



**ACCOMPLISH**

MULTI ACADEMY TRUST

# WELCOME FROM THE TRUST LEADER,

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## TRACY SWINBURNE

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### Our Trust

I am proud to welcome you to Accomplish MAT. We are a growing family of Primary Academies, with our trust coming to inception in October 2023. We currently serve children and their communities in Wakefield, Castleford and West Yorkshire, with plans for more growth beyond this region.

Accomplish Multi Academy Trust was a vision created from the successful achievements of Jerry Clay Academy. Jerry Clay Academy is a National Support School and hosts a successful English Hub. Accomplish currently comprises Jerry Clay Academy, Stanley Grove Academy, Townville Academy and Smawthorne Henry Moore Academy.

Motivated by a strong desire to improve the life chances of young people and to work collaboratively together, myself and the Board of Trustees formed Accomplish MAT with a passion to ensure more children receive a high quality, holistic education which enable all children to accomplish success now and for their future. It is the belief of Accomplish that every child deserves to receive the highest quality education which not only includes access to the core curriculum but fantastic enrichment, which builds confidence, character and a drive for young people to believe they can accomplish anything which they put their mind to. Supported by a highly experienced central team, and governed with exceptionally strong financial expertise, Accomplish aims to develop innovative ways to build capacity, working alongside its dedicated team.

### Our Mission

Collectively driving with ambition & innovation to accomplish excellence for all.

### Our Vision

Our vision is to educate, empower and inspire generations of children through a network of outstanding schools that are recognised at a local, regional and national level as being the absolute benchmark in teaching and learning & for providing the best quality, creative & holistic education for all.

If you are interested in learning more about our Trust and our schools, please make contact, there is so much to share.

Best Wishes,

**Tracy Swinburne OBE**

Chief Executive Officer

# OUR PRINCIPLES

Accomplish is characterised by its passionate and unrelenting drive to ensure that every one of its children, irrespective of their starting point makes extraordinary progress in all areas, achieves exceptional standards and realises their huge potential within schools where best practice is commonplace. We strongly believe that EVERY child can accomplish excellence and that it is our role to celebrate their uniqueness & empower them to achieve their very best.

To achieve these aims, we have three principles & values which we will all have in common:



The Trust is committed to developing the whole child so that they know what they care about in life and what drives them so that they are prepared for now and their future and know how they can contribute to making society a better place.

The Trust will do this by offering them a first-class education within each individual academy, and by offering outstanding enrichment opportunities which will offer them unique experiences and see them stand apart from others.

# OUR VALUES

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We **empower** each other to work hard and accomplish greatness.

- Commitment to striving to be the very best we can all be in all that we do. Excellence is our aim for all.
- A relentless commitment to empower teamwork & collaboration.
- Empowering high achievement & celebrating excellence in everything we do.
- Accountability, creativity & entrepreneurial spirit developed in all.
- Building partnerships in our region and across the country in order to empower each other.



# OUR VALUES

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We **celebrate uniqueness**

- Motivate & promote children & adults' unique qualities.
- Equity, diversity & inclusion are central to ensure we are fair, enact ethical leadership & remove barriers for all.
- Attracting high quality diverse talent to work with our children.
- Celebrating school's unique identities in our communities.
- Championing our children's unique identities so that they will be confident, able to express themselves eloquently and importantly, have the ability to innovate.
- Children & adults will be self-disciplined, resilient and creative, with the agency to offer their uniqueness to the trust and their school.



# OUR VALUES

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We **care** deeply about each other

- We care deeply about having the highest expectations of our children and staff, we value teaching and learning at the highest and will have a flexible, positive approach.
- We are as passionate about our staff, as we are about our children.
- We care deeply about collaboration & partnership working as this creates agency for everyone to accomplish great things.
- We care about the quality of our CPD offer for all.
- We care about valuing and celebrating the distinctiveness of our individual communities.
- We care about keeping our children & staff emotionally, physically & mentally safe.





# AS A TRUST WE ARE PASSIONATE ABOUT:

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## Empowering our children

We passionately believe that all children and young people, however challenging their circumstances and whatever their background, can achieve & accomplish great things. Our children will practise the values of respecting uniqueness, empowerment of themselves and others and caring deeply about their own learning and others. We will encourage our children to be the very best they can be. They will be given the power, responsibility and chance to control their lives and their learning by acquiring the knowledge, skills, qualities and attributes necessary to succeed in life in the 21st century.

## Empowering our staff

We are as passionate about our staff, as we are about our students. We want to employ and create outstanding teachers, leaders and non-teaching staff, who genuinely aspire to excellence, are truly excited by challenge, love to take risks, and have a passion to co-develop and co-construct best practice with their children and fellow practitioners. We believe that every staff member has the right to be outstanding, and we need to invest in our workforce and to give them more responsibility for their professional development and more time and flexibility for them to affect this. We want our staff to feel empowered to accomplish great things.

## Empowering our communities

We believe that collectively we can achieve anything. We are strong advocates of **collectively driving with ambition & innovation to accomplish excellence for all**. We know that working within our local communities, we not only celebrate them but also pull on their experiences and support to ensure our communities get even stronger for the benefit of all. We want our communities to feel proud of their accomplishments.



# AS A TRUST WE ARE PASSIONATE ABOUT:

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## **Celebrating the uniqueness of our children**

We believe a quality education is all about valuing the individual contributions of our children. We passionately believe that a child's voice has to be heard and as such we will advocate strong pupil voice leadership across all our schools. Every child has unique talents and qualities and it is our role to find them and develop them. Our quest is to enable every individual child to accomplish great things.

## **Caring about accomplishing the best outcomes for all**

We believe that all of our children deserve a fantastic, knowledge-rich curriculum. Our aim is to support all our schools in ensuring we deliver on this. Our passionate belief is that children deserve a holistic curriculum which delivers all subjects to the highest quality, as well as a curriculum rich in the creative arts and sport. We will ensure that our children are offered opportunities which will ensure our children receive a full, holistic curriculum and enrichment opportunities for all. We have high expectations for everyone because we know that with this, we will all achieve the greatest accomplishments right across the curriculum.



# AS A TRUST WE ARE PASSIONATE ABOUT:

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## Caring about career development

- We are passionate about the highest quality CPD.
- We will ensure staff are allocated an expert leader, who will advise on, guide staff in their role, and shape professional development around skills knowledge and behaviours.
- We will invest annually in the professional development of all staff.
- We will offer staff greater responsibility for professional development by allowing them to determine how best to use CPD investment and routes towards relevant qualifications.
- We will encourage and provide opportunities for staff to engage in collaborative working Action Research and Joint Practice Development across the Trust.
- We will ensure staff have great resources, and that expertise and best practice is freely shared across the trust.
- We will maximise potential, offering opportunities for career progression across the Trust.

# FIND OUT ABOUT OUR MAGICAL SCHOOLS

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**Jerry Clay Academy**

<https://jerryclayacademy.wakefield.sch.uk>



**Stanley Grove Academy**

<https://stanleygroveprimary.co.uk>



**Townville Academy**

<https://townvilleinfants.org.uk>



**Smawthorne Academy**

<https://www.smawthorneprimary.wakefield.sch.uk>

# HOW TO APPLY

## Salary:

MPS/UPS (dependent on experience)

## Visits to our schools:

Visits can be arranged after the first round of interviews. For an informal discussion, please call Amanda Wood to arrange an appointment initially with Tracy Swinburne, OBE, CEO on **01924 303665**

## Application closing date:

**Friday 25th April at midday**

## Interviews will be held:

**Wednesday 30th April**

1. Please read this information pack carefully. Please use the job description and the job specification to complete your application, which lists the key competencies that we are looking for.
2. Complete the enclosed application form; CVs will not be accepted.
3. Please make sure you address the criteria outlined in the job specification when writing your personal supporting statement and clearly specify the key stage that you are interested in teaching in.
4. Should you have any queries on the application process, please contact **Vicki Moss**, Central Services Manager on **01924 303665**
5. Completed applications should be sent by email to:  
**recruitment@amat.org.uk**
6. References will be sought for shortlisted candidates prior to the interview date. The successful candidate will be required to complete an enhanced DBS check.

# JOB SPECIFICATION

<b>Job description</b>	<b>Class Teacher</b>
<b>To whom responsible</b>	<b>Headteacher; reporting to SLT and Local Governing Board</b>
<b>Key duties and responsibilities</b>	
<ul style="list-style-type: none"> <li>• Demonstrate exemplary practice in effective teaching, organisation and display and support colleagues to raise standards of practice in these areas as need is identified.</li> <li>• To create and manage a caring, supportive, purposeful and stimulating environment which is conducive to children's learning.</li> <li>• To plan and prepare lessons in order to deliver either the EYFS or National curriculum ensuring breadth and balance in all subjects.</li> <li>• To identify clear teaching objectives and learning outcomes, with appropriate challenge and high expectations.</li> <li>• To maintain good order and discipline among the pupils, safeguarding their health and safety.</li> <li>• To organise and manage groups or individual pupils ensuring differentiation of learning needs, reflecting all abilities.</li> <li>• To plan opportunities to develop the social, emotional and cultural aspects of pupils' learning.</li> <li>• To maintain a regular system of monitoring, assessment, record-keeping and reporting of children's progress.</li> <li>• To prepare appropriate records for the transfer of pupils.</li> <li>• To ensure effective use of support staff within the classroom, including parent helpers.</li> <li>• To participate in staff meetings as required.</li> <li>• Contribute to the development and co-ordination of a particular area of the curriculum.</li> <li>• To be part of a whole school team, actively involved in decision-making on the preparation and development of policies and programmes of study, teaching materials, resources, methods of teaching and pastoral arrangements.</li> <li>• To ensure that school policies are reflected in daily practice.</li> <li>• To communicate and consult with parents over all aspects of their children's education – academic, social and emotional.</li> <li>• To liaise with outside agencies when appropriate e.g., Educational Psychologist.</li> <li>• To continue professional development, maintaining a portfolio of training undertaken.</li> <li>• To meet with parents and appropriate agencies, to contribute positively to the education of the children concerned.</li> </ul>	

# PERSON SPECIFICATION

	Essential Selection Criteria	Desirable	Evidence
<b>Education and Qualifications</b>	QTS  Evidence of relevant continuing professional development		Application form/ certificates
<b>Knowledge and Experience</b>	Be able to demonstrate an understanding and application of:  Evidence of effective teaching and raising standards in EYFS, Key Stage 1 or Key Stage 2.	Has experience of successfully leading a foundation or core curriculum subject	Application form Interview Interview
	High level of personal literacy, numeracy and ICT skills.	Evidence of effective teaching across the primary age range	Application form/ interview
	Working effectively as a member of a team.	Effectively supporting staff through a period of change	Application form Reference Interview
	Clear philosophy on effective primary curriculum and practice.	Knowledge and experience of evidenced-based approaches to teaching and learning	Application form Reference Interview

# PERSON SPECIFICATION

	Essential Selection Criteria	Desirable	Evidence
<b>Skills and Abilities</b>	Sets high expectations and standards, and provide a role model for all pupils and staff.		Application form Reference Interview process
	Monitor to ensure that agreed practice is in place.	Monitor, set strategic objectives and provide a point of reference for colleagues in a curriculum area.	Application form Reference Interview
	Effectively manage teaching and learning to promote achievement and wellbeing for all pupils.	Manage change in pursuit of strategic objectives.	Application form Interview
	Scaffold learning opportunities and interventions and make best use of teaching assistants to move learning on.		Application form Interview
	Provide opportunities for staff development and encourage staff to develop themselves.  Build, support and work as part of a team.	Provide collaborative peer to peer coaching and support	Application form Interview
	Work effectively in partnership with parents, governors and the wider community		Application form Interview
<b>Personal Qualities</b>	Ability to develop good relationships and communicate effectively.		Application form Reference Interview
	Self-confident with a collected and positive professional manner.		Application form Interview
	Supportive of the school's extra-curricular activities.		Interview
	A good record with regards to punctuality and attendance at work		Reference



# COME AND BE PART OF OUR ACCOMPLISH TEAM AND JOIN ONE OF OUR BRILLIANT SCHOOLS!

