



All Saints C of E Primary School
COLLABORATIVE LEARNING TRUST



CLASSROOM TEACHER

INFORMATION FOR APPLICANTS

MPS/UPS

Actual Salary £31,650 - £49,084 Per Annum

Full Time

Fixed Term Until 31st August 2026

Required From 1st September 2025



COLLABORATIVE
LEARNING TRUST

Working Together to Secure Success

CLASSROOM TEACHER

Location: All Saints C of E Primary School

Contract: Fixed Term until 31st August 2026

Closing Date: Sunday 6th July 2025

Selection Day: Wednesday 9th July 2025

CLASSROOM TEACHER

Thank you for your enquiry regarding this post.

Please look on the Trust's website for more information about the Trust

You will find in this booklet:

- Information about the post
- Information from the Chief Executive Officer
- Job Description
- Person Specification
- Guidance for completing the application form

If you have a disability and require this information in a different format, for example, Braille, larger print or on CD, please contact the school:

office@allsaints.bradford.sch.uk

The closing date for applications is **Sunday 6th July 2025**. Please note that it is our policy not to accept late applications. Shortlisting will commence immediately, and the selection day will take place on **Wednesday 9th July 2025**.

Following the closing date, a recruitment panel will review the information provided on each application form and consider how well it matches the person specification. Shortlisted candidates will then be invited to take part in the selection activities and references will be requested. The interview day may include completing a written task, meeting with pupils and leading a small group activity, as well as a formal interview. The results of these sessions will inform the panel in their decision to take candidates through to a formal interview in the afternoon.

The school is committed to safeguarding and promoting the welfare of our students and expect all staff and volunteers to share this commitment. All appointments will be subject to an Enhanced Disclosure and Barring Service check.

We aim for diversity within our workforce. Applications are welcome from all, irrespective of sex, sexuality, race, religion, marital status, age or disability.

All Collaborative Learning Trust sites are non-smoking/vaping sites.

Please note it is the Trust's policy that reimbursement will not be made with regard to candidates' expenses.

INFORMATION ABOUT THE POST

We are wishing to appoint, for September 2025, an enthusiastic, committed and highly motivated Primary teacher.

This is a full-time, fixed term position. Candidates will ideally have experience, strengths or an interest in KS2 but this is not essential.

INFORMATION FROM THE HEADTEACHER ALL SAINTS C OF E PRIMARY SCHOOL

Dear Applicant,

Thank you for your interest in becoming our Classroom Teacher. It is an exciting time to be part of All Saints Church of England Primary School. We joined the Collaborative Learning Trust on 1st September 2022.

<https://collaborativelearningtrust.com> The Collaborative Learning Trust is a recently formed Multi-Academy Trust, founded on existing school partnerships in Yorkshire.

All Saints is a very large, thriving and diverse primary school near the centre of Bradford. We welcome children and families from around the world and seek to be a 'united, caring community of learners'. We are proud to be an 'excellent' church school and we strive to provide every child, regardless of their background or ability a high quality of education that ensures they flourish and are equipped for their next stage of education and life in modern Britain.

If you would like to learn more about life at All Saints Church of England Primary School, please explore our website and Twitter feed. If you would like to arrange a visit, please contact the office: 01274 415222

I look forward to meeting you.

Kathryn Shaw

INFORMATION ABOUT COLLABORATIVE LEARNING TRUST

Currently the Trust comprises:

1. Prince Henry's Grammar School, Otley, Leeds
2. Bramhope Primary School, Bramhope, Leeds
3. St Mary's Church of England Primary Academy, Hunslet, Leeds
4. Micklefield Church of England Primary Academy, Micklefield, Leeds
5. All Saints Church of England Primary School, Little Horton Green, Bradford
6. Trinity All Saints Church of England Primary School, Bingley
7. Ashfield Primary School, Otley, Leeds

VISION

The Collaborative Learning Trust will be recognised as a highly successful learning community that provides outstanding, sustainable, and inclusive 'nursery to 19' education for young people of all abilities. Students will leave Collaborative Learning Trust schools having enjoyed their education and developed into lifelong independent learners with the creativity, adaptability, resilience and leadership skills to contribute to, and succeed in, our 21st century society.

Our vision is underpinned by the following values:

- **Education for the common good of the whole community** – supporting the development of lifelong independent learners with the creativity, adaptability, resilience and leadership skills to contribute to society
- **Education for dignity and respect** – a focus on equality for all, trust, integrity, respect and an appreciation of diversity
- **Education for wisdom, knowledge and skills** – high quality teaching and learning designed to secure the 'all round' education of young people and engender a passion and enthusiasm for learning
- **Education for hope and aspiration** – a culture of aspiration and success (in students, staff and governance)

This will be achieved through:

- A commitment to a genuinely collaborative approach to ensure sustained school improvement towards the vision
- Strong ethical leadership and behaviour at all levels
- Autonomous ethos and identity for each school, whilst sharing core values and vision across both church and non-church schools
- Effective staff professional development and opportunities for excellent practitioners to develop their career

'We as a Trust have signed up to the Yorkshire and Humber climate action pledge, making a commitment to protecting the climate and nature'

COLLABORATIVE LEARNING TRUST EMPLOYEE BENEFITS

The Collaborative Learning Trust promotes employee wellbeing across all of our schools. One of the many ways we implement this is through our fantastic employee benefits which include:

Employee Assistance Programme:

A 24/7 confidential advice and counselling helpline available at no cost to all employees.

Pension Scheme:

We offer a fantastic teaching and support staff pension scheme.

Cycle to work scheme:

Spread the cost of a new bike over 12 or 24 months through salary sacrifice (terms and conditions apply).

Home and Tech scheme:

Spread the cost of a Curry's or Ikea gift card over 12 months through salary sacrifice (terms and conditions apply).

bYond:

A pre-paid card that lets you earn cashback when shopping at your favourite stores.

Extras discounts:

Save up to 10% on the upfront cost of a wide range of big-brand gift cards.

Tastecard Promotions:

Discount on an annual subscription which allows you to Save up to 50% off at hundreds of participating restaurants.

RAC Membership Cover:

A 12 month salary sacrifice offering different levels of cover options for up to 4 vehicles (terms and conditions apply).

JOB DESCRIPTION: CLASSROOM TEACHER

Name:	
Job Title:	Classroom Teacher
Salary Grade:	MPS/UPS
Contract Type:	Fixed term until 31st August 2026
Responsible to:	Headteacher

PURPOSE OF JOB

As with all Job Descriptions, the role is discussed between the post-holder and the Headteacher, to whom all teachers are directly responsible. The job description does not remove the teacher's obligation to undertake his or her professional duties under the reasonable direction of the Headteacher; rather it indicates how these duties are expected to apply to the teacher's work in the school.

Each class teacher is responsible for carrying out the duties of a teacher as set out in the current copy of The School Teachers' Pay and Conditions Document and to meet the Professional Standards for Teachers. Specific duties of a teacher at All Saints C of E Primary School are detailed below.

MAIN DUTIES

To promote the whole school vision and values and to positively promote and contribute to the team ethos of the school.

To plan, prepare and teach an appropriate programme of work for the children which:

- engages the children in learning
- takes account of each child's individual needs through differentiation of expectation/task
- considers the needs of the child in all aspects of development
- has a commitment to a knowledge-based curriculum and the celebration of children's contributions
- enables the children to develop independence
- ensures the child makes progress
- fulfils the National Curriculum requirements
- is in line with whole school policies
- demonstrates an awareness of decisions made by the Government, LA, Governing Body and Support Agencies

To assess and evaluate the children's work and provide school data which is:

- in line with the National Curriculum requirements
- uses formative and summative assessments

- enables the tracking and monitoring of progress and informs the setting of targets
- forms the basis of professional dialogue with colleagues, parents, support Agencies and partner Schools etc
- available to parents and used to report on the child's progress

To ensure that all the children within the class have equal access to the experiences and opportunities provided.

To take an active part in all meetings.

To have high expectations of the children in work, attitude, behaviour and learning behaviours.

To have pastoral care of the teaching group, supporting the whole school ethos, by:

- being a good role model for the children in all personal qualities
- fostering the positive self-image of each child through praise and encouragement
- respecting each child and ensuring that the children know they are valued

To alert the Assistant Head teachers and Pastoral coordinators to any cause for concern regarding welfare and safeguarding of children.

To ensure that Teaching Assistants are appropriately directed when supporting learning

To continue to develop both personal and professional, keeping up to date with research and developments in pedagogy and the curriculum

To drive a school minibus, if required, with the relevant driving licence or qualification

To undertake any other reasonable duties as commensurate with the post as determined by the Headteacher

Job descriptions may change and/or be amended, the postholder may be required to fulfil other duties commensurate with the role.

HEALTH & SAFETY

All staff will make themselves familiar with the requirements of the Health and Safety Policy which are relevant to their work.

SAFEGUARDING

Collaborative Learning Trust is committed to promoting and safeguarding the welfare of all children and expect all staff and volunteers to share this commitment. This post is subject to an enhanced Disclosure and Barring Service (DBS) checks.

In line with KCSiE 2024, we will carry out an online search as part of our due diligence on shortlisted candidates. This may help identify any matters that are publicly available online, which we might want to explore with you at interview.

Signed

Date.....

PERSON SPECIFICATION-CLASSROOM TEACHER

Title of Post		Classroom Teacher	
Specification Prepared By		Headteacher	
Date		June 2025	
Qualifications		Essential/ Desirable (E/D)	How identified
1.	A teaching qualification recognised by the DfE.	E	Application and Selection process
2.	Other related qualifications relevant to this level post	E	
Experience and Professional Development		Essential/ Desirable (E/D)	How identified
1.	Effective teaching experience within the primary school age group	E	Application and Selection process
2.	Experience of planning relevant and stimulating learning experiences for children	E	
3.	Experience of assessing children's achievements and tailoring future work to ensure individuals and groups within the class make good progress	E	
4.	Experience of working effectively with parents and the community	E	
5.	Evidence of a high standard of primary classroom practice	E	
6.	Experience of teaching in a multi-cultural school with bilingual pupils	D	
7.	Experience of working in an environment other than education	D	
8.	Evidence of a range of relevant training in curriculum issues	E	
9.	Evidence of a commitment to continuing personal and professional development	E	
10.	Evidence of a range of relevant In-Service training and curriculum issues	D	

Knowledge		Essential/ Desirable (E/D)	How identified
1.	A knowledge of education effective for a multi-cultural society in general and for Bradford and District in particular	E	Application and Selection process
2.	An understanding of the development of a Christian ethos in a multicultural, multifaith school	E	
3.	A knowledge and understanding of not only the principles behind equal opportunities, but also practical ways of ensuring inclusivity in the primary school	E	
4.	A knowledge of the requirements of the 2014 National Curriculum/Early Years Foundation Stage and how they are assessed at the end of Key Stages	E	
5.	A practical knowledge and understanding of the principles of target setting, tracking and pupil progress	E	
6.	Knowledge and understanding of current initiatives around assessment for learning in the primary school	D	
Skills and Abilities		Essential/ Desirable (E/D)	How identified
1.	Ability to support and maintain the vision and values of the Trust	E	Application and Selection process
2.	A high level of enthusiasm, energy, motivation and commitment, capable of accepting responsibility and being accountable	E	
3.	An ability to value pupils' and staff's strengths	E	
4.	Empathy with pupils from a range of family traditions and socio-economic backgrounds	E	
5.	Sensitivity to the needs of all staff, parents and the community	E	
6.	Eager to use initiative prepared to work independently and to deadlines	E	
7.	Able to reflect and enact the school's Christian vision in all aspects	E	

8.	An ability to think analytically and flexibly	E	
9.	Good organisation skills	E	
10.	An ability to communicate effectively with pupils, staff and parents	E	
11.	An ability to use ICT across the curriculum, and for administrative purposes	D	
12.	Evidence of outside interests	D	
13.	Drive a school minibus if required	D	
Personal Attributes		Essential/ Desirable (E/D)	How identified
1.	A commitment to positive teamwork and collaboration to achieve results	E	Application and Selection process
2.	A commitment to continuing professional development	E	
3.	A high standard of professional appearance	E	
4.	Adaptability to changing circumstances and new ideas	E	
5.	A sense of humour and perspective	E	
6.	Excellent interpersonal skills, approachable to all members of the Trust	E	
7.	An appetite and stamina for challenging work	E	
8.	A solution-focused mindset and determined "no excuses" approach to raising standards	E	
9.	Commitment to upholding the schools' and the Trust's ethos, values, policies and procedures	E	
Equal Opportunities		Essential/ Desirable (E/D)	How identified
1.	Acceptance of, and a commitment to, the principles of the schools' and the Trust's equal opportunities policies and practices as they relate to employment issues and to the delivery of services to the students and community	E	Application and Selection process

2.	Commitment to equal opportunities policies relating to all protected characteristic in an educational context	E	
Safeguarding		Essential/ Desirable (E/D)	How identified
1.	Ability to form and maintain appropriate relationships and personal boundaries with children and young people	E	Selection process and completion of an Enhanced DBS check
2.	Has appropriate motivation to work with children and young people and can relate to them	E	
3.	Displays commitment to the protection and safeguarding of children and young people	E	
4.	Good knowledge and understanding of the importance of safeguarding students and the welfare of staff and the action to take to support this	E	
Personal Circumstances		Essential/ Desirable (E/D)	How identified
1.	Legally entitled to work in the UK	E	ID
2.	No contra-indicators in personal background or criminal record in showing unsuitability to work with children/young people/ vulnerable clients/ finance	E	Completion of Criminal Background declaration and Enhanced DBS check
3.	Willingness to complete a Pre-Employment Health Declaration if appointed	E	Pre-Employment Health Declaration
4.	Willingness to work additional hours, occasionally, if required for the successful operation of the Trust	D	

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GUIDANCE FOR COMPLETION OF THE ON-LINE APPLICATION FORM

Please complete the application form in full, giving as much information as possible and answering **all** questions before submitting the application.

REFERENCES

Please supply details of two referees, one of which must be your current or most recent employer. If you are currently working in a school setting, then one of the referees must be the current Headteacher. Friends and family cannot be used as referees.

If you are not currently working with children, but have done so in the past, then an additional reference from that employer will be required.

Safer Recruitment procedures require that we contact at least one referee before interview.

EMPLOYMENT HISTORY

Please list previous appointments in sequence, current or most recent first. Please include your salary grade in the Position Title e.g.. Reception Teacher M4 + TLR2A. Please also include at the end of the Responsibilities section the reason why you left the post e.g. promotion, relocation etc. Please also list other work experience and the details and nature of the work/activity. If you were not in work at any time please give details of what you were doing e.g. Gap Year Jan 2011-Jan 2012, Unemployed July 2010–December 2010 etc.

EDUCATION HISTORY

Please ensure that you advise all your qualifications, in date order current or most recent first, including those obtained at school. Please advise the grade achieved with regard to degree qualification i.e. BA in History 2:i. Please list all A levels together in one box and in another box list all GCSEs together, along with the grades obtained.

OTHER COURSES OR PROFESSIONAL DEVELOPMENT

Please include any professional development that may be relevant including dates and grades obtained.

INFORMATION TO ADDRESS THE PERSON SPECIFICATION

Please use the sections provided to detail your Skills & Abilities, Knowledge and Experience as described in the Person Specification and relevant to the Job Description. You can use the Additional Information section to detail anything else that you feel is relevant to the role and why you feel you would be an ideal candidate for this post.

STATEMENT ON THE RECRUITMENT OF EX-OFFENDERS

- As an organisation which is exempt from the Rehabilitation of Offenders Act and using the Disclosure & Barring Service to assess applicants' suitability for positions of trust, we comply fully with the DBS Code of Practice and undertake to treat all applicants for positions fairly. We do not discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.
- We are committed to the fair treatment of our staff, potential staff or users of our services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background
- We actively promote equality of opportunity for all with the right mix of talent, skills, and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview based on their skills, qualifications, and experience.
- All applicants who are offered employment in a school will be subject to an Enhanced Disclosure and Barring Service (DBS) check. This will include details of cautions, reprimands and warnings as well as spent and unspent convictions. An enhanced disclosure may also contain non-conviction information from local police records which a chief police officer thinks may be relevant. A statement advising that a Disclosure will be requested in the event of the individual being offered the position will be shown in all job adverts and recruitment packs.
- We can only ask an individual to provide details of convictions and cautions that we are legally entitled to know about. Applicants must therefore disclose all spent and unspent convictions, cautions, reprimands and final warnings that are not 'protected' (i.e. filtered out) as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) order 1975 (as amended in 2013).
- We ensure that staff involved in recruitment have received appropriate guidance on the relevant legislation relating to the employment of ex-offenders (e.g. the Rehabilitation of Offenders Act 1974 and its amendments in 2013) and know how to access advice and support.
- You will have the opportunity for an open and measured discussion on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment or disciplinary action which could result in dismissal.

- We make every subject of a DBS check aware of the existence of the DBS Code of Practice and make a copy available on request.
- We undertake to ensure that any matter revealed in a Disclosure is discussed with the person seeking the position before withdrawing a conditional offer of employment.

Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offences.



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A PROUD PART OF



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