



CALDERSHAW PRIMARY SCHOOL

APPLICATION PACK

Class Teacher (Maternity Cover)

Dear colleague,

A very warm welcome to Caldershaw Primary School and thank you for your interest in becoming part of our team and working with us to enable our children to discover their true potential and succeed.

At Caldershaw, we pride ourselves on the fact that we know and care for all our children very well and we put them at the heart of everything we do. We have high expectations of our pupils, both academically and in their behaviour and we are committed to enjoyment and excellence in all aspects of school life. All our staff are dedicated to our children, working incredibly hard to enable them to achieve and we welcome staff who are committed to our aims, vision and values.

Our CARE values are at the heart of our ethos and embedded in our children's exemplary behaviour and attitudes to their learning, those around them and the world we live in. We Care for each other; Achieve our potential; show Respect and ensure that Everyone is included

We seek to recruit colleagues whose drive matches our school ethos and are committed to their own professional development. Successful candidates will receive a high-quality induction, appraisal, continuous development programmes (including nationally recognised leadership qualifications), and opportunities to contribute to continuous whole school improvement throughout their career at Caldershaw.

The school is part of the Altus Education Partnership. We look forward to collectively realising the vision of the Trust - to create an inclusive and cohesive system of education in Rochdale that improves the lives of everyone in the borough.

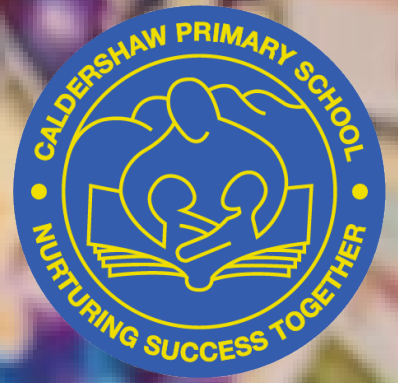
I hope you find this application pack helpful in making your decision to apply for this exciting career opportunity. If you have any questions for us, please contact myself or the office.

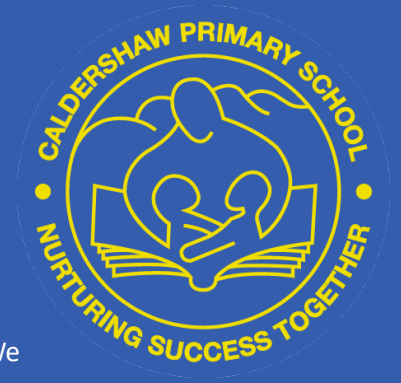
I would like to thank you for your application and whatever the outcome I wish you well in the future.

Yours sincerely



Mrs R. Trainor
Headteacher





About our school

Caldershaw Primary School caters for children aged 3 to 11 years old. In 2025 our OFSTED report confirmed that Caldershaw is an 'Outstanding' school, highly valued by pupils and parent/carers for the extent to which children make excellent progress and adopt healthy lifestyles and make a positive contribution. We have been judged to be an 'Outstanding' school since 2011.

We are part of Altus Education Partnership, a Multi-Academy Trust established in April 2017 by the governing body of Rochdale Sixth Form College, an 'Outstanding' A level provider.

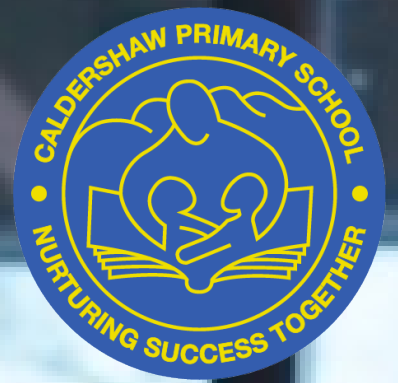
All our staff at Caldershaw Primary School are dedicated to our children and work incredibly hard to enable them to discover their true potential.

Our CARE values are at the heart of our ethos and embedded in our children's exemplary behaviour and attitudes to their learning. We embody our CARE values in all that we do:

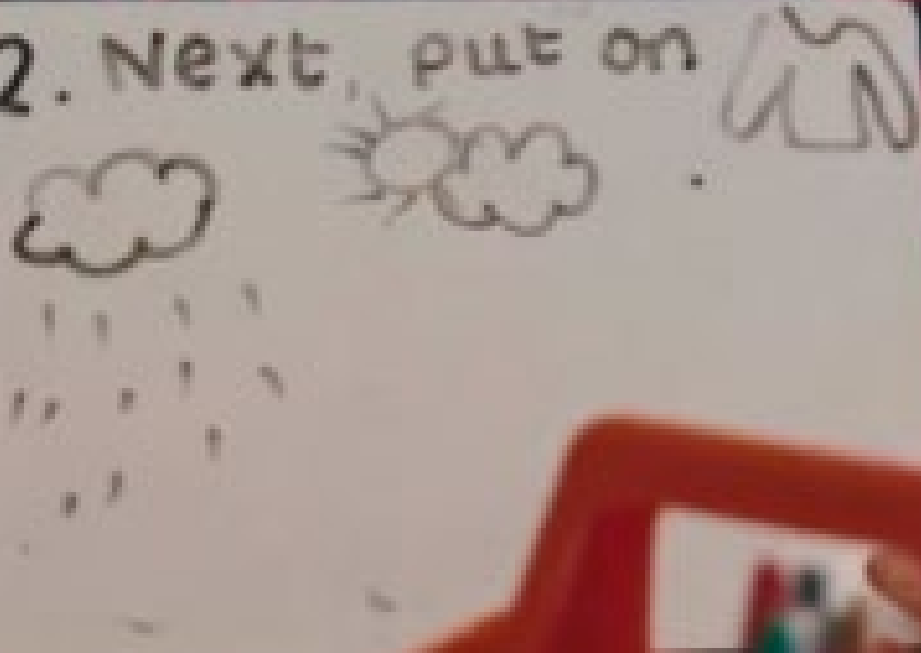
- Care for each other
- Achieve our potential
- Respect everyone
- Everyone is included

Our Values

- Our children are entitled to the very best education we can offer.
- We promote an atmosphere which encourages the confidence to learn and promotes high standards through commitment.
- We provide a wide range of social, emotional and educational experiences to nurture well-adjusted, self-disciplined and well-rounded children.
- We seek to develop independence, confidence and high esteem in and amongst the whole school community.
- We encourage an enthusiasm and passion for lifelong learning by including everyone in every aspect of school life.
- We are committed to promoting a healthy lifestyle and caring for the environment.
- We foster a stable, secure climate of genuine care, happiness and safety.
- We expect openness, honesty, trust and integrity.
- We take pride in what we do by celebrating and communicating our successes in and out of school.
- All members of the school community work together effectively and take responsibility for their actions.
- We create a stimulating environment in which there are high moral and ethical expectations and mutual respect for all.
- We work in partnership with families and the community in mutual support of children's learning.



2. Next, put on



The image shows a whiteboard with three hand-drawn sketches. The first sketch on the left is a cloud with several short vertical lines underneath it, representing rain. The second sketch in the middle shows a sun with rays partially obscured by a cloud. The third sketch on the right is a simple line drawing of a shirt with a collar and two sleeves.



MAKING YOUR APPLICATION

I hope that when you read this pack you are inspired to apply for the post. If you are, then this is what you need to do:

Application

1. Click the APPLY NOW button on the job advert page on our website
2. Complete the application online

Deadline

The deadline for the post is **Tuesday 1st September 2026**, to arrive no later than 12:00 noon.

Interviews are expected to take place on **Thursday 10th September 2026**.

Shortlisting

Regrettably, we are unable to inform candidates who have not been shortlisted. If you do not hear from us, please consider your application unsuccessful at this time.

Salary

The post will be paid on the **Teachers Main Pay Scale/Upper Pay Scale**.

Start Date

October 2026

Altus Education Partnership is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all its staff to share this commitment. This position is subject to an Enhanced DBS check under the Rehabilitation of Offenders Act 1974.

In accordance with the recommendations set out in KCSiE, the Trust carries out online searches on shortlisted candidates. It is also Trust policy to contact at least one reference prior to interview.

Job Description

Job Title:	Class Teacher
Reports to:	Headteacher
Contract:	Fixed Term until the end of the academic year or sooner if teacher returns from maternity leave earlier.
Salary:	Teachers Main Pay Scale
Start Date:	October 2026

Purpose of the post

The Headteacher and Governors are looking for an outstanding practitioner to join Caldershaw Primary School. The post is ideal for an early career stage teacher who has had some experience during training of teaching in Key Stage 1 or 2. We are looking for individuals who can motivate and inspire at all levels.

Key Function of the Role:

- To implement and deliver appropriate broad, balanced, relevant and differentiated curriculum for pupils, incorporating the National Curriculum requirements and in line with the curriculum policies of the school.
- To facilitate, support and monitor overall progress and development of pupils within your class.
- To foster a learning environment and education experience which provides children with the opportunity to fulfil their individual potential
- To share the development of the school curriculum, courses of study, teaching materials, teaching programmes, methods of teaching and assessment and their review.
- To support and contribute to the school's responsibility for safeguarding children

School Ethos

At Caldershaw Primary School, we want our children to experience the love of learning, whilst feeling cared for and safe. Whilst enjoying their learning, we want to enable children to become creative thinkers, effective participators, reflective learners, self-managers and independent enquirers, whilst learning as part of a team. All the adults in our school, engaging with parents, will try our best to make this happen for every child.

- Play a full part in the life of the school community supporting its' distinctive ethos
- Actively support the school's policies relating to equality and diversity, inclusion and health. Safety and wellbeing.
- Promote the school and celebrate its success at every opportunity.
- Follow the Staff Code of Conduct and all Safeguarding advice and guidelines

- Perform duties in accordance with the Equal Opportunities Policy

Curriculum Planning and Provision

- Help develop and maintain a curriculum in line with the National Curriculum and school policy to meet the needs of individual children within your class.
- Work with other members member of staff to promote inclusion within the curriculum.
- Monitor and evaluate the curriculum and review appropriate planning, assessment record keeping reporting procedures, as and when requested.
- Ensure effective use and maintenance of al material teaching resources within your classroom area and working environment and ensure available resources are used effectively to support the curriculum.

Teaching and Learning

- Produce coherent lesson plans which ensure continuity and progression, take account of the individual needs of the pupils and encourage the development of independent learners.
- Employ a range of suitable teaching and learning strategies and styles to ensure effective learning.
- Present appropriate demanding subject content, skills and understanding in a clear and stimulating manner, thereby motivating and sustaining the interest of pupils and raising levels of attainment.
- Develop, maintain and organise resources appropriate to chosen learning objectives.
- Ensure the effective deployment of teaching assistant support in the classroom, maintain positive working relationships.
- Analyse and evaluate children's learning and assessment to inform future planning and teaching and learning activities.
- Create and maintain an orderly, safe, stimulating and informative classroom environment.
- Maintain good practice and implement changes according with developments in educational theory and practice.
- Seek continuing professional development
- Set pupil targets, assess progress and maintain records in accordance with school policy.

Pastoral Care

- Develop positive relationships with all children based on their achievements and promote their general progress and well-being and participation in all aspects of school life.
- Maintain a positive approach to child management, supporting the school's policies relating to attendance, punctuality and behaviour
- Alert Phase lead/ Senior Management of any complex problems experienced by pupils as appropriate, making recommendations as to how they can be resolved.
- Ensure a class code of conduct is implemented following appropriate consultation with pupils and relevant staff.
- Maintain a system of rewards and sanctions which is understood and appreciated by pupils and parents.

Parental Involvement and Partnership working

- Report appropriately to parents on the needs and progress of their children.
- Encourage the involvement of parents in the education of their children and respond promptly to queries and concerns
- Contribute to the development of the school's links with the local community and other schools
- The ability to converse at ease with customers and service users and provide advice in accurate spoken English is an essential requirement of this post.

Performance and professional development

- Engage actively with annual performance management review process, in accordance with the school's policy.
- Take shared responsibility for your own continuing professional development by participating in a range of appropriate professional development opportunities.
- Ensure colleagues receive information on feedback on professional development activities undertaken.
- Take an active part in the development of the school including developing specialist areas of interest.

Other responsibilities

- Responsibility for the safety and welfare of self, colleagues and students in accordance with the Health and Safety Policies of Caldershaw Primary School and current legislation
- To support the Schools Health and Safety Policy
- To safeguard pupils when they are on the premises and when they are engaged in authorised school activities elsewhere.
- To participate in meetings which relate to communication with parents and/or support agencies
- To participate in meeting that relate to the school, its curriculum, administration or organisation including pastoral arrangements
- To support PTA functions
- To register attendance of pupils and supervise pupils whether these duties are to be performed before, during or after school sessions.
- To share responsibility for leading assemblies

Other:

- The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. An enhanced DBS check will be carried out on the successful candidate.
- The Trust is committed to equal opportunities for all.
- The successful candidate will be required to complete a satisfactory medical screening assessment and provide two satisfactory references, identity check and right to work.
- The terms and conditions are specified within the contract of employment.

This job description is a representative document. Other reasonably similar duties may be allocated from time to time commensurate with the general character of the post and its grading. The person appointed will be expected to work flexibly and the exact nature of the duties described above is subject to periodic review and is liable to change.

Person specification

ASSESSED BY:	
---------------------	--

No.	CATEGORIES	Essential/ Desirable	App Form	Interview
QUALIFICATIONS				
1.	Qualified Teacher Status and demonstration suitability for working with children	E	√	√
2.	Evidence of commitment to own professional development	E	√	√
EXPERIENCE				
3.	Experience and ability to manage and motivate pupils	E	√	√
4.	Experience and understanding of planning for, and monitoring and evaluating the progress of pupils	E	√	√
5.	Understanding and experience of planning for Continuous Provision	E	√	√
6.	Proven track record of meeting challenging targets and raising standards	E	√	√
7.	Experience of developing good relationships with children, staff and parents	E	√	√
8.	Proven high quality classroom teaching and classroom management across the curriculum	E	√	√
ABILITIES, SKILLS AND KNOWLEDGE				
9.	Understanding of the importance of safeguarding/child protection when working in a school setting	E	√	√
10.	The ability to adapt practice to meet the needs of all learners	E	√	√
11.	Ability to use ICT to develop children's learning and in own planning	E	√	√
12.	Knowledge of Key Stage 1 and 2 assessment	E	√	√
13.	Secure knowledge of and use of Assessment for Learning techniques	E	√	√
14.	An understanding and proven commitment to all aspects of equal opportunities	E	√	√
15.	Good time management and organisation skills	E	√	√
16.	Enthusiastic with a love of learning	E	√	√
17.	Have high expectations of all children and a commitment to inspiring learning	E	√	√

18.	A caring and positive person	E	√	√
19.	Good communication skills – Written and Oral	E	√	√
20.	Well organised and pays attention to detail	E	√	√
21.	Willingness to go the extra mile for our children	E	√	√
22.	Self-motivated	E	√	√
PERSONAL CHARACTERISTICS				
23.	An unwavering commitment to the Altus Education Partnership's vision, mission and values	E	√	√
24.	Willing to be accountable and to take personal responsibility for own actions.	E	√	√
25.	Resilience and the ability to grow professionally and flexibly within a start-up and developing organisation	E	√	√