



Watergrove Trust

Providing more

Classroom Teacher

Closing date - Tuesday 20 October 2026
Interview Date - Thursday 22 October 2026

Sandbrook Community Primary School, Hartley Ln, Rochdale,
OL11 2LR

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Advertisement & Application Details

Classroom Teacher

Salary: MPS / UPS

Hours: Full time (as per STP & C)

About this role

Sandbrook Community Primary School is seeking to appoint a forward-thinking Classroom Teacher to join our team and play a central role in shaping the future of our school.

This is a pivotal and rewarding position for a dedicated and enthusiastic teacher who combines strong knowledge with a commitment to nurturing every child's potential. The successful candidate will work alongside colleagues and the Senior Leadership Team to deliver high-quality learning, promote high standards of achievement, and foster an inclusive, supportive classroom environment

- Plan, prepare, and deliver engaging, high-quality lessons across the primary curriculum to meet the needs of all learners.
- Maintain a safe, positive, and structured classroom environment that promotes excellent behavior and active learning.
- Regularly assess, record, and report on pupils' progress and attainment to guide future learning and individual support.
- Work collaboratively with colleagues, support staff, and the Senior Leadership Team to contribute to whole-school improvement.
- Build strong, positive partnerships with parents and carers to support pupils' educational and personal growth.
- Fulfil all professional standards and expectations as set out in the Teachers' Standards while upholding the school's core values of Respect, Honesty, and Love

Why join Sandbrook?

Sandbrook community is a warm, ambitious and inclusive primary school serving families in the Rochdale Borough. We are intentional about culture and about enabling our staff to flourish.

Our school principles guide all that we do:

- **The Motto:** *"A place for everyone to grow and achieve."*
- **Three Pillars:** The school's foundational principles are built upon three core values: **Respect, Honesty, and Love.**
- **Individual Focus:** Staff maintain high expectations for all children, intentionally treating each student as a unique individual to cultivate self-belief and long-term relationships.

Who are we looking for?

We are looking for a highly organised, forward-thinking professional who:

- Holds Qualified Teacher Status and has experience teaching across the primary curriculum.
- Demonstrates an exemplary standard of classroom practice that engages and inspires all learners.
- Is dedicated to raising standards, closing achievement gaps, and supporting the individual needs of every child.
- Communicates effectively and works collaboratively with colleagues, support staff, parents, and carers.
- Shares our school values and is deeply motivated to make a positive impact in the lives of children and families.

How to Apply

To apply, please complete our online application form using the person specification to help guide you to demonstrate how you meet the criteria for the post.

Application Deadline: Tuesday 20 October 2026

Interviews: Thursday 22 October 2026

Please be aware that if you are shortlisted for an interview that references (and online search checks) will be sought.

Watergrove Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointment to this post is subject to pre-employment clearances including enhanced Disclosure and Barring and Childcare Disqualification Check.

The Watergrove Trust values diversity in its workforce. We are committed to ensuring that no unlawful discrimination occurs in the recruitment and selection process on the grounds of age, sex, race, disability, sexual orientation, transgender, including those with non-binary identities, religion or belief or pregnancy and maternity.

Thank you in advance for your application. Please note we will only contact shortlisted candidates. If you haven't heard from us by the interview date please assume you have been unsuccessful.



Job Description: Classroom Teacher

Accountable to: Headteacher, Deputy Headteacher & Assistant Headteacher

Purpose & Objectives:

Under the reasonable direction of the Headteacher, carry out the professional duties of a school teacher as set out in the current School Teachers Pay and Conditions Document.

Teach in accordance with the ethos, organisation and policies of the school as a fully committed member of the teaching team and as detailed in the specific duties below

Safeguarding

Fulfil responsibilities and obligations in relation to the safeguarding of children.

To adhere to the Academy Trust rules and regulations relating to the use of IT, e-mail and intranet/internet access.

Health/Safety/Welfare

Responsibility for the safety and welfare of self, colleagues and students in accordance with the Health and Safety Policies of Watergrove Trust, and current legislation.

Relationships (not exhaustive)

Headteacher
Senior Leadership Team
Colleagues
Teaching Staff
Associate Staff
Students
Parents
Visitors
Contractors
Governors /Trustees

Values and Behaviours

Our mission is to be ever **“Providing more”** to the communities we serve, to enable life in all its fullness. Our Trust is enabled by a mutual interdependency within which we will always:

- Coach
- Challenge
- Innovate

Watergrove Trust has high expectations of its pupils and staff and we expect our employees to be aware of, and apply these values and behaviours at all times.

Responsibilities

The postholder must:

- Perform his/her duties in accordance with the Equal Opportunities Policy.
- Ensure that the Trust's commitment to public service orientation and care of our customers is provided.
- Be able to render regular and efficient service to undertake the duties of this post.

Principal Duties

Professional Duties

In each case having regard for the curriculum for the school:

- To take responsibility for a full time teaching commitment and to plan, monitor and evaluate the work being undertaken;
- To demonstrate an exemplary standard of classroom practice which meets the aims and objectives of the school;
- To provide a stimulating classroom environment and to display children's work to its best advantage;
- To promote the individual development of each child in the class, by assessing and responding appropriately to their work, by planning clear learning objectives which are delivered through appropriate learning activities;
- To identify and support children with special educational needs (children of high ability as well as those with learning, physical or behavioural), in accordance with school policy;
- To identify key gaps that pupils have and ensure teaching closes these gaps;
- To develop effective communication systems, with other members of staff, to keep informed of information relevant to classroom management, effective teaching and learning and whole-school development;
- To lead staff meetings when necessary and to share management responsibilities as directed by the Headteacher.

Pastoral

- To promote and foster the well-being, safety and all round development of the children;
- To provide guidance and advice to pupils on educational and social matters, including information about sources of more expert advice on specific questions;
- To establish appropriately high levels of expectation, including good standards of behaviour;
- To promote among the children self-discipline and respect for the environment;
- To make records of and reports on the personal and social needs of pupils;
- To communicate with and consult with the parents/carers of pupils;
- To communicate and cooperate with persons or bodies outside the school and to participate in meetings for any of the purposes described above

Assessments and Reports

- To provide or contribute to oral and written assessments, reports and references relating to individual pupils and groups of pupils in accordance with school policy.

Performance Management

- To participate in the arrangements for the appraisal of teaching staff each year.



Educational Methods

- To advise and co-operate with the Headteacher and other teachers on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment and pastoral arrangements.

Health & Safety

- To support the school's Health and Safety Policy;
- To safeguard pupils when they are on the school premises and when they are engaged in authorised school activities elsewhere.

Meetings

- To participate in meetings which relate to communication with parents and/or support agencies;
- To participate in meetings which relate to the school, its curriculum, administration or organisation including pastoral arrangements;
- To support school events and functions.

Administration

- To register attendance of pupils and supervise pupils, whether these duties are to be performed before, during or after school sessions.

Secondary Duties

1. Uphold the professional standards expected of every member of Trust staff in all dealings with colleagues, students, parents / carers and the wider community and adhere to the principles expressed in the aims of the Trust.
2. Work collaboratively across departments with colleagues and students to ensure the Academy and Trust operates as effectively as possible to achieve its aims. Develop collaborative working relationships with other managers and colleagues in the Trust.
3. To participate in programmes of training as a trainee and when required as a trainer facilitator. Actively contribute to the continued development of the Trust by attending training, participating in relevant meetings, and putting forward ideas for improvement. To demonstrate a commitment to self-review and professional development.
4. Be aware of and comply with policies and procedures relating to child protection, health and safety and security, confidentiality and data protection, reporting all concerns as appropriate.
5. Maintain designated databases/files in accordance with Trust policies for data governance, as appropriate for the role.
6. To support and participate in team working across the Trust, including working within other areas/schools as required in the light of operational needs of the Trust and to facilitate the career development of the post holder. Prepare and contribute to Trust wide development by sharing best practice and professional feedback.
7. To undertake duties as part of the team rota - To act as a team member and undertake general office duties as and when required to support the overall service delivery to the academies, students and families. Be a positive, collaborative team member.

8. To undertake such other duties and responsibilities of an equivalent nature commensurate with the level of responsibility that may be allocated periodically, as may be determined from time to time by the Headteacher (or nominated representative) in consultation with the postholder (and if he/she so wishes, with his/her Trade Union representative).

9. The postholder's duties must at all times be carried out in compliance with the Trust's Equal Opportunities Policy and other policies designed to protect employees or service users from harassment.

- a) Take reasonable care of the health and safety of self, other persons and resources whilst at work.
- b) Cooperate with management of the trust as far as is necessary to enable the responsibilities placed upon the trust under the Health and Safety at Work Act to be performed, e.g. operate safe working practices including both mental and physical wellbeing.
- c) It is the duty of the postholder not to act in a prejudicial or discriminatory manner towards employees. The postholder should also counteract such practice or behaviour by challenging or reporting it.

10. To attend and participate in meetings as required.

11. Play a full part in the life of the Academy community, supporting our ethos and values encouraging staff and students to follow this example.

12. Support the Academy and the Trust in meeting our legal requirements for worship.

13. Actively promote the Academy and Watergrove Trust corporate policies.

This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once each year as part of the performance management cycle and may be subject to modification or amendment at any time after consultation with the post holder.



Person Specification

Essential:

- Qualified Teacher Status and demonstrated suitability for working with children
- Evidence of commitment to own professional development
- Good standards for literacy and numeracy GCSE Grade C (4 or above) in Maths and English or equivalent
- Training and experience in at least one year group
- Proven high quality classroom teaching and classroom management across the curriculum
- High standards and high expectations of behaviour
- Proven track record of meeting challenging targets and raising standards
- Excellent knowledge of APP documentation and accurate levelling of children's work in core subjects
- Proven track record of using assessment to inform teaching
- Maintains good relationships with children, staff and parents
- Enthusiastic with a love of learning
- A caring and positive person
- Good communication skills – written and oral
- Well-organised and pays attention to detail
- Willingness to go the extra mile for our children
- Self motivated
- Commitment to working as part of a team
- Understanding of the importance of safeguarding/child protection when working in a school setting
- The ability to adapt practice to meet the needs of all learners
- Ability to use ICT to develop children's learning and in own planning
- Knowledge of KS1 - KS2 statutory assessment
- Excellent knowledge of and use of Assessment for Learning techniques.
- An understanding and proven commitment to all aspects of equal opportunities
- Enhanced DBS clearance
- Requirement to undertake First Aid Training and provide first aid cover as necessary
- There may be a requirement for you to work at any of our partnership schools as required
- From time to time you may be expected to work outside normal working hours to participate in duties that are otherwise not indicated in your job description.

What We Offer You

At Watergrove Trust, we take pride in supporting our workforce and creating an environment where staff thrive:

- Pension: Local Government Pension Scheme (LGPS) with attractive employer contribution rates (up to 21.4%).
- Healthcare Support: Access to SmartClinic occupational health services and wellbeing support.
- Cycle to Work Scheme: Tax-efficient transport options.
- Family Friendly: Generous approach to flexible working policies (#Happytotalkflex).
- Professional Development: Continuous access to funded training, certifications, and career progression across our multi-academy trust.

Safeguarding & Equal Opportunities

- Watergrove Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.
- Clearances: Appointment to this post is subject to an Enhanced Disclosure and Barring Service (DBS) check and satisfactory pre-employment references.
- Diversity: We value diversity and ensure that no candidate or employee receives less favourable treatment on the grounds of age, sex, race, disability, sexual orientation, religion, or belief.