



ASPIRE.  
BELIEVE.  
ACHIEVE.



CALDEW  
SCHOOL

WHERE EVERY STUDENT  
IS SUCCESSFUL TODAY  
AND PREPARED  
FOR TOMORROW.

POST AND APPLICANT INFORMATION.



CALDEW  
SCHOOL

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## Dear Applicant,

Thank you for your interest in joining Caldew School. I am delighted that you are considering becoming part of our team and I hope that this pack provides you with a sense of what our school is like and why it is a rewarding place to work.

At Caldew School, there is a shared commitment to provide excellence in education for all of our students and a belief that every child deserves the opportunity to succeed. Our ethos is that we strive not only for academic achievement but also to develop the whole child through personal development, extra-curricular experiences and support for wellbeing.

We believe that the quality of our staff is the cornerstone to success and we are dedicated to creating a supportive, inclusive, and aspirational environment for every member of our team. Whether you are just starting your career or looking for your next step, you will find that we are passionate about developing staff and supporting the development of the next generation of school leaders.

Our school is a community where everyone is valued. We are proud of our staff and students. We celebrate achievements together, support each other through challenges, and are constantly looking for ways to develop and improve.

As part of our commitment to staff wellbeing, we promote a healthy work-life balance, aiming to reduce unnecessary workload, offering practical support where needed and providing professional development for staff at all stages of their careers.

I encourage you to take a closer look at the information in this pack and on our website to learn more about our school, our values, and the opportunities that we provide. If you have any questions or would like to visit us, please do not hesitate to get in touch.

Thank you once again for considering joining us. I look forward to receiving your application and learning more about what you can bring to our school.

Kind regards,

Vicki Jackson

Headteacher



# WELCOME TO CALDEW SCHOOL.

At Caldew School, we are proud to be an inclusive school community where every child matters. Our simple yet ambitious shared vision is to be a school where every student is successful today and prepared for tomorrow.

We are committed to providing an education that enables every student to thrive, regardless of their starting point or ability. Our school is home to a diverse range of learners, from those needing additional support to the most academically able. Year on year, many of our students achieve strong exam results, reflecting the dedication of our staff and the ambition of our young people. However, there is still work to do so that everyone of our young people achieves their potential so that we realise the 'every student' aspect of our vision.

Our ethos is based in inclusion, ensuring every child feels valued, supported, and inspired to succeed. By having a culture of high expectations, we encourage all students to achieve their potential and equip them with the skills and confidence they need to be successful at school and beyond.



## OUR VISION AND VALUES.

Our vision to be where every student is successful today and prepared for tomorrow is brought to life through a set of core values that guide everything we do:

**HAPPY:** Create a positive environment where we can all enjoy school.

**ASPIRE:** Be ambitious and aim high to be the best you can be.

**SAFETY:** Make sure everyone is safe.

**COMMUNITY:** Be proud to be a member of our community where individuals matter and work together as a team.

**RESPECT:** Respect everyone's opinions, listening to others and by taking into account other people's feelings.

**TOLERANCE:** Be willing to accept the beliefs and ideas of others that are different to your own.

**RESILIENCE:** Keep trying, enjoy a challenge and don't give up.



# OUR COMMITMENT TO ACADEMIC ACHIEVEMENT.

At Caldew School, we recognise that academic success is the key to opening doors to future opportunities. That is why we provide a curriculum that is both challenging and accessible, tailored to meet the needs of all learners.

Our teaching staff deliver high-quality lessons that stretch and inspire, ensuring that every student is supported. For our more able students, we provide targeted opportunities to deepen their learning, foster intellectual curiosity, and prepare them for top university pathways or ambitious careers.

We are equally committed to ensuring that students who need additional support have access to the resources and interventions they need. This personalised approach provides the opportunity for all students, regardless of their ability, to succeed and leave our school, ready for the next stage of their lives.



“I started at Caldew School in 2013 as a Cover Supervisor, becoming Cover Manager during the Covid 19 Pandemic. As a result of the experience gained within both those roles, I felt able to complete a PGCE in Secondary English, an ambition since childhood. I would not have had the confidence to do that had it not been for the opportunities put my way as a member of support staff over those ten years. I am now thrilled to be back at Caldew School starting my career as an English ECT.” **Steve Garbett**



## SAFEGUARDING

## AT CALDEW SCHOOL.

At Caldew, the safety and wellbeing of our students is our highest priority. We are committed to providing a safe, supportive, and caring environment where every student feels safe and valued. Our safeguarding practices are designed to ensure students are kept safe from harm and that all members of the school community are equipped to identify, report, and address concerns effectively.

Safeguarding is everyone's responsibility. We take a whole-school approach ensuring all staff, governors, and volunteers are trained to recognise signs of abuse, neglect, and other forms of harm. This includes regular training, access to up-to-date policies, and clear procedures for reporting concerns.

We understand that safeguarding also includes the emotional and mental wellbeing of our students. Our pastoral care system is designed to support the wellbeing of every student, with staff offering guidance, support, and resources for students facing personal or emotional challenges.

We also teach students about personal safety, healthy relationships, and emotional resilience through the curriculum, ensuring they are equipped with the knowledge to protect themselves and others.



## OUR PARTNERSHIP WITH THE STORY GROUP

We are excited to be involved in an extraordinary partnership with the Story Group of companies, which has provided a transformative boost to the education of our students.

The Story Group of Companies has donated £1 million per year, for up to ten years, to enhance the achievement and aspirations of our students. This funding opens up opportunities that, in many cases, would be unavailable, allowing us to offer a wide range of educational experiences and support that will make a lasting difference to our students' futures.

This partnership is about more than just financial investment: it's about creating life-changing opportunities for our students. With the support of the Story Group of companies, we are able to offer our students access to first class enrichment programs, tailored academic support, and pathways to top universities and high-quality degree level apprenticeships. For our more able learners, this will ensure they are given the academic challenges, resources, and mentorship they need to realise their full potential, alongside opportunities in performing arts, sport, and leadership.



## BUILDING A STRONG,

## SUPPORTIVE COMMUNITY.

Our school community is built on collaboration, trust, and shared responsibility. We believe that a strong community provides the foundation for both academic success and personal growth.

We work closely with families, carers, and the local community to ensure that every student receives the support they need. Regular communication with parents, partnerships with local organisations, and opportunities for students to engage in community activities helps to reinforce the importance of being an active and responsible member of society.

At Caldew School, we are committed to creating an environment where everyone feels valued, respected, and included. Our ethos and strong sense of community ensures that every student has the opportunity to succeed and contribute to a positive and supportive school culture.



*"I not only teach at Caldew School but I'm also a Governor. I live in the Dalston Community and my children attended Caldew School. I am proud that one of the school's values is Community and that we work closely with families, local businesses and community groups to ensure students contribute to life in the Dalston Village and wider surrounding area."*

**Brendan McArdle**



## STAFF WELLBEING.

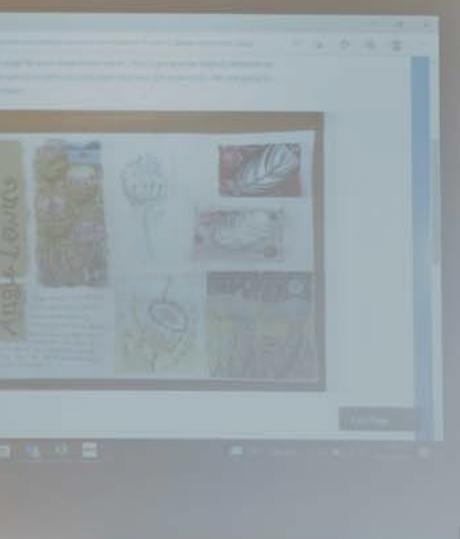
We recognise the importance of looking after our staff. Working in education can be rewarding, but challenging, and we take our responsibility to support your mental health and wellbeing seriously.

In addition to adopting the Department for Education's Staff Wellbeing Charter, the school employs a dedicated staff wellbeing co-ordinator who reports directly to the Deputy Head (Student & Staff Development & Guidance) and has a wellbeing committee who meet termly to discuss and review wellbeing issues and feed back to senior management. A confidential staff wellbeing survey takes place annually, which gives staff further opportunity to voice any concerns and make suggestions.

Further measures put in place to support staff wellbeing include subscription to an Employee Assistance Programme which provides a dedicated 24/7 helpline with free, confidential counselling, legal and financial advice. Trained Mental Health First aiders are available for a first point of contact within school, and email & communications guidance is in place to limit contact out of hours. The staff Code of Conduct prioritises working relationships, whilst staff wellbeing is at the forefront when planning meetings, data collection, CPD, and conducting staff appraisals.



“As staff wellbeing co-ordinator since 2019 I have seen first-hand how committed the leadership team and governors are to making sure that all staff feel supported and valued in school, and how seriously wellbeing issues are treated.” **Rachel Bell**



# PROFESSIONAL DEVELOPMENT.

We are committed to developing both our teaching and support staff at all stages of their careers. We offer a range of professional development opportunities including:

- Whole school training sessions linked to the school development plan, delivered by outside speakers
- Individual profession development needs identified at appraisal
- Subject-specific training sessions
- Instructional coaching sessions instead of lesson observations
- Self-directed CPD options instead of twilight sessions



"I joined Caldew School as a Newly Qualified Teacher of Design and Technology, and through the school's programme of continuous professional development and mentorship, I progressed from Assistant Head of Year to Head of Year. Shadowing the Senior Leadership Team as an Associate Headteacher gave me invaluable experience, preparing me for my roles as Assistant Headteacher and now Deputy Headteacher—a role I am incredibly proud of. Caldew School is committed to nurturing talent and providing pathways for aspiring leaders to thrive." **Paul Hammond**

## EARLY CAREERS

### FRAMEWORK TEACHERS.

We are committed to providing ECTs with the support they need to develop their skills so that they become effective teachers and manage the challenges that the job can sometimes have.

We do this by working with One Cumbria to deliver a comprehensive programme of in-school support and training supplemented by off site sessions. As an ECT you will have a reduced timetable, a subject mentor, regular coaching and training opportunities, such as observing colleagues. This programme is overseen by our Professional Mentor and Deputy Headteacher to ensure that ECTs get the support they need.

### FUTURE LEADERS.

We support the development of the next generation of school leaders through:

- Identification of career aspirations through appraisal and the identification of development opportunities
- Support for staff who are ready to complete NPQs
- Opportunities within the school to develop leadership skills. For example, an Associate Assistant Headteacher's post that is appointed on a fixed term contract to enable staff to gain experience of senior leadership

## ABOUT THE AREA.

Caldew School is located in the village of Dalston, just a few miles outside the city of Carlisle, Cumbria - known for its stunning natural beauty, rich heritage, and welcoming community.

Dalston is home to a range of local shops, cafés, and essential services and Carlisle is just a short drive away, offering cultural, social, and leisure opportunities. The area is steeped in history, with landmarks such as Carlisle Castle, Hadrian's Wall, and the Tullie House Museum offering a fascinating glimpse into the region's past.

Dalston is well connected by road, with easy access to Carlisle and beyond. The M6 motorway is just a short drive away, providing quick links to other major cities like Newcastle, Edinburgh, and Manchester. Dalston is served by a regular bus service to Carlisle, and the nearby train station provides direct routes to the city and surrounding areas.

Cumbria is known for its breath-taking landscapes which includes England's largest mountain and TWO World Heritage sites, The Lake District and Hadrian's Wall. Whether you enjoy hiking, cycling, water sports, or simply relaxing in a peaceful environment, the area offers endless opportunities for outdoor recreation. The low cost of living, compared to other, major cities, combined with the abundance of green spaces, makes Cumbria a lovely place to call home.





Photograph of Northern Fells taken by  
our Dof E Co-ordinator Mr Sharpe.

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RECRUITMENT INFORMATION 2025

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SCHOOL

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