



# Recruitment Pack

## Early Years Lead

### Main Pay Scale



## **Contents**

Welcome

Vision and ethos

Application process

Bradford Diocesan Academies Trust (BDAT)

Job description

Advert

A message from our children

## Welcome from Headteacher

Welcome to St John's CE Primary School where you will find a welcoming, inclusive and committed community of learners.

Our school serves its community by providing an education of the highest quality within the context of Christian belief and practice. Our school offers a community where everyone is a person known and loved by God, supported to know their intrinsic value. At St John's, we believe that all children are made in the image of God and are unconditionally loved by God. As a school community, we shape our work around our core Christian Values of endurance, wisdom, compassion and interior posture.

***"I came that they might have life, and have it abundantly." John 10:10***

At St John's we pride ourselves on our knowledge of our children: the children come first in all that we do. We work hard to know every child, to know their strengths and interests, so that their learning is always challenging and interesting. We work closely with families to ensure that our families are empowered to support their children within and beyond school.

We are a popular two-form entry primary school with a nursery. The school is situated in exceptional grounds and draws children primarily from Bierley and the Holmewood estate. The team at St John's work hard to ensure our curriculum is inspiring for our children, responding to their needs both academically and personally, building individual, independent children as they leave our school.

***We help our children to truly 'Believe and Succeed'.***

During their time at our school, our children develop their own beliefs, learning that these underpin their own character and behaviour. In turn, our children learn that their own character will indeed determine how and what they will succeed in.

We are proud to be part of the Bradford Diocesan Academies Trust (BDAT) family of schools. If you would like more information about our school or BDAT, you can browse our website [www.stjohnscephprimary.co.uk](http://www.stjohnscephprimary.co.uk) or visit the [www.bdat-academies.org/](http://www.bdat-academies.org/) website.

**Andrew Knight**  
Headteacher

## The School's Vision

Working within the context of **Christian beliefs and practice:**

At St John's our children and their families always come first.

We value our children's feelings, creativeness and success in their learning equally, helping each child's love of learning grow, whilst also developing their interior posture.

At St John's our Core Christian Values are

Compassion Interior Posture

Wisdom Courage and Endurance

Life in all its fullness at its heart

John 10:10

## School and Church

Our school was originally affiliated to the old St. John's Church on Tong Street.

We have developed a strong bond with St. Christopher's Church on Holmewood and we regularly seek to maintain this valuable link in a variety of ways. As we relocated to Bierley we are a bi-parochial church school. This means that the school will serve the Christian education needs of two parishes, Tong/Holmewood and Bierley. The bond which our school has with Holmewood has been extended to include Bierley and has made our Christian influence stronger as a result.

**We know that much of the true Christian ethos of our school originates in the influence which our churches have on the daily life in school.**

As with all relationships, those worth keeping need continual two-way effort and encouragement. We know that much of the true Christian ethos of our school originates in the influence which our churches have on the daily life in school. We are lucky that both of our vicars take an active part in promoting the interests of the school and are often to be seen performing a variety of roles in our everyday routines. In this way we continue to work closely with our two parishes to ensure that this church influence is as strong and effective as it possibly can be.

## Application Process

If you think you can give our children the love and support they need, please email our people team at St John's CE Primary on [sti-people@stj.bdat-academies.org](mailto:sti-people@stj.bdat-academies.org) to arrange a chat or a visit with our Headteacher.

The closing date for applications is 12 noon on 5th May 2026.

Please visit the Careers Opportunities tab on our website [www.stjohnscephprimary.co.uk](http://www.stjohnscephprimary.co.uk) and click 'Apply Now' where you will be re-directed to My New Term and you will be able to create a candidate login and be taken through the application process online. All updates will be sent through the My New Term system.

Interviews will be held on 18th May 2026. Start date 1st September 2026.

***St John's Church of England Primary School is strongly committed to safeguarding and promoting the welfare of children. All posts are subject to satisfactory vetting, including a satisfactory enhanced disclosure from the DBS.***

## Inclusion

As a Trust we are an inclusive employer. We welcome applications from candidates of all backgrounds, faith, ethnicities or with any protected characteristics. We are simply looking for the very best candidate for the job and will assess your application only on the information in your written application or your performance at interview should you be successfully shortlisted.

We will ensure that the selection process is fair and without discrimination for or against any candidate based on age, ethnicity, gender, religious beliefs, marital status, sexual orientation, or disability. The person specification sets out the criteria used to assess candidates through the selection process.

## **Bradford Diocesan Academies Trust (BDAT)**

St John's CE Primary School is an academy within Bradford Diocesan Academies Trust. If you are successful in being appointed, the Trust will be your employer.

### **General information and background**

Bradford Diocesan Academies Trust (BDAT) is a Multi- Academy Trust (MAT) supporting a number of primary and secondary academies in Bradford. BDAT is the only Church of England MAT operating in Bradford and is part of the Diocese of Leeds. BDAT is a charity, governed by a board of trustees who are responsible for, and oversee, the management of the company. The Memorandum and Articles are available on the Trust's website at [www.bdat-academies.org](http://www.bdat-academies.org).

### **BDAT mission statement**

"The Trust's mission is to provide an education of the highest quality within the context of Christian belief and practice." We believe every child only has one chance at a good education.

In practice, as a Trust, we seek to work with and alongside the academies in our Trust to provide a good quality of education to all children in our academies. The Trust does this through operating a light touch support role for academies at times of challenge and by establishing collaborative structures and processes to enable them to work together and share good practices. As our family of academies continues to grow, we are constantly looking at how we can continue to improve to establish effective and efficient ways of partnership working. We believe this means we are big enough to achieve business economies of scale whilst being small enough to retain our family of schools approach where we are truly able to know, understand and support each other.

### **Christian ethos**

BDAT is a proudly Christian organisation committed to providing high-quality education for all within an ethos which encourages academic, vocational, mental, physical, and spiritual opportunities and development for each member of its academies. Whilst robust Christian principles underpin the work of the academy,

everyone is encouraged to explore their own spirituality and to recognise and understand that of others. It is for this reason that we choose to support and sponsor Non-Church of England academies, as well as those within the faith.

## **ICARE**

At BDAT we have considered the importance, effectiveness and sustainability of how we tackle issues like racism and other types of discrimination across all areas of our MAT and within each of our schools. We have led a Trust wide consultation to ensure we understand what we mean by inclusion and to look at what we can do differently centred around the Trust values: “ICARE”. To download our ICARE consultation documents please [click here](#)

## **BDAT People: Faculty of Professional and Career Development**

The BDAT Faculty of Professional and Career Development brings together into a single entity all that we currently do to recruit, develop and retain our staff. The faculty provides the strategic direction to ensure that our professional and career development supports school improvement and drives our vision of BDAT as an employer of choice.

By bringing all our work in this area under ‘one umbrella’ it ensures our staff know about BDAT’s development offers and how they can be accessed. <https://bdat-people.org/>

## Job Description Class Teacher

Working within the context of Christian beliefs and practice:

At St John's our children and their families always come first. We value our children's feelings, creativeness and success in their learning equally, helping each child's love of learning grow, whilst also developing their interior posture.

At St John's our Core Christian Values are

Compassion Interior Posture  
Wisdom Courage and Endurance

Life in all its fullness at its heart

John 10:10

### Core Purpose

To carry out the functions of a teacher in accordance with the Teacher Standards and the stated aims and objectives of the school and the Trust.

### Duties and Responsibilities

#### ORGANISATION

- adhere to the Teachers' Standards - [Teachers' Standards guidance \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/616222/teachers-standards-guidance.pdf)
- in consultation with the Phase Leader, to plan, design and produce teaching materials and resources which are appropriate to age and ability and are in accordance with the school Development Plan.
- in accordance with Curriculum Policy and Planning documents, plan, deliver and review lessons which are appropriate to the age and ability of the students so as to facilitate progression in students' learning.

- assess, record and report on the development, progress and attainment of the students assigned to him or her within the school guidelines.
- manage the classroom and teaching equipment so as to create a positive learning environment which makes effective use of available resources.
- attend meetings and carry out administrative tasks and duties.
- provide and facilitate the general progress and well-being of any individual student within any group of students assigned to him or her, providing guidance and advice to students on educational and social matters.
- implement the school policy with regard to registration, student absence, dress code and enforce school rules relating to behaviour and health and safety.
- participate in full staff and departmental meetings and to contribute to school decision making and consultation procedures.
- be involved in the school Performance Management process, to engage in professional development activities so as to enhance personal performance, fulfil personal potential and be able to participate effectively in the implementation of the school's goals and Development Plan.
- establish individual active links with industry and business in order to extend both student learning and own professional development.
- Promote positive 'St John's' values, attitudes and outstanding pupil behaviour.

## GENERAL DUTIES

- to carry out a share of supervisory duties in accordance with published rotas.
- to participate in appropriate meetings with colleagues and parents relative to the above duties.

## RESOURCES

- Operate relevant equipment/ICT packages in accordance with school policies and training.
- Keep up-to-date knowledge of the range of external agencies and opportunities that can be used to provide extra support for students.
- Support Learning Support Assistants with day to day issues.
- Ensure effective verbal and written communication with all colleagues (teaching and support staff).

## OTHER CONSIDERATIONS

To be aware of and comply with policies and procedures relating to safeguarding and child protection; being vigilant for signs that children may be being abused and to report any such suspicions to the school's nominated Designated Safeguarding Lead or the Headteacher.

To adhere to the Staff Code of Conduct.

To act in accordance with the Data Protection Act and maintain confidentiality at all times e.g. access to staff/student/parent and carers files.

Accept and commit to the principles underlying the Schools policies and practices. Be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Equality Act.

Must be legally entitled to work in the UK.

## FLUENCY DUTY

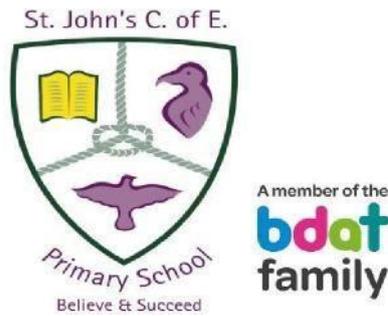
In line with the Immigration Act 2016; the Government has created a duty to ensure that all Public Authority staff working in customer facing roles can speak fluent English to an appropriate standard.

For this role the post holder is required to meet the **Intermediate Threshold Level**.

Intermediate Threshold Level – the post holder should demonstrate:

- They can express themselves fluently and spontaneously with minimal effort and,
- Only the requirements to explain difficult concepts may hinder a natural smooth flow of language.

The post holder is required to carry out any such particular duties which the Headteacher may reasonably direct from time to time.



## **EARLY YEARS LEAD**

St John's is a very special place and we need a very special leader to join our family. It's more than just a school – it's a warm, welcoming community where everyone is valued.

We are seeking a dynamic, dedicated, and inspiring Early Years Leader to join our vibrant primary school team. This is a fantastic opportunity for an experienced EYFS teacher or emerging leader who is ready to take the next step in their career.

We are looking for someone who is bold, innovative, and confident in bringing fresh ideas and real expertise to drive our Early Years provision forward. You will play a key role in shaping high-quality learning experiences, ensuring that every child thrives, and leading our EYFS team with vision and purpose.

The ideal candidate should be passionate about early childhood education and excited by the opportunity to make a meaningful difference.

You will:

- Lead the Early Years team to deliver an exceptional, inclusive learning experience.
- Drive high standards of teaching, learning, and assessment across our Early Years provision.
- Create inspiring indoor and outdoor environments that nurture independent, happy learners.
- Work closely with senior leaders to shape curriculum, pedagogy, and school-wide vision.
- Support and mentor staff, modelling best practice.
- Build strong, positive relationships with families and the wider community.

As a valued member of our team, you will play a vital role in the delivery of our curriculum with a commitment to raising standards. You will work closely with the Senior Leadership Team to secure excellent provision and to engage our children in a love of learning.

Our ideal candidate will be a team player. You should have the ability to build positive relationships with pupils in order to support them to be successful, happy learners. You should also be committed to developing your own teaching practice and share the school's high expectations for all pupils. For the majority of the teaching week, you will be working with your own class supported by our experienced associate staff team.

*“St John’s is a special place and we need a special sort of person;  
someone with sparkle in their eyes.”  
School Councillor, Year 4*

You will:

- Be an experienced, passionate EYFS teacher with a deep understanding of child development
- Have a strong track record of improving outcomes for young children
- Be able to demonstrate creativity, enthusiasm, and a commitment to continuous improvement
- Be able to lead, inspire and motivate others with confidence and warmth
- Be reflective, proactive, and able to work collaboratively with colleagues
- Hold high expectations for all pupils and maintains an unwavering belief in their potential
- Deliver interesting and inspiring lessons for your children, fostering a love of learning
- Have the capacity to bring innovative ideas to the classroom
- Play a fundamental role in shaping the direction and future of our children
- Be part of a highly successful network of schools both locally and nationally
- Receive bespoke training and support in order to be the very best teacher you can be
- Be part of a Trust wide collaborative network

*“Here at St John’s, within the context of Christian beliefs and practice, our children and their families always come first. We value our children’s feelings, creativeness and success in their learning equally, helping each child’s love of learning grow, whilst also developing their interior posture.”*

*Andrew Knight, Headteacher*

You must:

- Have a warm smile that makes every child feel special
- Be able to make every child feel safe when their world outside school might not always feel that way
- Have the fire in your belly that fuels your desire to help children to learn and grow
- Be prepared to deal with the lump in your throat when the children make progress
- Be able to laugh at some of the jokes our children share even though you don’t understand them or find them funny
- Be prepared to feel loved, special and important to our children and their families
- Be prepared to kick start your career to a flying start

*“From the moment I walked in the door on my visit,  
I knew this was the place I wanted to work.”*

*NQT*

*St John’s  
Life in all its fullness at its heart  
John 10:10*

## A message from our children

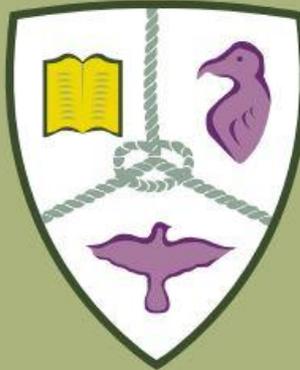
There is a teacher job up for grabs at St John's but what kind of person are we looking for?

We are looking for someone who is equally kind, compassionate and considerate. They have to be able to teach children good habits and qualities such as sharing, waiting and making new friends. Obviously we want someone who likes children!

Why St John's? Both children and adults are very welcoming, supportive and respectful. We have three overall rules – ready, respectful and safe. We have four core values – interior posture, kindness, wisdom and endurance. We are well equipped, safe and have the best school dinners in Bradford! We keep each other safe and show kindness and compassion to everyone. We are very considerate as well. Big, small, short, tall - we at St John's accept them all. The children at our school are all different. They are shining examples of our school values and enjoy learning.

You know you need to apply – why wait? Remember this: St John's is a very special place so it needs a very special person!





### The Open Book

The Bible, revealing the truth of God's word to us.



### The Rope

From Ecclesiastes chapter 4 vs 12  
"A rope made of three cords is hard to break".  
The strength of St John's lies in us all working together with a common purpose.



### The Eagle

From Revelation chapter 4 vs 6-10, where animals are representative of the four Gospel writers - in this case, of course, John.



### The Dove

Representing the Holy Spirit, truth, wisdom, power, purity and peace.



**St John's**  
C of E Primary School