



MIDDLETOWN PRIMARY ACADEMY

# RECRUITMENT PACK



A MEMBER OF  
**Accord**  
MULTI ACADEMY TRUST

# DEAR APPLICANT

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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 join 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.

We understand that partnership and collaboration is an important aspect to the on-going development of schools and academies and with this in mind, we work alongside Ossett Academy & Accord Sixth Form, Horbury Primary Academy and Horbury Academy as part of the 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 the 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 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.

Your sincerely,



**Hannah Young**  
Headteacher

# ABOUT THE TRUST

The Accord Multi Academy Trust is an educational charity established in September 2016 that is currently made up of four academies who were the founding members of the Trust.

In September 2016 Horbury Academy and Ossett Academy & Sixth Form College came together, moving away from their stand-alone Trust status and were joined in December 2016 by Horbury Primary Academy and Middlestown Primary Academy.



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 mind-set for success;



Dynamic and reflective learning communities

Our vision and key principles are underpinned by the highest expectations on 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?

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The Accord Multi Academy Trust is a Wakefield based Trust; all four 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, sporting groups currently include a running club and weekly staff football matches.

**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.

Other Reward Gateway benefits include:

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

In addition to the above, 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 the Accord Multi Academy Trust can be found here:

<https://accordmat.org/working-for-our-trust/>



#### 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 sacrifice 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 Discount for Teachers, for example.



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“Joining Accord has provided me with opportunities to advance my career in a direction which I am truly passionate about. I joined as Director of Mathematics in 2019 and have taken advantage of the opportunities and support available to progress to Vice Principal. I am certain joining Accord was the right choice for me and my career.”

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**Dan**

Director of Mathematics

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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 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.”

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**Jules**

Finance Manager



# WHY WORK AT MIDDLESTOWN PRIMARY?

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- Middlestown Primary Academy is a mixed, 3-11 primary academy, situated on the outskirts of Wakefield.
- Middlestown Primary converted to academy status in December 2016 and joined the Accord Multi Academy Trust at the same time.
- The academy is situated in Middlestown, a small village located between Wakefield and Huddersfield, a close knit community.
- We are immensely proud of our academy, staff and pupils and strongly believe that all pupils are entitled to experience the full breadth of learning and education.
- We encourage all pupils to demonstrate the academy's 'I CARE' attributes; I am reflective, Collaborative, Ambitious, Resilient and Enthusiastic.
- 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.
- We have extensive outside play areas and grounds which enrich our pupils' outdoor activities and learning.
- We provide an exciting, broad and balanced curriculum which displays continuity and progression.
- We are delighted to offer an extensive extra-curricular and enrichment programme including Residential Trips, professional visitors into school and sporting competitions and events.
- Visitors frequently comment on our calm, caring and supportive atmosphere.
- The Academy has very strong links with the local community in Middlestown and other local primary schools in the area.





"After beginning my teaching career at Middlestown Primary Academy ten years ago as an NQT, I have been able to develop my skills and expertise as a classroom teacher as well as progressing to be a member of the Senior Management Team. This is all down to the incredibly supportive staff that I work with and the positive encouragement I receive each day. The children and staff make it a fantastic place to work and I'm so grateful to work in such a supportive environment that allows all members of staff to reach their full potential."

**Nicolle**  
Year 5 Teacher



"I joined Accord in 2019 as a Business Admin Apprentice. As well as gaining a qualification, the constant support and development opportunities have allowed me to progress further at the Trust, working as Admin Assistant before I was appointed as Office Manager at Middlestown in 2022. Middlestown is a fantastic place to work, where all staff are positive, enthusiastic and passionate in everything they do. I am very lucky to be part of such a great team."

**Holly**  
Office Manager



ADVERT

# CLASS TEACHER

MPR/UPR

Full Time / Permanent

To Start 01 September 2024

Middlestown Primary Academy are seeking to appoint a talented and creative teacher to join our team.

The successful candidate should be dedicated with the ability to work effectively in collaboration with other colleagues. You will need to demonstrate consistently strong 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.

At Middlestown Primary Academy, we strive to create an environment where pupils enjoy learning and are given the opportunity to stretch themselves both academically and through a wide range of extra-curricular activities. Our success is founded on traditional values set in a warm, friendly environment.

The designated year group allocated for September will be determined on appointment so we welcome applications relative to Year 1 through to Year 6.

Applications are welcomed from teachers across the experience range. We offer an extensive programme of academy and Trust Professional Development, to help you grow and develop as a practitioner - whether an Early Career Teacher or more experienced.

Early Career Teachers (ECTs) will have an experienced 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 ECTs 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.

We are confident that new staff joining our Trust will feel welcomed and happy to have chosen us. We encourage prospective applicants to visit prior to applying. 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)



## ACCORD MULTI ACADEMY TRUST

The Accord Multi Academy Trust was established in September 2016 and is currently made up of four academies who 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.

For an informal discussion about this position or to arrange a visit to the academy please do not hesitate to contact the academy at [admin@middletown.accordmat.org](mailto:admin@middletown.accordmat.org) or call 01924 278290.

The academy can offer the following dates and times for visits:

19th February at 2pm, 23rd February at 2pm, 26th February at 2pm, 28th February at 2pm and 1st March at 9am.

**Closing Date: Monday 4 March 2024, 9:00am**

**Interviews likely to be held: w/c 11 March 2024**

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

Completed application forms to be returned to [hr@accordmat.org](mailto: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

## Job Description

**Job Title:** Class Teacher

**Grade:** Main scale / UPS

### Purpose of the Role:

- Work under the supervision / management of the Senior Leadership Team of the school and at the direction of the governing body.
- Accountable for the standards of teaching and learning in the classroom.
- Exercise professional skills and judgement.
- To have a positive impact on the educational progress of all pupils in the school.
- To lead, develop and enhance the classroom practice of all relevant staff.

The Job Description should be read alongside the range of professional duties of Teachers as set out in the Teachers' Pay and Conditions Document. The postholder will be expected to undertake duties in line with the professional standards for qualified teachers and uphold the professional code of the National College for Teaching and Leadership for England.

### Main Duties:

#### Teaching

- **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.
- **Promote good progress and outcomes by pupils**
  - Be accountable for pupils' attainment, progress and outcomes.
  - Be aware of the 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.
- **Plan and teach well structured lessons**
  - 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.
- **Adapt teaching to respond to the strengths and needs of all pupils**
  - Know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively.
  - Have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how to best overcome these.

- Demonstrate an awareness of the physical, social and intellectual developments of children and know how to adapt teaching to support pupils' education at different stages of development.
- **Demonstrate good subject and curriculum knowledge**
  - Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstanding.
  - Demonstrate a critical understanding of developments in the subject and curriculum areas.
  - Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English.

### **Assessment and Evaluation**

- Know and understand how to 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.

### **Manage behaviour effectively to ensure a good and safe learning environment**

- Have clear rules for behaviour in the classroom, take responsibility for promoting good and courteous behaviour in the classroom and around school, in accordance with the schools behaviour policy.
- Have high expectations of behaviour and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them.

### **Relationship with Parents and the wider community**

- Prepare and present informative reports to parents.
- Communicate effectively with parents with regard to pupils' achievements and well being.
- Provide opportunities to develop pupils' understanding by relating their learning to real and work-related examples, recognising that learning takes place outside the school context.
- Liaise with agencies responsible for pupils' welfare.

### **Manage Own Performance and Development**

- Take responsibility for their own professional development and make a wider contribution to the wider life and ethos of the school.
- Share corporate responsibility the implementation of school policies and practices.
- Comply with and assist with the development of policies and procedures relating to child protection, safe guarding, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Set a good example to the pupils they teach in their presentation and their personal conduct.
- Evaluate their own teaching critically and use this to improve their effectiveness.

### **Other**

- Be committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment.
- To ensure promotion and support of Equal Opportunities and Health and Safety.
- To undertake any other duties which are commensurate with the post.



Middlestown Primary Academy  
Cross Road  
Middlestown  
Wakefield  
WF4 4QE

Email: [admin@middlestown.accordmat.org](mailto:admin@middlestown.accordmat.org)  
Telephone: 01924 278290  
[middlestown.accordmat.org](http://middlestown.accordmat.org)