



TRUTH - EXCELLENCE - SERVICE

ORANGE ANGLICAN GRAMMAR SCHOOL

The School

Located only three hours from Sydney and nestled in the heart of the wine and food region of Orange NSW, Orange Anglican Grammar School seeks to ensure every child's unique potential is recognised and nurtured. OAGS students are encouraged to pursue academic depth, real-world skills and personal excellence, whilst supporting the social, emotional, and spiritual growth of all students.

Established in 2007 originally under the Bathurst Diocese, OAGS was acquired by the Anglican Schools Corporation in 2013. Since this time the school has grown steadily now with over 800 students from Pre-K to Year 12, and will reach an enrolment of approximately 1200 students over the next decade.

As part of the Anglican Schools Corporation, Orange Anglican Grammar School seeks to deliver affordable high-quality education, shaped by the Bible, to local families. The School is committed to providing excellence in education and opportunities for every individual student to succeed academically and in the cultural life of the school, within the context of the School's commitment to the teachings of the Christian faith.

Junior School Teacher

Position Title	Junior School Teacher (Parental Leave Cover)
Department	Junior School
Agreement	Remuneration, duties, and conditions will be as per the Independent Schools NSW (Teachers) Co-operative Multi-Enterprise Agreement 2025 (or as revised). The CMEA outlines staff salaries and employment rights and responsibilities.
Reports to	Head of Junior School
Key Relationships	Stage Coordinator, Leader of Junior School Pastoral Care, Junior School Teachers, Learning Support Staff

Position Overview

The Junior School Teacher is responsible for fostering a nurturing and intellectually stimulating classroom environment where students are at the heart of all learning. This role requires a contemporary educator who can balance the rigour of NESA curriculum requirements with a compassionate, student-centred approach, all within the supportive framework of our Anglican tradition.

Key Responsibilities

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- Design and implement high-quality learning experiences that meet NESA requirements while remaining responsive to diverse student needs
- Integrate instructional methods informed by the Science of Learning to ensure students effectively acquire, retain, and apply knowledge
- Utilise high-impact teaching strategies and data-informed practices to monitor student progress and differentiate instruction
- Manage classroom transitions, reporting, and parental communication with strong strategic and administrative skills
- Collaborate with the Stage 1 team and broader Junior School staff to maintain a cohesive and innovative learning environment

Qualifications

- Hold a Bachelor of Education (Primary) or an equivalent teaching qualification recognised by NESA
- Maintain current NESA teacher accreditation (Proficient, or Conditional/Provisional for Early Career Teachers)
- Possess a valid New South Wales Working With Children Check (WWCC)
- Demonstrate a commitment to rigorous child safety standards and mandatory reporting requirements

Expectations

- Support the School's Christian mission and work comfortably within an Anglican context
- Model an active Christian faith through consistent involvement in a local church community
- Uphold a professional image at all times, representing the School's reputation with integrity
- Commit to life-long learning and participation in the School's professional learning community
- Engage in the broader life of the School by supporting co-curricular events and programs

Attributes

- Innovate within the classroom by applying contemporary and creative educational practices
- Cultivate strong, respectful relationships with students, parents, and professional colleagues
- Thrive in a shared, strategic planning environment as a well-regarded team player
- Adapt teaching styles and classroom management to suit the evolving needs of all learners
- Display the emotional intelligence and organisational resilience necessary for a high-performance educational setting

It should be noted that, while detailed, this role description is not exhaustive and the Headmaster, at their discretion, may vary these responsibilities as required by the learning, wellbeing, cultural, community and administrative requirements of the School.

Additional Information

Work, Health and Safety

OAGS is committed to the safety, health and well-being of staff and students (including visitors and contractors who attend the School site). Staff members are to prioritise the health and safety of themselves and others to support a safe working and learning environment. Staff must understand the School's WHS policies and procedures, including Emergency Response practices, and complete training as directed.

Spiritual Well-Being

As a Christian community, staff are to prioritise and participate in staff devotions which are currently held on Monday mornings at 8:30am. All staff members are encouraged to attend weekly prayer meetings and participate in worship at a local church.

Performance Measures

An annual appraisal is undertaken to review and set goals and expectations.

Child Safety

Orange Anglican Grammar School is a proudly Child Safe Organisation, putting the best interests of children and young people first. All staff at OAGS are required to comply with the applicable Child Safe legislation and ensure that the Schools Child Safe policies and procedures are implemented at all times. All School staff receive annual training in Child Protection and Child Safe Standards.

Education has an important role in supporting children and young people and identifying where problems arise that may put their safety, welfare, or well-being at risk. All OAGS staff have a responsibility to report risk of harm concerns about children and young people, within their roles, and to provide support to children and young people.