Linaker Primary School

CLASSROOM TEACHER (MATERNITY COVER)

BELONGING

PEOPLE CENTRED

INDIVIDUALITY

TOGETHERNESS

TRANSFORMATIONAL

Dear Applicant,

Thank you for taking the time to explore this opportunity with us at Endeavour Learning Trust.

Finding the right place to work means discovering somewhere you feel you truly belong. As you read through this pack, I hope you get a sense of what makes our Trust special: a community of people who care deeply about one another, about the children and families we serve, and about doing this work in a way that feels human, respectful, and full of purpose.

At Endeavour, we are proud of the diversity across our schools. We want people to feel they belong here and to bring their whole selves to work, with all their individuality, experience, and perspective. We believe that approach strengthens us as a Trust and enriches the lives of our children and young people.

We are a growing family of schools across the North West. Each school has its own identity and context, and that matters to us. What connects us is a shared commitment to inclusion, kindness, and ambition for every child. We believe deeply that education should recognise each child as an individual. Every child matters, every colleague matters, and every school matters.

Collaboration sits at the heart of how we work, but it is grounded in trust and respect rather than uniformity. It is about supporting one another, learning together, and knowing you are part of something bigger. Just as importantly, we place real emphasis on looking after our people. We want every colleague to feel supported, trusted, and able to grow both professionally and personally.

If you are someone who wants to make a difference, values community, and is looking for a place where you can be yourself and continue to grow, I hope you will feel at home here.

Thank you again for your interest in joining us. We look forward to receiving your application.

Warmest regards,



Endeavour Learning Trust's Mission and Values

We will serve our communities to ensure that every child realises their potential

We pledge that our schools will be transformational places of academic excellence that offer a true richness of experience, providing all children with the same opportunities to flourish and develop their unique skills, qualities and talents.

We will work collaboratively with our colleagues, parents and carers and our partners to remove any barriers that place limitations on our children, creating schools that are happy and harmonious places at the centre of their community.

Our Values

Individuality

We are firmly committed to recognising, celebrating and investing in the individuality of all of our children and young people, each of our colleagues and the distinct ethos and identity of each of our schools, whilst remaining united by our core values. We don't believe in a "one size fits all" approach, and will adapt our provision to meet individual needs.

People centred

Our work is driven by our responsibility to every individual within our Trust community. Every person deserves to be treated with respect, dignity and kindness. We demonstrate empathy and humility in our approach, ensuring that our Trust provides an environment where every individual feels confident to be their true authentic self.

Belonging

Equity of opportunity is central to our practice and we will be relentless in our endeavour to identify and remove barriers that prevent full inclusion. Our culture extends beyond tolerance to one where difference is embraced and every individual is valued and celebrated for their unique contribution to our community. Every individual is a full member in our community.

Transformation

We believe in the promise of each individual across the Trust and will ensure we inspire, support and challenge in proportionate measure, so that we all thrive and are able to achieve our own individual successes. We are bold in our approach, stretching perceived boundaries, to go further for our children, colleagues and communities. We continually develop our approach to respond to changes in the communities we operate within to support every child, colleague and partners to realise their potential.

Togetherness

We are a proud family of schools bonded by our Trust vision, priorities and values. We work as one team in school, across our Trust and with our wider partners for the benefit of the communities we serve. Our collaborative approach inspires us to be bold and brings us together in ways that help us to make a difference. We are better together.

LINAKER PRIMARY SCHOOL

ENDEAVOUR LEARNING TRUST

CHURCHTOWN PRIMARY SCHOOL

NORTHBROOK PRIMARY ACADEMY

WOODLEA JUNIOR SCHOOL

BURSCOUGH PRIORY ACADEMY

ORMSKIRK SCHOOL

WELLFIELD ACADEMY

BRINDLE GREGSON LANE PRIMARY

STRIKE LANE PRIMARY SCHOOL

HAWES SIDE ACADEMY

TARLETON ACADEMY

Our Employee Offer



Health & Wellbeing services that offer private Counselling, Physiotherapy, GP services & more.



Free membership with Vivup, offering Employee Benefits, Lifestyle Savings & a Cycle to Work Scheme



Enhanced family leave benefits & pay, to offer you support at life's most important moments



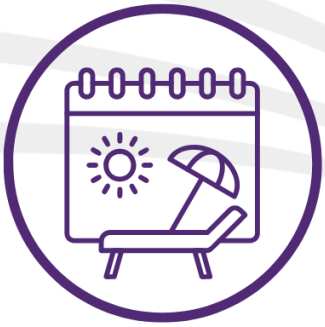
Automatic pay progression for all colleagues in line with their grading structure



An excellent CPD Offer for all colleagues to truly support each stage of your professional development



An excellent Learning Management System & flexibility around your CPD, to allow you to learn at your own pace



Term time only contracts OR 26 days annual leave PLUS bank holidays. rising to 32 days after 5 years service



Honouring continuous service with other local authorities & Multi Academy Trusts



We remain in the Teachers Pension Scheme and Local Government Pension Scheme

Dear Applicant,

Thank you for your interest in the position of Classroom Teacher at Linaker Primary School.

We are delighted to send you the enclosed information about our school.

Linaker Primary School is part of Endeavour Learning Trust and has thrived as part of a successful family of schools. Our children are hardworking, enthusiastic and keen to work with their teachers and support staff to get the very best out of each and every day at school.

Our school is a happy school; we work together for the good of the team and we are a team where everyone is valued as an individual. In our school we have high expectations but also a pragmatic emphasis on challenge and support. This counts for students and staff, teaching and non-teaching, everyone wants the best for everyone else.

In our team, our staff are committed to improving the experience of our children with a genuine desire to help them become the best person they can be. They are wholly optimistic and driven towards making the school the very best it can be. Underpinning all we do is a commitment to developing the children in our school to become kind, well rounded and confident learners. We want to develop young people who believe in, and have the skills, to realise their own worth and potential.

The Trustees and our Local Academy Council are extremely proud of the school's journey and successes to date. We are committed to promoting an ethos and culture of high aspiration and celebration, whilst providing a friendly and inclusive environment underpinned by a pastoral care system that values every member of the school community.

If this sounds like the school for you, please read on!

Yours faithfully,

Mr M Cunniffe
Headteacher

Classroom Teacher
Full time, Fixed term (maternity cover)
MPR1 - UPR3
£34,069 - £52,835 per annum

An exciting opportunity has arisen for a motivated, enthusiastic and committed Classroom Teacher to join the dedicated and supportive team at **Linaker Primary School** on a **fixed-term maternity cover contract**. We are seeking an inspiring teacher who is passionate about helping every child achieve their full potential and who shares our commitment to providing an outstanding educational experience for all pupils.

At Linaker Primary School, we are proud of our inclusive, caring and ambitious school community. We are committed to creating a learning environment where children feel safe, valued and encouraged to develop both academically and personally. Through high expectations, strong relationships and a shared vision for excellence, we strive to ensure that every pupil is equipped with the skills, confidence and resilience they need to succeed.

We are looking for a talented and reflective practitioner who can deliver high-quality teaching and learning, inspire a love of learning and support pupils to make excellent progress throughout this maternity cover period. The successful candidate will demonstrate a strong commitment to inclusion, have high aspirations for all children and be keen to contribute positively to the wider life of the school. We welcome applications from individuals who enjoy working collaboratively, are open to continuous professional development and are eager to make a positive impact from the outset.

In return, we offer a welcoming and supportive working environment where staff wellbeing and professional growth are valued. You will work alongside a committed team of colleagues who support one another, share good practice and are dedicated to achieving the very best outcomes for our pupils. Whether you are looking to broaden your experience, develop your skills or make an immediate difference within a thriving school community, this role offers a fantastic opportunity to do so.

This is an excellent opportunity to join Linaker Primary School on a fixed-term basis and play a key role in supporting the continued success and development of our pupils.

If you are an enthusiastic and dedicated teacher who is committed to inspiring young minds and helping every child succeed, we would be delighted to hear from you.

HOW TO APPLY

To apply, please complete our online application form and include a personal statement to support your application and outline the relevant skills and experience you can bring to Endeavour Learning Trust.

Applications should be submitted by 9am on Thursday 5th November 2026.

Interviews are to be held on W/C 9th November 2026.

If you require any further information please contact our Operations Manager, Lana via L.Smailiukaite@linaker.org.uk

SAFEGUARDING

Endeavour Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment and individually take responsibility for doing so.

Please note that in line with Keeping Children Safe in Education, an online search will be carried out as part of our due diligence on shortlisted candidates.

JOB DESCRIPTION

- To plan, develop and deliver high quality lessons and schemes of work, using a variety of approaches, to continually enhance teaching and learning and to maximise individual progress for pupils
- To maintain and build upon the relevant standards achieved in the award for QTS (Primary) as set out by the Secretary of State
- To support the Senior Leadership Team (SLT) in providing effective leadership and management and to contribute to building and maintaining an effective teaching team which continually strives to enhance the quality of teaching and learning
- To contribute as appropriate to a personalised learning agenda to meet the needs of individual pupils
- To contribute to the school's delivery of engaging and effective teaching and learning strategies
- To consistently apply the school's Behaviour and Rewards Policy.
- To support in leadership of a curriculum area

TEACHING & LEARNING

- Manage pupil learning through effective teaching in accordance with the school's schemes of work and policies.
- Ensure continuity, progression and cohesiveness in all teaching.
- Use a variety of methods and approaches, including differentiation to ensure stretch and challenge for all pupils and to meet curricular objectives and to ensure equal opportunity for all pupils.
- Set assessments and homework regularly in accordance with the School policies and guidelines, to consolidate and extend learning and encourage pupils to take responsibility for their own learning.
- Work with SEND staff and pastoral support staff (including prior discussion and joint planning) in order to benefit from their specialist knowledge and to maximise their effectiveness within lessons.
- Work effectively as a member of the team to improve the quality of teaching and learning.
- Set high expectations for all pupils, particularly Pupil Premium pupils, to deepen their knowledge and understanding, to raise aspirations and to maximise their individual achievement.
- To plan and execute appropriate intervention strategies within the classroom to address potential underachievement and log as appropriate
- Use positive management of behaviour in an environment of mutual respect which allows pupils to feel safe and secure and promotes their self-esteem.
- Inspire creativity, independence and critical thinking
- Contribute towards social cohesion

SCHOOL DEVELOPMENT

- To contribute to the development of planning which includes a range of teaching and learning methods and activities providing a rich experience for all pupils, and incorporating a variety of assessment methods at key points to enable accurate judgements to be made on pupil progress within the Assessment for Learning Agenda.
- To fully engage with whole school initiatives for collaborative planning and moderation.
- To share in the development of the classroom and intervention strategies for pupils' literacy, numeracy and spiritual, moral, social and cultural development.

MONITORING, ASSESSMENT, RECORDING, REPORTING & ACCOUNTABILITY

- Be immediately responsible for the processes of identification, assessment, recording and reporting for the pupils in their class.
- Contribute towards the implementation of 'Teaching and Learning Plans" as detailed in the current Code of Practice and school policies particularly the planning and recording of appropriate actions and outcomes related to set targets and suggested strategies.

- Assess pupils' work systematically and use the results to inform future planning, teaching, moderation and curricular development and to refine accurate predictions of pupil outcomes.
- Keep up to date with data on pupil progress and use it effectively in planning and preparation.
- Be familiar with statutory assessment and reporting procedures, prepare and present informative, helpful and accurate reports as required.
- Keep an accurate register of pupils for each session. Unexplained absences or patterns of absence should be reported immediately in accordance with the School policy.

PROFESSIONAL DEVELOPMENT & STANDARDS

- Be a role model to pupils through appropriate personal presentation and professional conduct as in the Guidance for Safer Working Practice for Adults who work with Children and Young People in Education Settings and the school policy and procedures.
- Be familiar with and supportive of all the School's policies and procedures including Safeguarding and Health.
- Establish effective working relationships with professional colleagues.
- Maintain a working knowledge and understanding of teachers' professional duties as set out in the current School Teachers' Pay and Conditions document, and teachers' legal liabilities and responsibilities relating to all current legislation, including the role of the education service in protecting children.
- Liaise effectively with parent/carers and with other agencies with responsibility for pupils' education and welfare as directed by the School.
- Be aware of the role of the Trust Board and Local Academy Council of the Academy and support them in performing their duties.
- Be familiar with and implement the relevant requirements of the current SEND Code of Practice, DDA and Access to Work.
- Consider the needs of all pupils within lessons (and implement specialist advice) especially those who:
  - ✓ have SEND
  - ✓ are disadvantaged (including PP, FSM, CLA, Forces Children and EAL)
  - ✓ are Able, Gifted and Talented
  - ✓ are mobile pupils

COMMUNICATION

- Meet regularly and work with the Key Stage Leader (and line manager if different) for professional support and to develop effective Key Stage management
- Liaise with other subject leaders in order to utilise effective practice from across the curriculum.

HEALTH & SAFETY

- Be aware of Basic First Aid procedures.
- Be aware of the responsibility for personal Health, Safety and Welfare and that of others who may be affected by your actions or inactions.
- Co-operate with the employer on all issues to do with Health, Safety & Welfare and fire procedures.
- Work to the school's policies.

SAFEGUARDING

- To be responsible for promoting and safeguarding the welfare of children and young persons with whom the post-holder comes into contact with, or is responsible for in line with School Policies.

Person Specification

Personal Attributes required (on the basis of the job description)	Essential (E) or Desirable (D)	App Form	Interview	Observation
Education and Training				
Qualified Teacher Status	E	☒		
To have trained, or are being trained for the appropriate age group.	E	☒		
Experience				
Successful teaching practice/experience with more than one year group	E	☒	☒	
Experience of teaching at different key stages	D	☒	☒	
Skills and Abilities				
Good oral and written communication skills	E	☒	☒	☒
The ability to create a rich and safe learning environment for all pupils by establishing high expectations and promoting purposeful learning	E	☒	☒	☒
Implementing effective classroom management and organisation	E	☒	☒	☒
Assessing the needs of individual pupils and accurately recording and reporting their progress	E	☒	☒	☒
Good planning based on the Foundation Stage or National Curriculum, schemes of work, and information from the assessment of pupils' learning needs	E	☒	☒	☒
Other subject specialism	D	☒		
Knowledge and Understanding				
Demonstrate a clear understanding of the primary curriculum	E	☒	☒	☒
Experience of teaching within key stage one or two using the new national curriculum	E	☒	☒	
National Curriculum requirements and national strategies to raise achievement	E	☒	☒	
Knowledge of current developments with regard to the primary curriculum	E	☒	☒	
Knowledge of theory and practice of effective teaching and learning	E	☒	☒	
An understanding of the process of learning		☒	☒	

An understanding of continuity and progression in learning	E	☒	☒	☒
Personal Qualities				
Ability to relate well to children and adults	E		☒	☒
Ability to lead and influence others	E	☒	☒	
A good attendance and punctuality record	E	☒	☒	
A commitment to CPD	E	☒	☒	
Ability to work as both part of a team and independently	E	☒	☒	
Committed to contributing to the wider school and its community	E	☒	☒	