



HORBURY PRIMARY ACADEMY

RECRUITMENT PACK



DEAR APPLICANT

Thank you for your interest in Horbury Primary Academy. We hope that the information contained within this brochure 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 Horbury Primary Academy and becoming part of a team committed to the pursuit of excellence in provision for our children.

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

Horbury 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 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 and caring staff who work hard to ensure this is in place.

We want every child to reach their potential and our ultimate aim is to create a lifelong love of learning which gives children not only new skills, knowledge and understanding, but also key learning attributes that will enable them to succeed as they begin their path in life.

We understand that partnership and collaboration is an important aspect to the ongoing development of schools and academies and with this in mind, we work alongside Ossett Academy & Accord Sixth Form College, Horbury Academy, Middlestown Primary Academy and South Ossett Infants Academy as part of Accord Multi Academy Trust. We feel this is both exciting and enriching for the academy and all staff and pupils.

The vision of our partnership is that Accord Multi Academy Trust will enhance both our practice and knowledge of learning across primary and secondary education, whilst also providing access for pupils and staff to an even better range of opportunities in order to achieve excellence.

I am extremely proud as Headteacher to lead Horbury Primary Academy and work alongside such a talented body of pupils 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 Horbury Primary Academy's further continued improvement, then we would be delighted to hear from you.

Yours sincerely,



James Tucker
Headteacher

ABOUT THE TRUST

Accord Multi Academy Trust is an educational charity, established in September 2016. The founding members of the Trust were Horbury Academy and Ossett Academy & Accord Sixth Form College, joined in December 2016 by Horbury Primary Academy and Middlestown Primary Academy. Our fifth member, South Ossett Infants Academy, joined us in 2024.



The overarching vision for the Trust is to work in one

‘Accord – celebrating the differences of each academy through strong collaboration in order to inspire all members of our learning community to be the best that they can be.’

Our academies work on the following key principles:



Ambitious for our young people and staff;



Creating a positive climate and an ethos for learning and success;



Collaborative to secure the best possible learning experiences for young people and staff;



Opening doors for parents, carers and the community and being fully inclusive;



Resilient in order to develop in young people and staff a mindset for success;



Dynamic and reflective learning communities.

Our vision and key principles are underpinned by the highest expectations of what every child can achieve regardless of their context or starting point.

Having consolidated our position as a multi academy trust, we are now at a point where we are looking to build on our existing central structures to sustain our improvement to date, but also to ensure that we have the strong educational capacity necessary to welcome more academies to join the Trust. This particular post is therefore a very important feature of our planned growth and development and aspiration to provide a world class education for all young people within our community.



WHY WORK FOR THE TRUST?

Accord Multi Academy Trust is based in Wakefield; all five academies in the Trust are closely located to one another which lends itself to many opportunities to work closely and collaboratively. All academies are within a three-mile radius of one another and can be found a short drive off junction 40 of the M1.

At Accord we are committed to providing world class education for all young people within our community and as such we recognise the pivotal role that our staff play in this respect.

The Trust places at the heart of its development a commitment to high quality professional development for all staff who join the Trust. We understand that by investing in our staff we will create an organisation with a shared vision and values that will transform education for young people.

The Trust is strongly committed to fostering a positive and healthy working environment with wellbeing and workload management at the forefront of all decision making.

Across the Trust there are a number of opportunities for staff to come together outside of their normal working day in a social or other activity capacity. The Trust and individual academies organise regular staff social events, craft workshops, and sporting groups, which currently include a running club and weekly staff football matches.



Accord ✱
Sixth Form
College

As a Trust we are committed to providing a suite of benefits for employees, as part of our People Pledge and Accord Rewards scheme.

Exclusive for all colleagues across the Trust, our Accord Rewards initiative grants access to Reward Gateway and its SmartSpending App, allowing for instant savings on everyday high street brands, including supermarkets.

Other Reward Gateway benefits include:

- Cashback Schemes
- Employee Assistance Programmes
- Salary Sacrifice Schemes (eligibility restrictions may apply)
- Healthcare Cash Plans
- Wellbeing Centre

In addition to this, employees are also automatically entitled to a comprehensive range of nationally agreed terms and conditions in relation to pay and conditions for teaching and associate staff. All employees have the opportunity to access a pension scheme.

Furthermore, we actively promote a collaborative culture amongst colleagues, which affords the opportunity for sharing best practice and enhancing pre-existing strategies.

More information about working for Accord Multi Academy Trust can be found [here](#).



Employee Engagement Platform—Accord Rewards

We partner with Reward Gateway, who provide our employees with a central employee engagement app with access to a range of retailer discounts, a cashback scheme, 24/7 access to support, salary schemes and healthcare cash plans.



Accord Multi Academy Trust Benefits

Our own in-house rewards offer encompasses a whole host of essential, everyday options, to support with day-to-day life.

From an eye care scheme to free flu vaccinations and gym discounts to professional learning and development sessions, we aim to underpin multiple facets of our staff's lives.



Accord Multi Academy Trust Contractual Benefits

Incorporated within our employees' terms and conditions are benefits such as pay progression, alignment with the local living wage and generous annual leave and pay in times of absence due to illness or maternity.



Other Discounts & Benefits

Besides all the above perks, staff can also make use of several further benefits, whether that be in relation to mobile phones with O2 or further discounts courtesy of, for example, Blue Light Card and Discounts for Teachers.



“Joining Accord Multi Academy Trust has allowed me to follow my passion for education in a truly meaningful way. I started as a Computer Science teacher at Ossett Academy and took full advantage of the opportunities available to transition into the role of SENCo. The academy’s commitment to professional development and access to various qualifications has been pivotal in my personal and professional growth, enabling me to make a wider impact on both our pupils and the school community.”

Thom
SEnCo



“Working for Accord provides opportunities to work closely with the wider Trust to develop your skills and knowledge and build positive working relationships. I was a School Business Manager at Middlestown Primary Academy when the school joined the Trust in 2016; the support and development opportunities available to me since then have enabled me to progress to a managerial role in the central team alongside completing professional qualifications.”

Jules
Finance Manager



WHY WORK AT HORBURY PRIMARY ACADEMY?

- Horbury Primary Academy is a mixed 3–11 primary academy, situated on the outskirts of Wakefield.
- The school officially opened in 1913, following the combination of two local schools, formerly known as Horbury Council School.
- We converted to academy status and joined Accord Multi Academy Trust in December 2016.
- We have a diverse curriculum, which is interwoven with the key learning attributes embodied within our PRIDE ethos: perseverance, risk-taking, independence, determination and enthusiasm.
- 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 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.
- Our Trust promotes a one-Trust culture, in which our colleagues work as part of a wider team which spans all our academies.
- As a Trust we provide extensive opportunities and resources for career development, and encourage colleagues to take responsibility in leading their own progression.



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“It has been a breath of fresh air working at Horbury Primary Academy. As a teacher, working in a supportive and collaborative environment is incredibly important and I have received support in all areas of my career and personal life while working here. All the staff are a caring and friendly group of people, who truly put the children first, and make it a very happy place to be.”

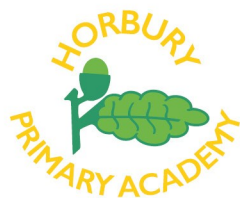
Helen
Teacher & PE Lead



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“Working as part of the Horbury Primary Academy family for 17 years has given me the privilege of not only working alongside such an enthusiastic, dedicated team, but seeing the fantastic experiences and opportunities that are provided for our children. Over many years I have been encouraged and supported by such an amazing team, enabling me to grow and develop skills I thought I could never accomplish”.

Tracy
Teaching Assistant



ADVERT

CLASS TEACHER

MPR/UPR
Permanent
To Start Easter 2026

Are you an enthusiastic and inspiring Class Teacher? If so, you will be interested in the opportunity that we currently have available at Horbury Primary Academy from Easter 2026. You will have passion and enthusiasm, alongside the skills and desire to develop pupils in your classes and help them achieve excellent academic results.

We value challenge and active participation. The successful applicant will relentlessly pursue instilling an interest in their subject amongst all pupils, they will be innovative, with demonstrable resilience, vision and energy. Key Stage 2 experience is desirable, but not essential.

Horbury Primary Academy is an Ofsted 'good' rated primary academy with great facilities and fantastic staff. This is an exciting opportunity to become part of a forward-thinking, ambitious team in a welcoming, friendly school.

You will need to demonstrate consistently good or better teaching, motivate and inspire pupils whilst setting high expectations. We would encourage the successful candidate to play an active role in the wider part of the school where they will be supported by a team of friendly staff and lovely children.

Applications are welcomed from teachers across the experience range. We offer an extensive programme of academy and Trust Professional Development to ensure all colleagues continue to develop as practitioners and have opportunities to work collaboratively across subjects and across academies within our Trust.

We welcome applications from Early Career Teachers (ECTs). As an ECT you will have an experienced subject mentor assigned from day one in post. Colleagues are supported through their early career years with regular check ins from line managers and opportunities to meet with other ECT's across the Trust and colleagues from HR where any further support and guidance may be required. We are an inclusive academy and Trust and embrace opportunities to develop all colleagues on their journey to success. All newly appointed teaching colleagues receive a bespoke onboarding induction including their first day off timetable to ensure sufficient time and preparation can take place.

If you have the vision and skills to deliver inspirational teaching whilst having the focus and drive to ensure successful outcomes are reached we'd love to hear from you.

We are confident that new staff joining our Trust will feel welcomed and happy to have chosen us. Prospective applicants are welcome to visit prior to applying. In order to arrange a visit to the academy, please contact the Admin Team on 01924 263224 or email at admin@horburyprimary.accordmat.org.



We also encourage prospective candidates to look at our website for further information regarding our 'People Pledge' and our recently launched Employee Benefit package [Working For Our Trust - Accord \(accordmat.org\)](https://www.accordmat.org).

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 Accord Rewards
- Access to an industry leading Employee Assistance Programme
- 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 annual flu jab
- Free, on-site parking at every site

Trained Mental Health First Aiders in all our settings

**restrictions apply*



ACCORD MULTI ACADEMY TRUST

The Accord Multi Academy Trust was established in September 2016 and is currently made up of five academies, four of which were the founding members of the Trust. The Trust is committed to providing world class education for all our young people within our community and as such we recognise the pivotal role that our staff team have in this respect. The Trust places at the heart of its development a commitment to high quality professional development for all staff who join the Trust. We understand that by investing in our staff we will create an organisation with a shared vision and values that will transform education for young people.

Prospective applicants are welcome to visit prior to applying. We offer a supportive work environment with a dedicated and approachable central operational team and an educational strategy group who will work with you in order for you to reach your career goals and aspirations.

For any queries on how to apply for the position, please contact hr@accordmat.org or call on 01924 921213. For an informal discussion around the role, please contact Horbury Primary Academy Admin Team on 01924 263224 or email at admin@horburyprimary.acCORDmat.org.

Closing Date: Wednesday 28 January 2026 at 9.00am

Interviews are expected to be held: w/c 02 February 2026

Application forms are available from <https://accordmat.org/vacancies/>

Completed application forms to be returned to hr@accordmat.org.

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

We are 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 at the Trust. We welcome and encourage applications from, but not limited to Black, Asian, other ethnic minority groups, individuals who identify as LGBT+; and/or are registered with a disability. 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.

The Accord Multi Academy Trust 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 DBS check

Person Specification – Class teacher

The current School Teachers’ Pay and Conditions document describes duties which are required to be undertaken by teachers in the course of their employment

Criteria	Essential	Desirable
Education & Qualifications	<ul style="list-style-type: none"> Qualified Teacher Status 	<ul style="list-style-type: none"> Evidence of further professional training
Teaching Experience	<ul style="list-style-type: none"> Setting high expectations which inspire, motivate and challenge Understand how to use assessment data to secure improvements in learning Ensuring good progress and outcomes by children Demonstrating good subject and curriculum knowledge Planning and teaching well-structured, exciting and stimulating lessons Adapting teaching to respond to the needs of all children Making accurate and productive use of assessment Managing behaviour effectively within a positive behaviour framework 	<ul style="list-style-type: none"> Subject specialism in a key curriculum area
Skills & Abilities	<ul style="list-style-type: none"> Teach using a wide variety of strategies to maximise achievement for all children including those with special educational needs and high achievers and to meet differing learning styles Knowledge of the National Curriculum 2014 Understanding of the learning, social and pastoral needs of children Encourage children in developing self-esteem and respect for others Create a stimulating and safe learning environment Provide written assessments and reports for children Deploy a wide range of effective behaviour management strategies, successfully An awareness and understanding of the principles and practices of equal opportunities 	
Professional and personal qualities	<ul style="list-style-type: none"> Effective interpersonal skills Ability to think clearly Excellent organisational skills Passionate, caring and honest Self-motivated Positive role model 	



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