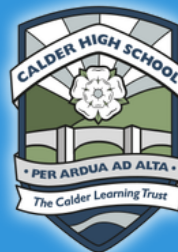


**NEW VACANCY**

The Calder Learning Trust  
Pennine Alliance Learning Trust



# Teacher of English (maternity cover)

Everybody, Everyday

Located within the beautiful Calder Valley, West Yorkshire

Start date: September 2026

Full time, fixed term

Grade: MPS/UPS, £32,916-£51,048

Care, Commitment, Courage



Completed applications should be returned to [hr@calderlearningtrust.com](mailto:hr@calderlearningtrust.com)

Closing date: 9:00am, Friday 15 May 2026

Interviews: week commencing 18 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



## Purpose of Role

This is a very exciting time to join The Calder Learning Trust. Having recently become a 4 - 16 All-Through school we are currently developing the estate and the curriculum to ensure that we continue to deliver the highest standards of education across all areas of the Trust. We have maintained the high standards that brought our 'good' judgement across all areas of the school and kept our outcomes in the top 20% of schools nationally and the top 10% schools locally.

We are seeking to appoint a dedicated, well-qualified and committed Teacher of English, to drive developments in teaching and learning and work with the team to raise attainment in English across different Key Stages. The role will continue our work to improve both provision and outcomes across the English faculty.

This is a fantastic opportunity for a teacher starting their career in English teaching or someone to gain more experience in a different setting. The Calder Learning Trust is a wonderful place to work, set in the fabulous countryside of the Calder Valley, but within commutable distance of Leeds and Manchester. We have a diverse student population who are friendly, creative and articulate. We strive to be a Trust that truly provides opportunities for 'Everybody, Everyday'.

Staff at the Trust benefit from a culture which pays real attention to staff wellbeing and workload and provides many opportunities for continuous professional development through coaching, drawing on evidenced based research to make improvement to teaching, learning and the curriculum.

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.

If you are not invited for interview within two weeks of the closing date please assume you have been unsuccessful with your application.

**Reporting to:** Head of Faculty - English

**Responsible for:** Specific tasks relating to the provision of a full learning experience and support for students across the Key Stages

**Liaising with:** Head/Deputies/Assistant Heads, Head of Year, teaching/support staff, LA representatives, external agencies and parents



## Purpose

- To consistently deliver good outstanding lessons to students across the Key Stages
- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.
- To monitor and support the overall progress and development of students as a teacher and a Form Tutor
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- To contribute to raising standards of student attainment.
- To share and support the Trust's responsibility to provide and monitor opportunities for personal and academic growth.

## Operational/ Strategic Planning

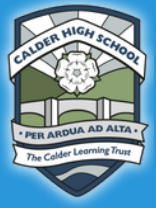
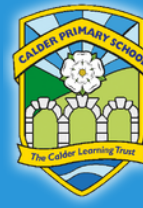
- To assist in the development of appropriate schemes of work, resources, marking policies and teaching strategies in the Curriculum Area and Faculty.
- To contribute to the Faculty Improvement Plan and its implementation.
- To plan, prepare, deliver and evaluate sequences of learning for students under the post holder's remit.
- To contribute to the whole Trust's planning activities.

## Curriculum Development

- To assist the Head of Faculty and colleagues within the Faculty to ensure that the curriculum area provides a range of teaching which complements the Trust's strategic objectives
- To assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of students, examining and awarding bodies and the Trust's Mission, Values and Strategic Objectives.

## Staff Development / Deployment

- To take part in the Trust's programme of Continuing Professional Development by participating in training and professional development.
- To continue personal development in the relevant areas including subject knowledge and teaching methods.
- To engage actively in the Performance Management Review process.
- To fulfil the requirements of the Teacher Standards, September 2013.
- To ensure the effective deployment of classroom support assistants
- To work as a member of a designated team and to contribute positively to effective working relations within the Trust.



## Management Information

- To maintain appropriate records and to provide relevant accurate and up-to-date information for management information systems, registers, etc.
- To complete the relevant documentation to assist in the tracking of students.
- To track student progress and use information to inform teaching and learning.

## Marketing and Liaison

- To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings, Review Days, Parents as Partners and events with partner schools
- To contribute to the development of effective subject links with external agencies

## Communications

- To communicate effectively with the parents of students as appropriate
- Where appropriate, to communicate and co-operate with persons or bodies outside the school
- To follow agreed policies for communications in the school

## Management of Resources

- To contribute to the process of ordering and allocation of equipment and materials
- To assist the Head of Faculty to identify resource needs and to contribute to the efficient/effective use of physical resources
- To cooperate with other staff to ensure a sharing and effective usages of resources to the benefit of the school, faculty and the students



# Job Description



## Pastoral System

- To be a Tutor to an assigned group of students and fulfil all duties expected.
- To promote the general progress and well-being of individual students and to ensure the implementation of the Trust's Pastoral System.
- To evaluate and monitor the progress of students in form and keep up-to-date student records as may be required.
- To contribute to the preparation of Action Plans, progress files and other reports.
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
- To communicate as appropriate with the parents of students and with persons or bodies outside the Trust concerned with the welfare of individual students, after consultation with the appropriate staff
- To contribute to PSHCE and citizenship and enterprise delivery according to the Trust's policy
- To apply the Trust's Behaviour Management systems so that effective learning can take place.



## Teaching

- To teach, students according to their educational needs, including the setting and marking of work to be carried out by the student in Trust and elsewhere.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure that ICT, Literacy, Numeracy are reflected in the teaching/learning experience of students
- To undertake a designated programme of teaching.
- To ensure a high-quality learning experience for students which meet internal and external quality standards
- To prepare and update subject materials.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus
- To maintain discipline in accordance with the Trust's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To undertake assessment of students as requested by external examination bodies, departmental and Trust procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.

# Job Description

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## Other Specific Duties

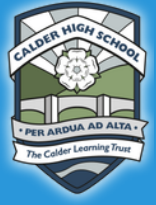
- To play a full part in the life of the Trust community, to support its distinctive mission and values and to encourage staff and students to follow this example.
- To support the Trust in meeting its legal requirements for worship.
- To promote actively the Trust's corporate policies.
- To continue personal development as agreed.
- To comply with the Trust's Health and safety policy and undertake risk assessments as appropriate.
- To undertake any other duty as specified by STPCB not mentioned in the above.
- To act as a positive role model to students in terms of standards, behaviour etc.



Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.



# Staff Benefits



## 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 and we are part of the Calderdale Cycle to Work Scheme.
- **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 CPD

	ESSENTIAL	DESIRED	ASSESSMENT
Qualified teacher status	✓		A,I
Qualified graduate teacher (English).	✓		A,I
Knowledge of current educational developments, English in particular.	✓		A,I
Understanding of strategies for raising attainment	✓		A,I
Evidence of staff training, relevant professional development	✓		A,I

## Experience

Experience of teaching English at Key Stage 3 and Key Stage 4	✓		A,R,I
Up-to-date knowledge of the English Curriculum and national developments of policy and practice	✓		A,R,I
Evidence of contribution to trust life beyond the formal curriculum	✓		A,R,I
Willingness to learn, develop and contribute to quality teaching and learning for self, faculty and whole trust	✓		A,R,I
Ability to produce high quality learning and teaching materials and demonstrate innovation in terms of delivery	✓		A,R,I
An understanding of pastoral needs of students	✓		A,R,I
Commitment to develop professionally	✓		A,R,I

### Code for Assessment

A- Application I - Interview R - Reference

# Person Specification



## Skills and Attributes

	ESSENTIAL	DESIRED	ASSESSMENT
Outstanding teaching skills	✓		A,R,I
Good organisational, interpersonal and communication skills, including:	✓		A,R,I
Ability to negotiate and handle difficult situations sensitively and decisively	✓		A,R,I
Ability to present a good personal presence and provide a positive role model for students	✓		A,R,I
Ability to analyse student performance, identify priorities and to set targets and /or intervention strategies	✓		A,R,I
Ability to integrate new learning and teaching approaches into the curriculum	✓		A,R,I
Commitment to support learning through extra curricular activities	✓		A,R,I

## Personal Attributes/Disposition/Attitude

Understand, uphold and put into practice the requirement to safeguard and promote the welfare of children in day-to-day dealings with them.	✓		A,R,I
Commitment and enthusiasm of the subject and the Trust	✓		A,R,I
Openness and willingness to learn	✓		A,R,I
Ambition for self, for students and for The Calder Learning Trust.	✓		A,R,I
A professional disposition including the values of care, commitment and courage.	✓		A,R,I
A positive role model for staff and students through professional expertise	✓		A,R,I
A commitment to equal opportunities in respect of race and gender	✓		A,R,I

### Code for Assessment

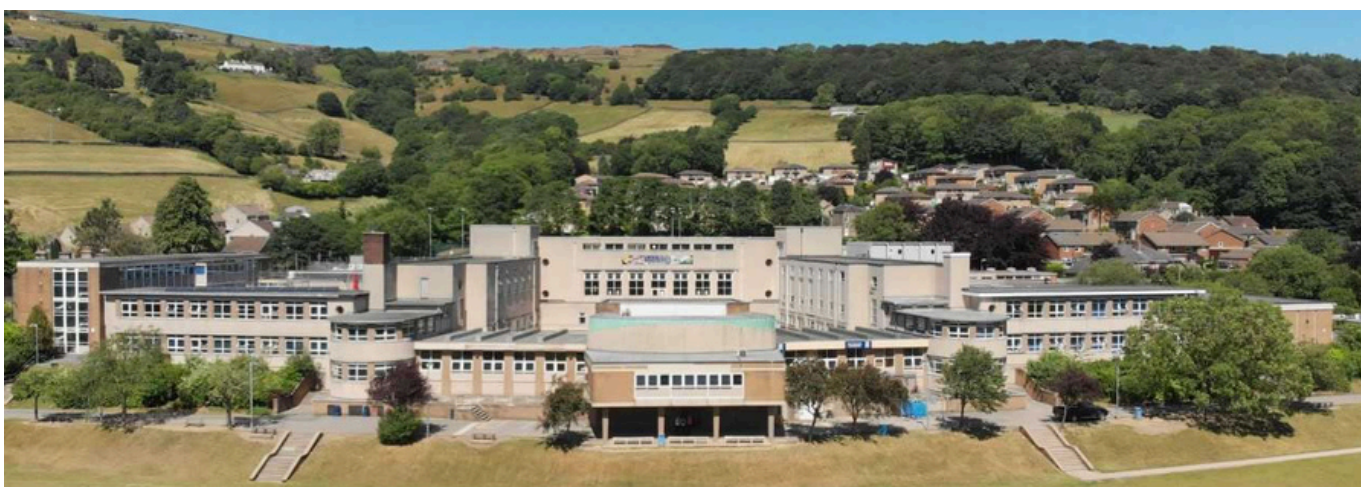
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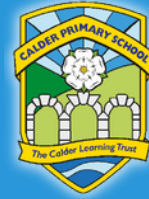
# Person Specification

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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

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**Email for Applications: [hr@calderlearningtrust.com](mailto:hr@calderlearningtrust.com)**  
**Website: [www.calderlearningtrust.com](http://www.calderlearningtrust.com)**

**Facebook: The Calder Learning Trust**  
**Twitter: @Calder\_High @CalderPrimary**