maternity leave, commencing in January 2027.

The role will most likely be based in Year 6 in an established and successful KS2 year group.

We seek highly a committed, professional teacher to join our talented team and contribute to our vision - to provide an excellent, balanced education to every child, irrespective of background.

Applications should be made using either the TES application form, or the application form available our website http://www.cobhamfreeschool.org.uk/jobs and should be submitted before 9th October 2026.

Early applications are advised and the school reserves the right to make an early appointment.

Visits to the school are warmly welcomed, please contact: jobs@cobhamfreeschool.org.uk or Sonya Davies, HR on 0330 330 0237.

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Job Profile

Job Purpose:

To take responsibility for the teaching a class in the Upper Junior Department KS2 providing a high quality educational experience for all pupils. To be an effective professional, who possesses thorough curriculum knowledge, can teach and assess effectively, is a reflective practitioner and whose students who make rapid and sustained progress.here

Accountable to:

Head of Upper Junior Department, Head of School

Cobham Free School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.
All appointments are subject to an enhanced DBS check and other relevant pre employment checks.

Key Accountabilities

Teaching and Learning

- To provide a broad, balanced and relevant curriculum for every child in the class.
- To plan effectively to meet the needs of all pupils, including EAL, SEN, gifted and talented pupils and those in receipt of Pupil Premium, in collaboration with the SENCO as required.
- To ensure planning promotes progression, continuity and quality of learning.
- To set clear targets for improvement of pupils' achievement and to monitor pupils' progress towards those targets.
- To assess, monitor, record and report on the learning needs, progress and achievements of the pupils in your class and record and report achievements in line with school policy.
- To ensure that most teaching is at least good and much outstanding, so as to increase further the rate of pupils' progress.
- Ensure the active involvement of pupils in their own learning and develop pupils' skills as independent and resilient learners.
- To be responsible for promoting and safeguarding the welfare of pupils at the school and liaising with the designated safeguarding lead when aware of any concerns.
- To review long and medium term plans in collaboration with other staff, taking into account school policy and advice guidance and directives from Department for Education.
- To be the first point of contact for pupils and parents.
- To organise, direct and support the work of the classroom assistant.
- To help the class to develop a collective spirit of loyalty, trust and support.
- To use ICT effectively to support teaching and learning.
- To have a working knowledge and good understanding of the Teachers' Standards.

Key Accountabilities

Managing and working with others

- To secure a good standard of pupil behaviour and manage behaviour in a firm but caring way, taking into the account the personal, social and emotional needs of the pupils.
- To use a range of strategies and the school's policy as required, to manage pupil behaviour and to establish appropriate class rules and expecta
- To work as a member of a team, planning co-operatively, sharing information, ideas, expertise and continue to develop the curriculum.
- To work and liaise with other teachers in the school and the Senior Leadership.
- To establish good relationships with parents and carers to promote support for pupils' learning and development.
- To have a commitment to equality of opportunity and inclusion.

Management of Resources

- To develop, monitor and control resources within the teaching area.
- To organise, plan for and maintain a stimulating and attractive working environment appropriate for a range of activities.
- To take responsibility for high quality, frequently updated displays.
- To ensure that administrative requirements are fulfilled.

Key Accountabilities

General School Duties

- To contribute to the development, implementation and evaluation of school policies, practices and procedures to support the school's values and vision.
- To carry out break and supervisory duties as designated by the Head of Junior Department.
- To attend school staff, parent and other meetings outside normal school hours as required.
- To participate/lead off-site activities including residential trips as required.
- To offer an after school extra-curricular activities each week.
- To participate constructively in the wider life of the school.

Whilst every effort has been made to outline the key duties and responsibilities of the post, every task undertaken may not be identified in this job description. Staff will be expected to act in a professional capacity and be receptive to any reasonable request.

Person Specification

Qualifications and Training

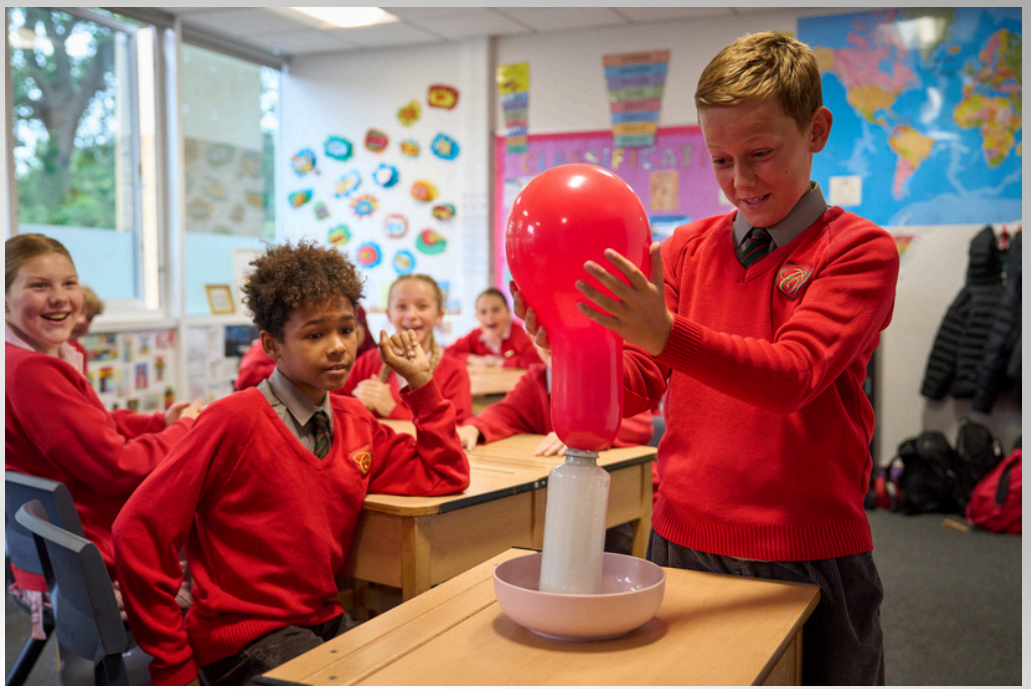
- First degree and/or relevant postgraduate qualifications
- QTS as recognised by Department of Education

Knowledge , Skills and Experience

- Experience of teaching upper KS2 preferred.
- Ability to plan, deliver, and assess high quality lessons which inspire, motivate and challenge pupils.
- Creative and self-motivated with ability to establish a happy, challenging learning environment.
- Sound knowledge or a range of teaching, learning and behaviour management strategies and how to implement these effectively
- Experience of using data effectively to raise achievement
- A team player with strong interpersonal skills.
- Confident using ICT for teaching, assessment and administration.
- Demonstrates a clear knowledge and understanding of relevant legislation and guidance in relation to working with, and the protection of, students and young people.

Personal Attributes

- Excellent communication and interpersonal skills, a positive attitude and a good sense of humour.
- An adaptable and flexible approach.
- Integrity and reliability.
- Readiness to evaluate own professional practice.
- Willingness to be involved in school community life.
- A desire to make a difference and a belief that education should provide young people with the skills and values for further study, the world of work and life.



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