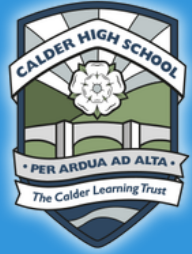
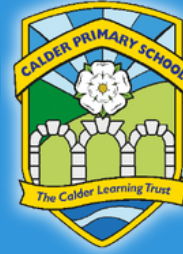


NEW VACANCY

The Calder Learning Trust
Pennine Alliance Learning Trust



Head Teacher Calder Primary School

Everybody, Everyday

Located within the beautiful Calder Valley, West Yorkshire

Start date: September 2026

Full time, permanent contract

Payscale: L10-L14

Care, Commitment, Courage

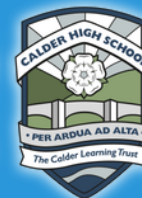


Completed applications should be returned to hr@calderlearningtrust.com

Closing date: 9:00am, Wednesday 20 May 2026

Interviews: Thursday 21 May 2026 or Friday 22 May 2026

Welcome from the Headteachers



The Calder Learning Trust is an all-through school, providing an excellent standard of education for students from 4 – 16 years. There are two phases to our school: Calder Primary School for ages 4 – 11 and Calder High School for ages 11 – 16. Whilst each phase is distinct, they blend seamlessly into one learning community, offering fantastic opportunities for all our students.

Located in the heart of Pennine Yorkshire, in the village of Mytholmroyd, approximately six miles west of Halifax, The Calder Learning Trust serves the Calder Valley community stretching from Halifax through Luddendenfoot, then Mytholmroyd, and beyond to the town of Hebden Bridge and the border of Todmorden. It is ideally situated both close to the countryside and with easy transport links to towns and cities for varied learning opportunities outside the classroom.

We aim for our students from Reception to Year 11 to become confident, responsible and articulate young people, supported within and beyond the curriculum and engaging in the fantastic range of opportunities available. These include The Duke of Edinburgh award, sporting events and competitions and Expressive Arts.

Our school values are 'Care, Commitment, Courage' and are woven through all that we do. Here at The Calder Learning Trust we aim for 'Everybody, Everyday' to be and do their very best so that they can realise their dreams and aspirations and we look forward to welcoming you to our school and offering you the opportunity to take an assisted tour.



Mr A Taylor
Headteacher, Calder High School



Mrs K Lambert and Mrs F Kennedy
Co-Headteachers, Calder Primary School



Our School

This is a very exciting time to join Calder Primary School having recently become part of the Pennine Alliance Learning Trust.

We are seeking a leader who will:

Inspire and motivate pupils and staff to reach their full potential.

Build on the school's many strengths, while bringing fresh ideas and ambition.

Nurture a safe, happy, and inclusive environment where every child can flourish.

Work closely with governors, families, and the wider community to strengthen partnerships.

Lead with integrity, creativity, and commitment to excellence in teaching and learning.

We can offer you:

Enthusiastic, curious, and caring children who love learning.

A dedicated, talented team of staff and governors.

A supportive community that values its school at the heart of village life.

The opportunity to shape the next chapter of a well-regarded, successful school.

We welcome applications from candidates of all backgrounds and life experiences and are willing to consider requests for part-time working and other flexible working arrangements. We would very much encourage candidates to arrange a visit to see the school for themselves.

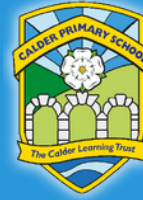
The Calder Learning Trust employs rolling recruitment methodologies, with shortlisting and interviews for some roles taking place as and when applications are received.

This may mean that some roles are recruited before the closing date, and therefore advise that applications are made without undue delay.

Reporting to: CEO - Pennine Alliance Learning Trust

Responsible for:

Liaising with:



The Main Purpose

The Head teacher will:

- Establish and sustain the school's ethos and strategic direction together with the governing board and through consultation with the school community.
- Establish and oversee systems, processes and policies so the school can operate effectively
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context.
- Make sure these school improvement strategies are effectively implemented.
- Monitor progress towards achieving the school's aims and objectives.
- Allocate financial resources appropriately, efficiently and effectively.

Qualities

The Head Teacher will:

- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct and adhere to the Nolan Principles of public life.
- Build positive and respectful relationships across the school community
- Serve in the best interests of the school's pupils

Job Description



Duties and responsibilities

School culture and behaviour

The Head Teacher will:

- Create a culture where pupils experience a positive and enriching school life.
- Uphold ambitious educational standards in order to prepare pupils from all backgrounds for their next phase of education and life.
- Ensure a culture of staff professionalism.
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils, and clearly demonstrated by all adults in school.
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy.

Teaching, curriculum and assessment

The Head Teacher will:

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence.
- Ensure teaching is underpinned by subject expertise.
- Effectively use formative assessment to inform strategy and decisions.
- Ensure the teaching of a broad, structured and coherent curriculum.
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities.
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum.
- Ensure the use of evidence-informed approaches to reading so that all pupils are taught to read.

Additional and special educational needs (SEN) and disabilities

The Head Teacher will:

- Promote a culture and practices that enables all pupils to access the curriculum.
- Have ambitious expectations for all pupils with SEN and disabilities.
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate.
- Make sure the school fulfils statutory duties regarding the SEND Code of Practice.

Job Description



Managing the school

The Head Teacher will:

- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of a duty of care.
- Manage staff well with due attention to workload.
- Ensure rigorous approaches to identifying, managing and mitigating risk.

Professional development

The Head Teacher will:

- Ensure staff have access to appropriate, high standard professional development opportunities.
- Keep up to date with developments in education.
- Ensure training and continuing professional development is effectively planned, delivered and evaluated.
- Make sure professional development opportunities draw on experts both within, and beyond the school.
- Seek training and continuing professional development to meet the needs of all staff members.

Governance, accountability and working in partnership

The Head Teacher will:

- Understand and welcome the role of effective governance, including accepting responsibility.
- Ensure that staff understand their professional responsibilities and are held to account.
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties.
- Work successfully with other schools and organisations.
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils.

Other areas of responsibility

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the Principal will carry out. The postholder may be required to do other duties appropriate to the level of the role.



Staff Benefits

- **Wellbeing:** We subscribe to the schools advisory service (<https://schooladvice.co.uk/>) to support staff with a variety of services such as online gyms, medical support and counselling .
- **CPD:** we have an extensive development programme both internally and externally to support your professional development whilst you are employed by the trust.
- **Sustainability:** We have good local transport networks including bus and rail.
- **Priority places:** for children of staff at both Calder Primary and Calder High Schools as part of our admissions policy.
- **Childcare Vouchers** to support staff getting back to work.
- **Staff clubs** such as staff sketch club, staff book club and various other initiatives.



Person Specification



Qualifications and training

| | ESSENTIAL | DESIRED | ASSESSMENT |
|---|-------------------------------------|-------------------------------------|------------|
| Qualified teacher status | <input checked="" type="checkbox"/> | <input type="checkbox"/> | A,I |
| Qualified graduate teacher | <input checked="" type="checkbox"/> | <input type="checkbox"/> | A,I |
| National professional qualification for headship (NPQH) | <input type="checkbox"/> | <input checked="" type="checkbox"/> | A,I |

Experience

| | | | |
|--|-------------------------------------|-------------------------------------|-------|
| Successful leadership and management experience in a school | <input checked="" type="checkbox"/> | <input type="checkbox"/> | A,R,I |
| Teaching experience | <input checked="" type="checkbox"/> | <input type="checkbox"/> | A,R,I |
| Involvement in school self-evaluation and development planning | <input checked="" type="checkbox"/> | <input type="checkbox"/> | A,R,I |
| Demonstrate experience of successful line management and staff development | <input type="checkbox"/> | <input checked="" type="checkbox"/> | A,R,I |

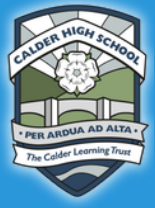
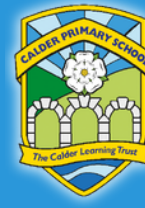
Skills and knowledge

| | | | |
|--|-------------------------------------|--------------------------|-------|
| Data analysis skills, and the ability to use data to set targets and identify weaknesses | <input checked="" type="checkbox"/> | <input type="checkbox"/> | A,R,I |
| Understanding of high quality teaching based on evidence, and the ability to model this for others and support others to improve | <input checked="" type="checkbox"/> | <input type="checkbox"/> | A,R,I |
| Understanding of school finances and financial management | <input checked="" type="checkbox"/> | <input type="checkbox"/> | A,R,I |
| Effective communication and interpersonal skills | <input checked="" type="checkbox"/> | <input type="checkbox"/> | A,R,I |

Code for Assessment

A- Application I - Interview R - Reference

Person Specification



Skills and knowledge

| | ESSENTIAL | DESIRED | ASSESSMENT |
|--|-----------|---------|------------|
| Ability to communicate a vision and inspire others | ✓ | | A,R,I |
| Ability to build effective working relationships | ✓ | | A,R,I |

Personal qualities

| | | | |
|---|---|--|-------|
| Commitment to uphold the 7 principles of public life (the Nolan principles) at all times | ✓ | | A,R,I |
| A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school | ✓ | | A,R,I |
| Ability to work under pressure and prioritise effectively | ✓ | | A,R,I |
| Commitment to maintaining confidentiality at all times | ✓ | | A,R,I |
| Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position | ✓ | | A,R,I |

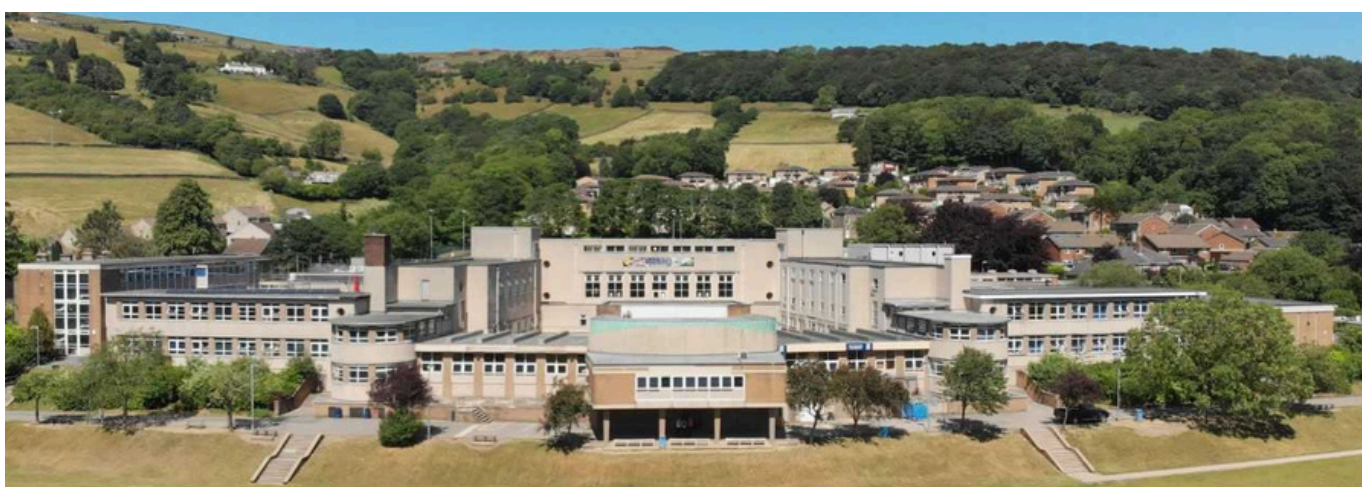
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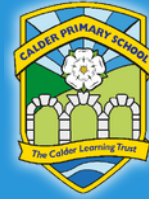
A- Application I - Interview R - Reference

Person Specification



This School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced Disclosure Baring Service check is required for all successful applicants.





Everybody, Everyday



We look forward to receiving your application

Please note if you are not invited for interview within 2 weeks of the closing date please assume you have been unsuccessful with your application.

The Calder Learning Trust
Brier Hey Lane
Mytholmroyd
Hebden Bridge
West Yorkshire
HX7 5QN

Tel: 01422 883213
Email for Applications: hr@calderlearningtrust.com
Website: www.calderlearningtrust.com

Facebook: The Calder Learning Trust
Twitter: @Calder_High @CalderPrimary