



Recruitment Pack



Welcome to Applicants

Thank you for your interest in Middlestown Primary Academy. We hope that the information contained within this pack will help you decide if you have the right qualities, skills and experience to apply for our vacancy.

I have enormous pleasure in inviting you to consider joining Middlestown Primary Academy and becoming part of a team of staff committed to the pursuit of excellence.

We are keen to appoint individuals who have vision and creativity but above all else an unrelenting commitment to high expectations and inclusivity.

Middlestown Primary Academy is a community where children become confident, caring individuals with high aspirations, an enduring enthusiasm for learning and the necessary skills to succeed in life.

We believe that the child is the centre of everything we do and we have tried to create a broad, balanced and creative curriculum to ensure that children are engaged in their learning and above all, enjoy coming into school. We have enthusiastic, caring and professional staff who work hard to ensure this happens.

We believe that outstanding staff, not only teaching staff but support staff as well, are the key to our success. We see all staff as key members of our team. We are looking to appoint someone who recognises the importance of their contribution to our learning community.

I am extremely proud to lead Middlestown Primary Academy and to work alongside such a talented body of children and staff, who are fully committed to working as a team.

If you feel that you have the vision, drive and energy to support and contribute to the academy's further continued improvement, then we would be delighted to hear from you.

Yours sincerely,

Hannah Young
Executive Principal



About Place Partnership



1. Ossett Academy and Sixth Form College
2. South Ossett Infants Academy
3. Horbury Academy
4. Horbury Primary Academy
5. Middlestown Primary Academy
6. Wath Academy and Sixth Form

7. Sir Thomas Wharton Academy and The Sixth Form Partnership
8. Ravenfield Primary Academy
9. Maltby Redwood Academy
10. Maltby Manor Academy
11. Maltby Lilly Hall Academy
12. Maltby Academy and The Sixth Form Partnership

Place Partnership, established in 2026, comprises 12 academies, supporting children and young people from early years through to Post 16 across South and West Yorkshire. At the heart of our organisation is a commitment to building a culture where people feel valued, take pride in their place, and hold high expectations because everyone matters. We are dedicated to providing a high-quality education which ensures that every child is given the opportunity to achieve their full potential.

As an employer, we invest in our people through extensive professional learning and development opportunities, a comprehensive wellbeing offer, and a wide range of generous employee benefits.

Our Vision

People belong, place matters, purpose lasts.

Our Mission

We commit to building a culture where people feel valued, take pride in their place, and hold high expectations because everyone matters.



Our Values



Value Our People

We commit to building a culture where people feel valued, take pride in their place, and hold high expectations because everyone matters.



Take Pride in Our Place

We care for our communities and work in partnership, so that people feel connected, supported and part of something to be proud of.



Act with Enduring Purpose

We focus on what matters most, our young people, making decisions that stand the test of time.

Staff Benefits

We recognise that our people are our greatest strength. Creating an environment where every colleague feels valued, supported, and able to thrive is one of our core values.

As part of our commitment to staff wellbeing and professional growth, we offer a comprehensive suite of benefits designed to support you at every stage of your career:



Generous annual leave entitlement for full-time colleagues, rising with length of service.



A Corporate Paid Healthcare Cash Plan through Westfield Health, with the ability to claim money back for essential healthcare and access a GP 24/7 through Doctorline.



A competitive salary, incremental progression, and an enhanced pension scheme through either the Teachers' Pension Scheme or the Local Government Pension Scheme.



An extensive professional learning and development offer, with regular training and development tailored to your role, ambitions, and career stage.



Apprenticeship pathways which support colleagues to progress into new roles and qualifications while working.



Family friendly policies, including enhanced maternity, paternity, adoption, and parental leave.



A collaborative working culture, enabling you to learn from colleagues across the Trust and share best practice.



Staff recognition programmes celebrating excellence, dedication, and positive impact.



Supportive, inclusive environments where wellbeing and belonging are prioritised.

Access to Reward Gateway which offers:

- A SmartSpending App, allowing for instant savings on everyday high street brands, including supermarkets.
- Cashback schemes.
- Employee Assistance Programme with 24/7 confidential access to trained counsellors.
- Salary sacrifice schemes including Cycle2Work and SmartTech.
- A wellbeing centre, offering workout videos, healthy recipes, guided meditations, and articles focused on mental, emotional, financial, and physical health.



About Middlestown Primary Academy

- Middlestown Primary Academy is a mixed 3–11 primary academy. Established in 1928 and set within expansive grounds, our school is situated in the heart of Middlestown, a semi-rural village close to the city of Wakefield.
- We have a diverse curriculum, which is interwoven with our key learning attributes 'I CARE': I am Reflective, Collaborative, Ambitious, Resilient and Enthusiastic.
- Our pupils are at the centre of everything we do and we have created a broad, balanced and creative curriculum to ensure that children are engaged in their learning and above all enjoy coming to school.
- We have enthusiastic, caring and professional staff who work hard to ensure this happens.
- We have extensive outside play areas and grounds (including bespoke trim trail equipment added in 2024) which enrich our pupils' outdoor activities and learning.
- We work in partnership with parents and carers to ensure that our pupils feel fully supported and safe during their time at the academy, allowing them to achieve their very best.
- New colleagues have access to an extensive onboarding programme, which walks staff through our collective Trust and academy values. All new staff can utilise their first working day to meet colleagues and complete their induction/transition, before entering the classroom and/or workstation for the first time.
- We offer a supportive and collaborative workplace where colleagues benefit from professional development and opportunities to work across the wider Place Partnership family.



Ofsted Report 2026

Middlestown Primary Academy is a safe haven where pupils thrive. Relationships between staff and pupils are deeply respectful. Pupils feel valued and cared for. By the time pupils leave the school, they are eloquent, enthusiastic and confident learners. They are very well prepared for their next steps.



Workload and wellbeing are well managed. Staff morale is high. They are happy and proud to work at the school. The trust has well-established learning communities that give staff the opportunities to develop their skills, to network and to share teaching practice.



Class Teacher (Early Years Foundation Stage)

Location: Middlestown Primary Academy

Salary: MPR/UPR

Contract: Full Time, Temporary

Start Date: January 2027

About the Role

Middlestown Primary Academy are seeking to appoint a talented, creative and dedicated Class Teacher to join our Early Years Foundation Stage on a temporary basis.

The successful candidate will be an enthusiastic and hardworking practitioner who is committed to delivering high-quality learning experiences that enable every child to achieve their full potential. They will work collaboratively with colleagues across the school, contributing to our supportive, inclusive and nurturing learning environment.

The postholder will have experience of teaching within the Early Years Foundation Stage and a strong understanding of the Early Years Foundation Stage Framework including Development Matters and Birth to 5 Matters. They will demonstrate excellent knowledge of effective teaching and learning strategies, curriculum planning and assessment practices, using these to provide engaging and purposeful learning opportunities for all children.

The ideal candidate will create stimulating, inclusive and inspiring learning experiences that foster curiosity, independence and a love of learning. They will build positive relationships with pupils, colleagues and families, while maintaining high expectations for behaviour, progress and achievement for every child.

We are looking for a class teacher who is committed to continuous professional development, values teamwork and is passionate about making a positive difference to the lives of children. Experience of delivering high-quality phonics provision and supporting pupils with a range of learning needs would be advantageous

The position is temporary until 31 August 2027.

About You

The successful candidate will be...

- A qualified teacher and hold Qualified Teacher Status (QTS), with an appropriate degree.
- An experienced and enthusiastic practitioner with a strong understanding of the Early Years Foundation Stage Framework.
- Committed to delivering high-quality teaching and learning that enables all children to achieve their full potential.
- Able to demonstrate excellent knowledge of effective teaching and learning strategies, curriculum planning and assessment for learning.
- Able to create engaging, stimulating and inclusive learning experiences that meet the needs of all learners.
- A reflective practitioner who is committed to continuous professional development.

About Place Partnership

This is an exciting opportunity to join a forward-thinking and ambitious organisation, driven by a genuine passion for the wellbeing, care, and education of young people.

Place Partnership was formed in September 2026 following the voluntary merger of two strong and successful Trusts in South and West Yorkshire: Maltby Learning Trust, established in 2014, and Accord Multi Academy Trust, founded in 2016. At the heart of Place Partnership is a commitment to building a culture where people feel valued, take pride in their place, and hold high expectations because everyone matters. At Place Partnership we are dedicated to providing high-quality education which ensures that every child is given the opportunity to achieve their full potential.

We invest in our people through extensive professional learning and development opportunities, and we recognise that our people are our greatest strength. As such, we offer a comprehensive suite of benefits as part of our commitment to wellbeing and professional growth. Here are a few examples of employee benefits that focus on our employees Financial, Physical and Mental Wellbeing:

- Membership to either the Teachers' Pension Scheme or the Local Government Pension Scheme
- Technology scheme via SmartTech*
- Access to an extensive discounts platform via 'Place Plus'
- Access to an industry leading Employee Assistance Programme (EAP)
- 24/7 access to an online GP or Advanced Nurse Practitioner through Corporate Paid Healthcare Cash Plans
- Access to health and wellbeing services, with the ability to claim money back for essential healthcare such as prescriptions, optical and dental care through Corporate Paid Healthcare Cash Plans.
- Cycle to Work Scheme*
- Free, on-site parking at every site

- Trained Mental Health First Aiders in all our settings

**restrictions apply*

For full details of our employee benefit package, please see our recruitment pack.

Further Information

Visits are warmly welcomed and can be arranged for week commencing 02 November 2026. For further details regarding this opportunity, for an informal discussion regarding the role or to arrange a visit, please do not hesitate to contact info@middlestownprimary.com.

Closing Date: Monday 09 November 2026 at 9:00am

Interviews are expected to take place: Monday 16 November 2026

To apply for the position, please visit <https://placepartnership.com/current-vacancies>

Place Partnership is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The post is subject to an Enhanced Disclosure and Barring Service (DBS) check and checks of the relevant barred list / prohibition lists.

Place Partnership is committed to providing a culture of inclusion, respect and equity of opportunity that attracts, supports, and retains high-quality colleagues from all backgrounds and across all job roles.

Candidates will always be shortlisted based on the content of application against the job description and essential criteria without access to the personal details information.

Based on the quality and quantity of applications received, Place Partnership reserves the right to interview sooner than the specified dates above. Applicants will be notified of this where possible. Therefore, early applications are encouraged.

Role Description

Class Teacher

NJC Pay Range:	MPR / UPR
Responsible For:	N/A
Responsible To:	Designated Member of SLT / Principal

Main Purpose of the Post

- Carry out the professional duties of a teacher in accordance with this job description, the Teachers Standards and the range of professional duties as set out in the School Teachers Pay & Conditions Document.
- To deliver the National Curriculum, raise attainment across the age and ability range of pupils and contribute to the curriculum and the development of the Academy.
- Promote achievement of high standards through effective teaching and learning, preparation, evaluation, and action planning.

Objectives

- Promote the Academy's positive identity and "Can Do" ethos.
- Implement and deliver appropriately differentiated, stimulating and engaging learning experiences and promote a love of learning.
- Monitor and support the overall progress and development of pupils.
- Facilitate and encourage a learning experience which provides pupils with the opportunity to achieve their individual potential.
- Contribute to raising standards of pupil achievement.
- Share and support the Academy's responsibility to provide and monitor opportunities for the personal and academic growth of pupils.

Teaching and Learning

- Set high expectations which inspire, motivate and challenge pupils.
- Use teaching methods which keep pupils engaged, including stimulating pupils' intellectual curiosity, effective questioning and response, clear presentation, and good use of resources.
- Set goals that stretch and challenge pupils of all backgrounds, abilities, and dispositions.
- Demonstrate consistently the positive attitudes, values and behaviour which are expected of all pupils.
- Identify clear teaching objectives, content, lesson structures, and sequences appropriate to the subject matter and the pupils being taught.
- Set appropriate and demanding expectations for pupils' learning and motivation.
- Set clear targets for pupils' learning, building on prior attainment.
- Identify pupils who have special educational needs and know where to get help in order to give positive and targeted support.
- Implement and keep records on Individual Education Plans.

Collaboration and Stakeholder Engagement

- Maintain positive relationships with parents and carers.
- Liaise with Senior Leadership team as appropriate.
- Attend Parents Evenings to keep parents informed of progress and contribute to accurate pupil records.
- Establish effective working relationships with colleagues and other professionals.
- Contribute to the broader life of the Academy by supporting curricular and extra-curricular events and activities.

Pupil Progress and Personal Development

- Be accountable for pupils' attainment, progress, and outcomes.
- Be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these.
- Guide pupils to reflect on the progress they have made and their emerging needs.
- Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching.
- Encourage pupils to take a responsible and conscientious attitude to their own work.
- Assess the relevant subject and curriculum areas, including statutory assessment requirements.
- Use relevant data to monitor progress, set targets, and plan subsequent lessons.
- Mark and monitor pupils' class and homework providing constructive oral and written feedback, setting targets for pupils' progress.

Professional Responsibilities

- Set personal targets and take responsibility for own continuous professional development.
- Have a secure knowledge of the relevant subjects and curriculum areas, foster and maintain pupils' interest in subjects, and address misunderstanding.
- Contribute to the promotion of curriculum areas within the Academy and wider community.
- Implement Academy / Trust policy and procedures.
- Ensure that Health and Safety policies and practices, including Risk Assessments, are in-line with national requirements and are updated when and where necessary.
- Be responsible for promoting and safeguarding the welfare of pupils within the Academy and implementing all associated policies (e.g. Child Protection).
- Keep up to date with developments in curriculum areas and education in general.

Generic

- To play a key role in ensuring all Safeguarding and Child Protection procedures are adhered to.
- Actively seek professional learning opportunities.
- To develop and maintain a positive ethos at the Academy.
- To promote the aims of the Academy and work toward achievement of the Academy Strategic Plan.
- To maintain a positive ethos around the Academy regarding pupil and staff welfare.
- To monitor and respond to pupil behaviour, both positive and negative.
- To work collaboratively with the wider Trust community including partner schools/academies within Place Partnership and the local community.
- To represent the Academy at external meetings as may be required.
- To maintain professional standards of conduct and appearance at all times providing an excellent role model for other colleagues and pupils.

The aim of the Role Description is to indicate the general purpose and level of responsibility of the post. Duties may vary from time to time without changing the character of the post or general level of responsibility.

This is an outline Role Description only and the post holder will be expected to undertake duties commensurate within the range and grade of the post or any lesser duties as directed.

Person Specification

Class Teacher

	Essential	Desirable
Qualifications & Training	- Qualified Teacher Status. - Relevant Honours Degree. - Evidence of effective teaching experience within current school or as a pupil during teaching practice.	Experience in use of a management information system e.g. Bromcom
Experience, Knowledge & Understanding	- An awareness of good practice in identifying individual needs and providing pupil support. - Confidence to try a range of teaching strategies and approaches. - Ability to exercise firm and fair discipline and develop positive relationships with pupils. - Experience of teaching across key stages.	
Skills & Abilities	Awareness of the need to maximise the potential of ICT as an aid to learning and extra-curricular developments.	
Personal Qualities and Attributes	- Demonstrates an absolute commitment to the Academy Vision and Place Partnership behaviours. - Successful working relationships with colleagues/other stakeholders. - Innovative, able to contribute new ideas and help establish them. - A dynamic teaching style which engages all learners and drives progress. - A true growth mindset and a desire to continually improve as a teacher. - Energy and flexibility. - A professional approach borne out of confidence and effectiveness in role. - A role model of best practice to young people and the community.	
Commitment	- Commitment to diversity, inclusion, and equality of opportunity in all working practices. - A commitment to the vision and values of Place Partnership Multi Academy Trust. - Driven, proactive and positive individual with an unwavering commitment to continuously improving the standards of teaching and learning.	

**The postholder is required to ensure they have the appropriate business insurance to meet the requirements of the post.*

Postholder Acceptance

I acknowledge receipt of this job description and understand the expectations associated with the role.

Postholder Name

Postholder Signature

Date



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