



MIDDLESTOWN PRIMARY ACADEMY

RECRUITMENT PACK



DEAR APPLICANT

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.

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 Primary Academy, Horbury 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 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
Headteacher

ABOUT THE TRUST

The 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.

Accord Multi Academy Trust is currently working through the legal transfer process to merge with Maltby Learning Trust and create a brand-new entity, Place Partnership Trust, which is anticipated to formally launch in September 2026.

Place Partnership represents the unification of two established and respected education providers with shared values, strong regional reputations, and a commitment to improving life chances for children and young people across South and West Yorkshire. With complementary strengths, a track record of school improvement, and aligned visions, the new Trust is positioned to create a more resilient, future-focused partnership that enhances educational outcomes, professional development and community engagement.



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 Programme—providing 24/7 access to trained counsellors
- Salary Sacrifice Schemes - including Cycle2Work and SmartTech Schemes (*eligibility restrictions may apply*)
- Access to a wellbeing centre and WISDOM app

Another exclusive benefit for all colleagues is access to a Corporate Paid Health Care Cash Plan through Westfield Health. This provides access to valuable health and wellbeing services, with the ability to claim money back for essential healthcare such as prescriptions, optical, dental care and therapy treatments. This plan also provides 24/7 access to a GP Service for employees and their dependants through Doctorline.

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 generous 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](#).

Accord Rewards

We partner with Reward Gateway, who provide our employees with access to a range of retailer discounts, cashback schemes, 24/7 access to support through an Employee Assistance Programme and salary sacrifice schemes, including Cycle2Work and SmartTech.

Our Westfield Health partnership gives employees access to a range of Health & Wellbeing Services, the ability to claim back healthcare costs and 24/7 access to a GP service.



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 02 or further discounts courtesy of, for example, Blue Light Card and Discounts for Teachers.



“

“I have the benefit of working between the Trust and our academies, so I get to see the whole vibrant spectrum of school life across Accord. Although I am in a non-teaching role, working in education is a truly rewarding and unique experience. Knowing that the work I do is part of a wider commitment to ensuring young people thrive and succeed is extremely fulfilling. I have been given opportunities to lead, and I have always been made to feel that my voice matters.”

Sophie

Communications and Marketing Lead

“

“I originally commenced in the Trust Central Team and was later promoted to Assistant Accountant and given the opportunity to complete my Level 7 Accountancy qualification through an apprenticeship. I wouldn't be finding my apprenticeship nearly as enjoyable or successful without the support I receive from my line manager and colleagues. I thrive on opportunities to further my understanding in what I have learnt. Executing my learning through my daily work gives me a sense of satisfaction. I am given dedicated study time and advice on how to further my professional image within the organisation and gaining that final qualification at the end of this journey.”

Darren

Assistant Accountant



WHY WORK AT 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 converted to academy status and joined Accord Multi Academy Trust in December 2016.
- 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.
- 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.



“

"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 (Upper Foundation / Reception)

MPR/UPR

Full Time / Permanent

To Start September 2026

As part of our continued growth, Middlestown Primary Academy are delighted to offer an exciting opportunity for a talented, creative and dedicated Class Teacher to join our Upper Foundation (Reception) team on a full-time basis.

We are seeking an enthusiastic and hardworking practitioner who is committed to delivering high-quality learning experiences for our children. The successful candidate will work collaboratively with their designated year group partner and wider teaching team, contributing to our supportive and inclusive environment.

Applicants should have experience of teaching within the Early Years setting, with a strong understanding of the Early Years Framework, including the Development Matters guidance. Experience in delivering phonics would be advantageous. Ideally, candidates will have worked within an EYFS unit that includes Lower Foundation and feel comfortable being part of a large, collaborative team.

This is fantastic opportunity to become part of a forward-thinking and ambitious school community. Our Academy prides itself on being a warm and welcoming place to work, with a dedicated team of supportive staff and wonderful children. We actively encourage all staff to contribute to the wider life of the school and offer ongoing support for professional development.

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.

Early Career Teachers (ECTs) 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. Visits to the Academy are available on the following dates/times:

- Monday 13 April at 2.30pm
- Tuesday 14 April at 9.00am
- Wednesday 15 April at 9.00am
- Monday 20 April at 2:30pm
- Thursday 23 April at 2:30pm

Please contact the Admin Team on admin@middlestown.accordmat.org or 01924 278290 to arrange a visit for one of the dates/times above.

As a Trust, we have developed an extensive range of employee benefits and 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 \(accordmat.org\)](http://Working For Our Trust - Accord (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 an informal discussion about this position please contact admin@middlestown.accordmat.org or call on **01924 278290**.

Closing Date: Friday 24 April 2026 at 9.00am

Interviews to be held: week commencing 27 April 2026

Application forms are available from <https://accordmat.org/join-our-team/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

JOB DESCRIPTION

Post: Class Teacher
Salary: MPR/UPR
Start date: September 2026
Reporting to: SLT



Job Purpose

- Work under the supervision / management of the Senior Leadership Team of the academy.
- 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.

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 post holder 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:

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 relevant primary curriculum areas, foster and maintain pupils' interest and address misunderstanding.
- Demonstrate a critical understanding of developments in 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 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 the academy, in accordance with the 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 wellbeing.
- Provide opportunities to develop pupils' understanding by relating their learning to real and work-related examples, recognising that learning takes place outside the classroom context.
- Liaise with agencies responsible for pupils' welfare (as may be directed by other colleagues)

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 academy.
- 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 pupils in their presentation and their personal conduct.
- Evaluate own teaching critically and use this to improve 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.

PERSON SPECIFICATION

Criteria	Essential	Desirable
Education & Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Experience of working across Early Years 	<ul style="list-style-type: none"> • Shows a commitment to own CPD
Teaching Experience	<ul style="list-style-type: none"> • Demonstrates highly effective teaching by: • Recent lesson observations graded good with outstanding features or outstanding • Setting high expectations which inspire, motivate and challenge • A well-developed understanding of how children learn and the most effective methods to maximise progress within a lesson • Ensuring good progress and outcomes by pupils • Demonstrating good subject and curriculum knowledge • Planning and teaching well-structured, exciting and stimulating lessons • Adapting teaching to respond to the needs of all pupils • Making accurate and productive use of assessment • Managing behaviour effectively • Commitment to personal welfare and safeguarding of children 	<ul style="list-style-type: none"> • Evidence of exceptional progress made by individuals or groups • Leadership of a curriculum area
Skills & Abilities	<ul style="list-style-type: none"> • Knowledge of the National Curriculum • An awareness of national trends in pedagogy and practice • Understanding of the learning, social and pastoral needs of children • An awareness and understanding of the principles and practices of equal opportunities 	
Professional and personal qualities	<ul style="list-style-type: none"> • Excellent interpersonal skills • A commitment to the engagement of parents and carers • Have excellent organisational skills • Ability to effectively lead Teaching Assistants • Passionate, caring and honest • Professional at all times • Collaborative member • Open and reflective • Self-motivated • Act as a positive role model at all times, adopting a positive approach to behaviour management in the classroom and wider school environment 	<ul style="list-style-type: none"> • Ability to motivate colleagues by example • Can demonstrate commitment to the wider life of the school



Middlestown Primary Academy
Cross Road
Middlestown
Wakefield
WF4 4QE

Email: admin@middlestown.accordmat.org
Telephone: 01924 278290
middlestown.accordmat.org