



Candidate Application Pack Khalsa Primary School



Maternity Cover Teacher – Reception

Headteacher welcome

Dear Applicant

Thank you for your interest in joining our exceptional school community.

Khalsa Primary School is a unique and inspiring place to work, where ambition, collaboration and high expectations shape everything we do. Our staff team is dedicated, reflective, and committed to going above and beyond to provide the very best for our children.

At Khalsa Primary School, we support one another's professional growth and work collectively towards a shared vision: to be one of the best schools in the country. Our leadership team is deeply committed to nurturing and empowering staff at all levels, ensuring that everyone feels valued supported, and able to thrive.

As part of the Sikh Academies Trust, we welcome pupils from all backgrounds, cultures, and starting points. Our mission is simple yet powerful: to help every child learn, flourish, and grow into a responsible, kind, and aspirational citizen who contributes positively to the world around them.

We believe that every child should experience a world-class education, one that extends far beyond academic success. There is no glass ceiling here, and every pupil is encouraged to achieve their full potential, regardless of their starting point or individual needs. Our commitment to excellence was recognised in our Outstanding Ofsted rating, reflecting the high aspirations we hold for our entire school community.

Our curriculum is carefully planned and sequenced from Nursery to Year 6, based on the National Curriculum but enriched to create meaningful, memorable learning experiences. We offer a wide range of enrichment and extra-curricular opportunities to help children discover and develop their unique talents, interests and strengths.

We are delighted that you are considering joining Khalsa Primary School. This is a vibrant, values-driven, forward-thinking community where staff and pupils are encouraged to grow, lead, and make a difference. We hope you will be inspired by what you learn about us and choose to become part of our journey.

Mrs P. Dhaliwal
Headteacher

About the school and the role

Role: Maternity Cover Teacher – Reception

Salary: MPS/UPS (depending on experience)

Apply by: 12 March 2026

Start date: 01 September 2026

The role

We are seeking a dedicated, creative and reflective Teacher to join our team on a fixed-term basis to cover maternity leave. The successful candidate will deliver high-quality teaching, maintain a positive learning environment, and contribute fully to the life of the school.

About us

Khalsa Primary School is a welcoming and high-achieving school, recognised for its strong values, nurturing environment, and commitment to every child's success. As part of the Sikh Academies Trust, we are rooted in Sikh principles while proudly inclusive - embracing children and families of all faiths and backgrounds.

Our ethos promotes kindness, selfless service, respect, and equality. These values guide every aspect of school life, and they help our pupils develop confidence, empathy, and a lifelong love of learning.

At Khalsa Primary School, we have high expectations for behaviour, learning, and personal growth. Through our strong moral foundation and ambitious curriculum, children are encouraged to aim high, work hard, and contribute positively to their community.

What Ofsted says

In our most recent Ofsted inspection, inspectors praised our pupils, who "consistently behave with great maturity and kindness towards each other", and the strong relationships between staff and children.

A place to grow and thrive

We offer a broad, creative curriculum and a rich programme of enrichment that supports every child to reach their potential. Our dedicated staff work closely with families to ensure each pupil flourishes academically, socially, and spiritually in a safe and supportive environment.

Key Responsibilities

Teaching and Learning

- Plan, prepare, and deliver engaging lessons in line with the Early Years Foundation Stage (EYFS) Statutory Framework.
- Create a positive, inclusive, and safe classroom environment that supports children's emotional and social development.
- Use a range of assessment strategies to monitor progress and ensure all children make strong developmental gains.
- Work collaboratively with teaching assistants, colleagues, and parents to support pupils' learning and well-being.
- Prepare pupils for a successful transition to Year 1 through effective communication and planning.
- Differentiate learning activities to meet the diverse needs of all pupils, including those with SEND or EAL

Classroom and Environment

- Organise and maintain an engaging indoor and outdoor learning environment.
- Promote curiosity, independence, and early learning through play-based and structured activities.
- Contribute to wider school life, supporting events, assemblies, and whole-school initiatives.

Behaviour and Safeguarding

- Establish clear expectations for behaviour in line with school policy.
- Promote positive behaviour and emotional regulation strategies.
- Safeguard and promote the welfare of children in accordance with Keeping Children Safe in Education (KCSIE) guidance.
- Complete all relevant safeguarding and child protection training and act in line with school procedures when concerns arise.

What We're Looking For

- Ability to work collaboratively as part of a team.
- Strong communication skills interpersonal skills to build positive relationships with pupils, parents, and colleagues.
- Willingness to contribute positively to our vibrant school community.
- Commitment to safeguarding and promoting the welfare of children.

Professional Development & Benefits

Our people are at the heart of our success. We have developed a strong culture of collaboration, reflection and best practice, with professional development and career planning at its centre.

We invest in our staff through:

- Ongoing coaching, mentoring, and CPD opportunities aligned to school priorities.
- A supportive and collegial staff environment rooted in trust and mutual respect.
- Well-being initiatives and access to professional support where needed.

The Trust's Commitment to Safeguarding

Khalsa Primary School is committed to safeguarding and promoting the welfare of children and young people. An enhanced Disclosure and Barring Service (DBS) check will be required for the successful candidate.

Person Specification

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> - Recognised teaching qualification (BA/BEd/PGCE) - Degree or equivalent 	<ul style="list-style-type: none"> - Early Years specialism
Experience	<ul style="list-style-type: none"> - Experience teaching within EYFS, ideally Reception - Experience planning and delivering lessons aligned to the EYFS Framework - Experience assessing and tracking pupil progress - Experience working collaboratively with Teaching Assistants and parents 	<ul style="list-style-type: none"> - Experience moderating EYFS assessments - Experience supporting pupils with SEND
Knowledge & Skills	<ul style="list-style-type: none"> - Secure knowledge of the EYFS statutory framework - Strong understanding of early phonics teaching - Understanding of child development (ages 4–5) - Knowledge of safeguarding procedures and KCSIE guidance - Ability to use formative assessment to inform planning 	<ul style="list-style-type: none"> - Knowledge of effective outdoor learning provision - Understanding of cultural inclusivity and diversity within a primary setting

Skills and Abilities	<ul style="list-style-type: none"> - Ability to create a stimulating and inclusive learning environment. - Excellent communication skills, both written and verbal - Ability to work collaboratively as part of a team - Strong organisational and time-management skills 	<ul style="list-style-type: none"> - Ability to lead a curriculum area within EYFS
Personal Qualities	<ul style="list-style-type: none"> - Commitment to safeguarding and promoting the welfare of children. - Enthusiastic, positive and reflective practitioner. - Professional integrity and reliability - Commitment to equality, diversity and inclusion. - Willingness to contribute to wider school life 	<ul style="list-style-type: none"> - Interest in extra-curricular enrichment activities

How do I apply for the role?

Further information and an application form can be found on our school website: khalsaprimarieschool.com. For more information, or to arrange a visit to the school (encouraged), please contact hr@sikhacademiestrust.com. Applications will be shortlisted and interviewed at the earliest opportunity. Early applications for this post are recommended.

Khalsa Primary School is committed to safeguarding and promoting the welfare of children and young people. The successful candidate will be subject to an enhanced DBS record check.

Khalsa Primary School reserves the right to interview and appoint this position ahead of any advertised application closing date, should an appropriate candidate be found. Therefore, it is advisable to submit applications as early as possible.

Our values

Our school community acts in accordance with our **KHALSA** values, and thus we have developed a kind, caring and ambitious culture:



Kindness



Honesty



Achievement



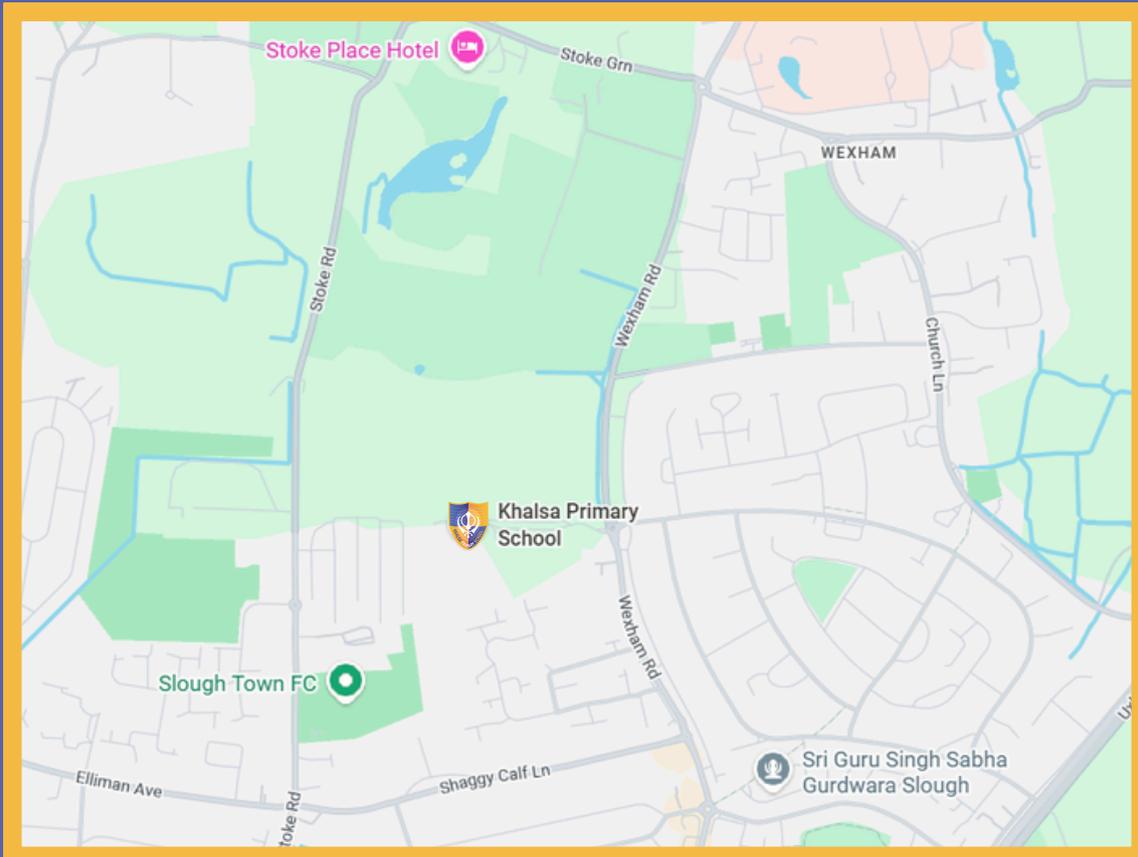
Love



Service to others



Aspiration



Contact us:

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