

Candidate application pack



**Blacko
Primary School**

**Class Teacher
Permanent**

A message from the headteacher



Thank you for your interest in our advertised post.

We are looking to appoint a highly motivated, enthusiastic, efficient and effective Class Teacher for our school, with excellent practice and a strong commitment to working as part of a team. A professional who is keen to support the development of learning in our school in line with our three core values which are at the heart of every aspect of school life:

Ambition - We are determined to achieve and believe everyone can succeed.

Respect - We are considerate of everyone and our environment.

Collaboration - We are a community who believe we achieve more by working together.

The post will begin on 24th August 2026 (depending on contract and notice periods, may begin on 1st September 2026) and is a full-time, permanent post.

Blacko Primary School is a good school with an excellent local reputation. We are set in a rural position in East Lancashire. From all directions, we have views of rolling countryside, with Pendle Hill in the distance. The village of Blacko is well known throughout Lancashire because of Blacko Tower. It was built at around the same time as the school and is a focal point for miles around.

We are proud of our dedicated and committed staff who strive to: provide excellent teaching and learning for all children; pastoral care second to none; a calm happy atmosphere; standards that are above average at the end of both key stages.

The class teacher has a very important role within the school, supporting our children in confidently gaining a strong start in their journey through their education. In making this appointment, therefore, we will have regard to the potential exhibited by experienced candidates and welcome applications from early careers teachers – teachers across the primary phase, including EYFS. We are looking for a colleague who will contribute to our excellent standards and will form high quality relationships for learning with staff, parents and children. We want to appoint a dynamic and innovative teacher who can make a real difference in moving us towards the next phase of our development of the school.

We look forward to receiving your application.

Mrs Kate Richards

Headteacher

A message from the **Chief Executive**



I am both proud and excited to have been given the opportunity to lead the Trust in this next stage of its development, and to work with other school and trust leaders locally to ensure the very best education for young people in Craven, Pendle and across the wider region.

Apex Collaborative Trust is a vibrant, cross phase multi academy trust formed by the merger of the Pennine Trust and South Craven Academy Trust.

Our trust consists of 2 secondary schools and 3 primary schools. South Craven School also has a large sixth form. We are delighted that Pendle Vale College, in Nelson, will be an associate member of the trust and has indicated an intention to join fully within the next 12 months.

John Tarbox
Chief Executive Officer

Apex Collaborative Trust

Apex Collaborative Trust is a values-led organisation. Our core values of **Ambition**, **Collaboration** and **Trust** are fundamental to our approach and shape our culture. We believe establishing a strong culture is the most important ingredient for our success, so that we create an ideal environment for learning where all members of our trust community can flourish. We are also committed to providing fantastic opportunities for our young people, so that they can fulfil their aspirations now and in the future.

Ambition

Inspiring excellence & growth

- We set high expectations for our students, staff, and leadership.
- We challenge the status quo, encouraging innovation and creativity in education.
- We believe in potential empowering individuals to reach new heights in their learning and careers.
- We celebrate success, recognising achievements at every level.

In Action: We provide cutting-edge professional development, encourage students to dream bigger, and support schools in raising academic and personal aspirations.

Collaboration

Stronger together

- We share best practices, creating a network where knowledge flows freely.
- We support and challenge each other, working together to find solutions.
- We listen and respect diverse perspectives, ensuring every voice matters.
- We value teamwork, building relationships that foster trust and openness.

In Action: Schools under the trust work as partners, not competitors, pooling resources and expertise to deliver the best education possible.

Trust

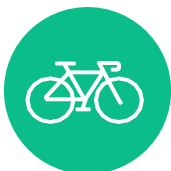
Integrity, transparency, & accountability

- We do what we say we will do, building confidence in our leadership.
- We communicate openly and honestly, ensuring transparency in decision-making.
- We hold ourselves accountable, measuring success by our impact.
- We foster a culture of psychological safety, where staff and students can thrive without fear of failure.

In Action: We ensure clear communication with parents, staff, and students, always acting with honesty, fairness, and responsibility.

Our trust and our schools must be rooted in our community. Many local families have an association with our schools across many years and even generations. Deep relationships help us to develop knowledge and understanding of the community and to form effective partnerships with other institutions. These partnerships support holistic development of young people.

Staff benefits



Bike 2 work scheme



CPD opportunities



Employee assistance programme



Local discounts



Occupational health support

Respect Ambition Collaboration

At Apex Collaborative Trust, the welfare of children is paramount, and all schools are committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment.

All staff will be expected to take responsibility to safeguard and promote the welfare of children and young people. Staff are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions. Staff should work, and be seen to work, in an open and transparent way.

Attitudes towards promoting and safeguarding the welfare of children and young people will be scrutinised during the selection process for the post that you have applied for. If you are appointed to this post, information in relation to safeguarding and protecting children and young people will be provided at induction. behaviours should be avoided. This practical guidance for safe working practice will provide information about which behaviours constitute safe practice, and which behaviours should be avoided.

All post holders are subject to an enhanced DBS check. Our policy and practice are in line with the current Department for Education's 'Keeping Children Safe in Education' statutory guidance.



Job Specification

Class Teacher

Full-Time, Permanent

Salary Range:	MPS / UPS
Contract Type:	Full Time
Contract Term:	Permanent
Start Date:	Monday 24 th August 2026 *
Closing Date:	Friday 15 th May 2026



* depending on contract and notice periods, may begin on 1st September 2026

We are seeking to appoint:

A highly motivated, enthusiastic, efficient and effective Class Teacher for our school, with excellent practice and a strong commitment to working as part of a team. A professional who is keen to support the development of learning in our school in line with our three core values which are at the heart of every aspect of school life:

Ambition - We are determined to achieve and believe everyone can succeed.

Respect - We are considerate of everyone and our environment.

Collaboration - We are a community who believe we achieve more by working together.

Why choose Blacko Primary School?

- An ambitious, happy and vibrant place to work with a family of supporting colleagues who are committed to promoting a warm and friendly atmosphere.
- A strong team of staff who work together with a common goal

Apex Collaborative Trust

We are committed to high quality professional development and a strong commitment and approach to the development of people at all levels of the organisation. Working at the Apex Collaborative Trust offers:

A strong culture driven by values

- A supportive Central Trust Team who believe that through strong collaboration, all children within our trust will have better outcomes.
- High quality professional development opportunities
- A commitment to providing every child with the best possible start in life
- Exceptional curriculum and pedagogy in all our schools
- High quality pastoral care and support



Job Description

Job Title: Full-time Class Teacher
Salary Grade: MPS / UPS
Accountable to: Headteacher

Job Purpose

To be responsible for a class of children identified by the head. This post is performed in accordance with the Teacher Standards and School teachers' Pay and Conditions document as amended and supplemented, where appropriate, by Local Conditions of Service.

Main Duties

Planning, Teaching and Class Management

- To take responsibility for planning and implementing appropriate work programmes for all children in the designated classes, within the framework of national and school policies, considering individual children's needs
- Make effective use of assessment information on children's attainment and progress and in planning future lessons
- To work closely with colleagues to undertake medium and short-term planning and the implementation of agreed schemes of work
- Set tasks which challenge children and are matched to their learning needs
- Plan lessons in a way that will interest and engage all learners
- Ensure effective teaching and best use of available time
- To foster each child's self-image and esteem and establish relationships which are based on mutual respect and cooperative learning
- Create a learning environment which develops high levels of resilience, confidence and independence in learners when they tackle challenging activities
- Have high expectations of achievement and behaviour
- Give every child the opportunity to achieve their full potential

Monitoring, Assessment, Recording, Reporting

- To ensure that marking, planning and all other school procedures are carried out rigorously
- Assess how well learning objectives have been achieved through marking and monitoring of work, questioning and discussion with children, and use this assessment to plan next steps
- Set targets for progress and ensure learners understand what they are doing well and how to improve
- Assess and record children's progress systematically and keep records to check work is understood and completed; to monitor strengths and weaknesses; to inform planning and to recognise the level at which the child is achieving
- Prepare and present informative reports to parents, senior staff and other professionals as required
- Ensure parents are well informed about the curriculum, attainment and progress of their child and the contribution they can make to support their child's progress
- To work with the senior leadership team to ensure a whole school approach to teaching and learning is implemented.

Other Professional Requirements

- To support the aims and ethos of the school
- Understand fully the duties and responsibilities in relation to child protection and safeguarding children and young people
- Understand fully the school's child protection policy and to ensure that all issues relating to pupils' safeguarding are reported immediately to the designated members of staff
- To ensure that the school's aims and objectives in relation to the curriculum, equal opportunities and positive learning behaviour are promoted in everyday classroom organisation and practice
- To work as part of a team in all aspects of school development and take an active role in school life, attending and participating in school events
- To set a good example in terms of dress, punctuality and attendance
- To uphold the school's behaviour code
- To participate in staff training
- To attend staff meetings
- To develop links with Governors, neighbouring schools and other relevant agencies
- To liaise as appropriate with other professionals and outside agencies
- Establish and maintain effective working relationships with professional colleagues and parents
- Prioritise and manage own time effectively, particularly in relation to balancing the demands made by teaching and involvement in school development
- Be aware of the need to take responsibility for your own professional development

Variation

This job description will not be varied without consultation with the post holder. In the future the age range taught may be changed to meet the needs of the school. Where this happens support and training will be given.

Person Specification

Job title: Class Teacher	Grade: Main/ Upper Pay Scale
Requirements (based on the job description)	Essential (E) / Desirable (D)
Qualifications	
Qualified teacher status	E
Degree	E
Experience	
Successful experience of teaching within a primary school setting, EYFS and/or national curriculum	E
Experience of delivering high quality, well planned primary curriculum	E
A proven track record of strong teaching and learning, EYFS and/or national curriculum	D
Knowledge & Understanding	
Thorough knowledge of the National Curriculum, including EYFS	E
Thorough knowledge of the Core and Foundation subjects of National Curriculum	E
Good understanding of current theory and practice to achieve high standards in teaching, learning and inclusion	E
Skills & Abilities	
Experience of using data to identify underachievement and inform classroom practice	E
Ability to analyse and use data to inform planning and match work to pupils' needs	E
Evidence of effective use of assessment to raise standards	E
Ability to analyse and use data to inform planning and match work to pupils' needs	E
Ability to plan, monitor, evaluate and review for pupils' progress	E
Ability to work collaboratively and effectively in a team with staff, governors and parents	E
Ability to provide a stimulating, well-organised learning environment	E
Excellent classroom skills and the ability to use a range of positive behaviour strategies to effectively promote outstanding behaviour for learning	E
Willingness to participate in school activities including extracurricular activities and school-related community events	E
Curriculum strengths which can be brought to the school	E
High level of written and oral communication skills and a high level of mathematical skills	E
Listen to, reflect upon and act positively on feedback	E
Evidence of having influenced the quality of teaching and learning in your current school	D
The ability to assist others in improving their skills	D

Person Specification

Personal Qualities	
Dedicated to promoting School and Trust's strong educational philosophy and values	E
Be a positive role model at all times, a highly respected representative of the School and Trust	E
Ability to prioritise time using effective organisational skills	E
Ability and willingness to work effectively as part of a team, learning with and from colleagues	E
Adaptability to changing circumstances and forward thinking with new ideas	E
To be calm, creative and enthusiastic to make every day for our pupils engaging and exciting	E
Demonstrate resilience and a determination for sustained hard work with energy and vigour	E
<ol style="list-style-type: none"> 1. Commitment to safeguarding and protecting the welfare of children and young people 2. Commitment to equality and diversity 3. Commitment to health and safety 4. Commitment to attendance at work 	<p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p>
<p>A positive recommendation from all referees, including current employer.</p> <p>Note: We will always consider your references before confirming a job offer in writing.</p>	E

How to Apply

If you share our core values and associated behaviours and meet the criteria for the role, please apply by following the process below.

Please complete the application on My New Term at the following link:
<https://mynewterm.com/jobs/145816/EDV-2026-BPS-21195>

In your application please include:

Teachers

A completed application form via My New Term which includes an application letter detailing how your skills and experiences have prepared you for this post.

- Your philosophy on teaching
- How you would enthuse students at Blacko Primary School
- How you would contribute to the wider life of the school.

Closing date for applications is noon on Friday 15th May 2026

An automatic confirmation email will be sent once the application has arrived. Please be aware we cannot accept responsibility for mis-sent or late applications.

CVs will not be accepted. It is standard practice in the education sector to seek references for shortlisted candidates prior to interview.

The Apex Collaborative Trust is committed to safeguarding children and young people. All post holders are subject to a satisfactory enhanced Criminal Records Bureau disclosure. Our policy and practice is in line with the Department for Education's 'Keeping Children Safe in Education' Guidance'.





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