



Trinity All Saints C of E Primary School
COLLABORATIVE LEARNING TRUST



NURSERY NURSE/LUNCHTIME SUPERVISOR

INFORMATION FOR APPLICANTS

Nursery Nurse - NJC Grade C1 Scale Points 12-17

Lunchtime Supervisor - NJC Grade A1 Scale Point 2

32.5 Hours Per Week, Term Time Only

Actual Total Salary £20,935.18 - £22,591.82 Per Annum

Fixed Term Until 31st August 2027

Required ASAP



**COLLABORATIVE
LEARNING TRUST**

Working Together to Secure Success

NURSERY NURSE

Location:	Trinity All Saints C of E Primary School
Contract:	32.5 Hours per week, Term time Only Fixed Term Until 31 st August 2027
Closing Date:	Wednesday 3 rd December 2025 at 9am
Selection Day:	Tuesday 9 th December 2025

NURSERY NURSE

Thank you for your enquiry regarding this post.

Please look on the school's website [here](#) for more information about the school and for relevant policies e.g. Child Protection etc.

You will find in this booklet:

- Information about the post
- Information from the headteacher
- 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:

01274 564977

The closing date for applications is **9am on Wednesday 3rd December 2025**. Please note that it is our policy not to accept late applications. Shortlisting will commence immediately with interviews taking place **Tuesday 9th December 2025**.

Following the closing date, a recruitment panel will review the information provided and consider how well it matches the person specification. Shortlisted candidates will then be invited in for interview and references taken. On the interview day, a number of sessions may be organised which may include completing a data or written task, producing a presentation, meeting or working with students or, dependent on the role, a combination of the above. The results of these sessions will inform the panel in their decision to take candidates through to a formal interview.

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, sexual orientation, gender identity, race, religion or belief, marital status, age or disability.

All Collaborative Learning Trust schools 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 as soon as possible, an enthusiastic, committed and highly motivated Nursery Nurse.

Under the guidance of the EYFS teacher, the successful candidate will contribute to the promotion and development, and offer high quality experiences, for children (mostly aged 3-5 years).

This is a dual role and comes with a Lunchtime Supervisor duty, with the working pattern as follows;

Nursery Nurse – 08:30 – 12:00

Lunchtime Supervisor – 12:00 – 12:30, followed by a 30-minute unpaid break.

Nursery Nurse – 13:00 – 15:30

This is a term-time only, fixed term position up to 31st August 2027.

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'

INFORMATION FROM RACHEL TIMMS: HEADTEACHER TRINITY ALL SAINTS C of E PRIMARY SCHOOL.

Our Vision

'GROWING TOGETHER' IS OUR SCHOOL VISION; IT REMINDS US THAT WE MUST ALL WORK TOGETHER TO GROW INTO THE VERY BEST VERSIONS OF OURSELVES.

Dear Prospective Applicant,

Thank you for expressing an interest in working at Trinity All Saints Church of England Primary School. The school is situated in the heart of Bingley. We take pride in serving our community and fostering strong relationships within school in order to ensure our pupils grow into the very best versions of themselves.

We are excited to welcome individuals who are passionate about teaching and are eager to make a positive impact on the lives of our pupils. At Trinity All Saints, we believe that education is a transformative force that equips young people not only with academic knowledge, but with the skills, confidence, and values to thrive in an ever-changing world. Personal development is at the heart of everything we do, and this is demonstrated on a daily basis by our fantastic pupils who are a joy to work with.

As Headteacher, I am proud to lead a school where inclusivity is key. We are committed to providing a nurturing and stimulating environment where both students and staff can grow and succeed. We are looking for a dynamic, dedicated, and forward-thinking individual to join our teaching team. Whether you are an experienced teacher or a newly qualified educator, we provide a supportive environment where professional development is encouraged and where you can make a real difference.

In this job pack and on our website, you will find all the information you need about the role and our school. We encourage you to read through the details carefully and, if you feel that you would thrive in our school community, we would be delighted to receive your application.

I look forward to hearing from you and potentially welcoming you to the team here at Trinity All Saints.

Good Luck,
Rachel Timms

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: NURSERY NURSE

Name:	
Job Title:	Nursery Nurse
Salary Grade:	NJC Grade C1 Scale Points 12-17 Actual Salary £19,544.80 - £21,201.44 Per Annum
Contract Type:	30 Hours Per Week, Term Time Only Fixed Term Until 31st August 2027
Responsible To:	Headteacher

PURPOSE OF ROLE

To contribute to the promotion and development and offer high quality experiences for children (mostly aged 3-5 years). Staff will work with a variety of professional disciplines enthusiastically and put the child at the centre of their work.

Main Duties

1. Under the guidance of the EYFS teacher, plan and deliver sessions to Nursery and Reception aged children.
2. To support the EYFS teacher in providing a programme of activities suitable to the range of children.
3. At time to cover for the EYFS teacher.
4. To ensure that activities take into account the individual needs of each child.
5. To ensure that parents, carers and appropriate professional are welcomed, involved and regularly informed of each child's activities.
6. To ensure the safety and welfare of children within school.
7. To be aware of and support difference and ensure that pupils have equality access to opportunities to learn and develop.
8. To be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection; and report all concerns to an appropriate person.
9. To keep accurate records of children and support the assessment, recording and monitoring of children.
10. There may be a requirement, subject to appropriate training, to lift and carry children.
11. There may be a need, from time to time, to clean/wipe bodily fluids.

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 2025, 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.....

JOB DESCRIPTION: LUNCHTIME SUPERVISOR

Name:	
Job Title:	Lunchtime Supervisor
Salary Grade:	NJC Grade A1 Scale Point 2 Actual salary £1,390.38 Per Annum
Contract Type:	2.5 Hours Per Week Term Time Only – Fixed Term Until 31st August 2027
Responsible to:	Headteacher

PURPOSE OF THE JOB

A midday supervisor will be part of a team that is responsible for supervising pupils and the school's premises during the midday break to ensure that the break runs effectively and that the safety and welfare of pupils is maintained.

MAIN DUTIES

1. To supervise pupils in in the lunch area, playground and classrooms (for wet play).
2. To encourage pupils to eat their lunch and monitor those who don't, reporting any concerns to the class teacher.
3. To monitor pupils that aren't engaging in play and feedback any concerns to class teachers.
4. To set up and put away the tables, chairs and other equipment needed for eating in the lunch area.
5. To manage pupils' entrance and exit from the lunch area in an orderly manner.
6. To clean up food and water Spillages.
7. To observe pupils and the environment and take action to minimise any identified health and safety risks.
8. To deliver first aid to respond to minor incidents and refer any major incidents to a qualified first aider.
9. To record details of incidents in line with the school's reporting procedures.
10. To be aware of and support pupils with medical/dietary needs.
11. To promote the school's policy around healthy eating to pupils.
12. To feedback concerns relating to pupils' health and safety to a senior member of staff.
13. To organise play activities to encourage pupils to play and make use of play equipment.

14. To offer educational instruction where needed to help pupils to share play equipment.
15. To help to resolve issues between pupils during play activities.
16. To make sure pupils remain on the school premises during the midday break.
17. To look out for any unidentified visitors approaching the school and follow the school's procedures for approaching/reporting individuals.
18. To be aware of, and comply with, policies and procedures relating to child protection, health, safety and security, confidentiality and data protection - reporting all concerns to an appropriate person.
19. To be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop.
20. To contribute to the overall ethos/work/aims of the school.
21. To appreciate and support the role of other professionals.
22. To attend and participate in relevant meetings as required.
23. To participate in training and other learning activities and performance development as required.
24. To accompany teaching staff and pupils on visits, trips and out of school activities as required and take responsibility for a group under the supervision of the teacher.

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

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Signed

Date.....

PERSON SPECIFICATION– NURSERY NURSE

Title of Post		NURSERY NURSE	
Specification Prepared By		HR Assistant	
Date		Sept 2025	
Qualifications		Essential/ Desirable (E/D)	How identified
1.	English & Mathematics GCSE Grade A*-C or equivalent	E	Application and Selection process
2.	Recognised child care qualification equivalent to NVQ Level 3	E	
Experience and Professional Development		Essential/ Desirable (E/D)	How identified
1.	Understanding of the Foundation stage learning goals	E	Application and Selection process
2.	Experience of providing high quality care to young children	E	
3.	Ability to evidence progress of learning	E	
4.	Ability to work on own initiative and as part of a team	E	
5.	Experience of delivering the Little Wandle phonics programme	D	
Knowledge		Essential/ Desirable (E/D)	How identified
1.	Will possess in-depth knowledge and understanding of all policies, procedures and regulations relevant to the role, including child protection	E	Application and Selection process
2.	Will possess the ability to relate well to children and adults	E	

3.	The ability to develop and follow plans of work and teacher directed learning programs	E	
4.	Good understanding of the importance of culture and ethos and how this impacts on morale, high expectation and high Standards	E	
5.	Good understanding of effective procedures for managing and promoting positive behaviour among students	E	
6.	Clear understanding of data analysis and the important impact this can have on achievement and attainment	E	
7.	Good understanding of the role of parents/carers and the community in school improvement and how this can be practised and developed	E	
Skills and Abilities		Essential/ Desirable (E/D)	How identified
1.	Ability to effectively teach and support primary school children	E	Application and Selection process
2.	Ability to promote the school's aims positively	E	
3.	Ability to develop and sustain good working relationships with colleagues, making an effective contribution to high morale	E	
4.	Ability to establish and develop close working relationships with parents, governors and the community	E	
5.	Ability to communicate effectively (both orally and in writing) to a variety of audiences	E	
6.	Ability to create a happy, challenging and effective learning environment	E	
7.	Ability and keenness to promote the school's positive culture and ethos	E	
8.	Good organisational skills	E	
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	
10.	Commitment to support the school's ethos, vision and values as a Church school	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	

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.

PERSON SPECIFICATION– LUNCHTIME SUPERVISOR

Title of Post		LUNCHTIME SUPERVISOR	
Specification Prepared By		HR Assistant	
Date		Jan 2025	
Qualifications		Essential/ Desirable (E/D)	How identified
1.	GCSE English and Maths at Grade A- C or equivalent e.g. Adult Literacy/Numeracy at Level 2	D	Application and Selection process
2.	First Aid qualification	D	
3.	Childcare qualification	D	
Experience and Professional Development		Essential/ Desirable (E/D)	How identified
1.	Experience of working in a team situation.	E	Application and Selection process
2.	Experience of working with or caring for children of relevant age.	D	
3.	Experience of working in a primary school	D	
Knowledge		Essential/ Desirable (E/D)	How identified
1.	Understanding of child development and learning	D	Application and Selection process
Skills and Abilities		Essential/ Desirable (E/D)	How identified
1.	Good communication and problem solving.	E	Application and Selection process
2.	Basic IT skills.	E	
3.	Ability to work constructively as part of a team.	E	

4.	Ability to remain calm under pressure.	E	
5.	Demonstrate good co-operative, interpersonal and effective listening skills.	E	
6.	Maintain confidentiality in matters relating to the school, its pupils, parents or carers.	E	
Personal Attributes		Essential/ Desirable (E/D)	How identified
1.	Commitment to inclusion, meeting the needs of all children, including the vulnerable, those with special needs/disabilities and potential high achievers	E	Application and Selection process
2.	A commitment to continued professional development	E	
3.	Professional demeanor and appearance with the ability to maintain confidentiality	E	
4.	Commitment to upholding the school's aims, procedures and policies	E	
5.	Boundless enthusiasm, determination and drive to inspire others to achieve high standards	E	
6.	An appetite and stamina for challenging work.	E	
7.	A personable nature to build effective relationships with parents and members of the school community.	E	
8.	Commitment to inclusion, meeting the needs of all children, including the vulnerable, those with special needs/disabilities and potential high achievers	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	E	Application and Selection process

	delivery of services to the students and community		
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 school	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 2:1. 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.



Trinity All Saints C of E Primary School
COLLABORATIVE LEARNING TRUST



01274 564977

office@trinity.bradford.sch.uk

www.trinityallsaintsbingley.org.uk

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Bingley

BD16 2PP

A PROUD PART OF



**COLLABORATIVE
LEARNING TRUST**

Working Together to Secure Success