



RECRUITMENT PACK



DEAR APPLICANT

Thank you for your interest in the very important post across the Accord Multi Academy Trust. We hope that the information contained within this pack provides sufficient information and helps you to decide if you have the right qualities, skills and experience to apply for the position.

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 & Accord Sixth Form 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 vision is underpinned by the highest expectations on what every child can achieve regardless of their context or starting point.

This is an exciting time in our development, as we continue to work tirelessly to provide world class education for young people within our community. In our infancy, the Trust has secured a strong foundation on which to build, consolidating the important structures necessary for growth, development, innovation and sustained improvement. These foundations have been underpinned by strong collaboration between all leaders across each of our academies, and this has been instrumental in allowing us to meet the many challenges in education in a coherent, co-ordinated and effective way.

Working together as a team has clearly made us stronger, and the support and challenge of each other has enriched each of our academies and the Trust.

As a Trust we are fully committed to investing in our staff, and as an employee you will have access to high quality professional development through formal programmes of CPD.

It is a real privilege to work alongside such a talented body of professionals working tirelessly to provide the best opportunities for young people across the Trust, and if you feel that you have the vision, drive and energy to support and contribute to the Trust's further development, then we would like to hear from you.

Yours sincerely,



Alan Warboys
Chief Executive Officer (CEO)
National Leader of Education



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 & Accord Sixth Form 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?

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, a staff choir; sporting groups currently include a running club, and weekly staff netball and football matches.

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“Joining Accord this academic year has given me a great opportunity to advance my career in a direction I am truly passionate about. Leaders are given the freedom to innovate and trusted to make decisions that will have a positive impact on pupils. I am certain joining Accord was the right choice for me and my career.”

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.”

Jules
Finance
Manager

As a Trust we are committed to provide the following benefits for employees:

- An opportunity to collaborate with colleagues across academies and within the central Trust teams, with other academies and Multi Academy Trust's on a local or regional basis.
- Formal opportunities arising from collaboration provide:
- Structured and informal opportunities to share best practice that affords colleagues the opportunity to develop their own skills;
- Efficiencies of scale and a joint up approach to working and developing initiatives, agendas and changes to practise.
- Opportunities to lead on developments as a stepping stone to further career opportunities.
- The opportunity to work in a forward thinking and fast paced environment alongside a range of professionals with a proven track record of success in transforming education for young people.
- A specific career stage pathway of professional development with a commitment to support engagement in nationally recognised professional qualifications (NPQ's).
- The Trust maintains nationally agreed terms and conditions in relation to pay and conditions for teaching and associate staff, and continues to subscribe to local holiday patterns within the local authority of each academy.
- All employees have the opportunity to access a pension scheme.
- All employees have access to discounted rates for self and family members for a range of local and national companies and services, reviewed annually.
- All employees have access to the Fitness Suite at one of the academies in the Trust free of charge.

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*“Twenty years ago I joined Horbury School as a Special Needs Assistant. Five years later I was celebrating becoming a qualified Maths Teacher having completed a degree and my teacher training. **Thank you** will never be enough for the opportunities, support and encouragement I have experienced over the years. The rewards from my career at Horbury have been a huge sense of pride and achievement knowing I have made a difference to so many young people's lives.”*

Diane
Teacher of
Mathematics

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“I have been a member of staff at Ossett Academy since 2006. I have held a number of roles during that time. The level of support and guidance that I have received to progress through my career has been of the highest quality, internal courses such as Aspiring Middle/Senior Leader have been invaluable. I thoroughly enjoy my time at Ossett and can see myself working here for years to come.”

Kieran
Associate
Assistant Principal/Teacher of Business

ADVERT



DIRECTOR OF HUMANITIES

L9-L13

Full Time /Permanent, Required for September 2021

We are seeking to appoint a dedicated and highly skilled Director of Humanities to join the Accord Multi Academy Trust from September 2021. The successful candidate will be a specialist in History or Geography with the ability to teach in non-specialist subject.

At this key time in the Trust's development, we require an ambitious, determined and exemplary leader to secure the highest possible outcomes for our young people, staff, families, academies and the wider community. Through strong leadership and the ability to motivate others, you will harness the key strengths of colleagues, and lead rapid and sustained improvement in Humanities across the Trust.

Your new role

This post is an exciting opportunity for a current Subject Leader, Lead Practitioner or Senior Leader to maintain close links with classroom practice whilst leading on Humanities on a Trust-wide level, supporting transformational change whilst working closely with the Humanities teams across our two secondary academies. The successful candidate will have experience of leading rapid and sustainable improvements in Humanities and be able to take a strategic lead on a daily operational basis to respond to the particular needs and context of each academy. You will work strategically with the curriculum leaders at each secondary academy to support their development and that of their teams in order to drive improvements in History and Geography and to inspire our young people to ensure that provision is underpinned by high quality teaching.

Humanities across the Trust

Across the Trust the Humanities departments are staffed by dedicated and forward-thinking teams of specialist History and Geography teachers; the teams provide additional support and intervention where necessary. Our vision is to motivate, enthuse and inspire all learners so that they have a curiosity and interest in Humanities and are active participants in their learning. Through our curriculum, we aim to foster and encourage a lasting enjoyment and enthusiasm for History and Geography, enabling every student to achieve his or her potential.

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.

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 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 hr@accordmat.org or call on 01924 668930.

Closing Date: Monday 10 May 2021 at 9.00am.

Interviews likely to be held: w/c 10 May 2021

Application forms are available from <https://accordmat.org/opportunities/>
Completed application forms to be returned to hr@accordmat.org.

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: Director of Humanities
Salary: L9 – L13
Reporting to: Executive Leader

Job Purpose

The Director of Humanities is the lead professional taking responsibility for the quality of Humanities provision and student outcomes. The Director of Humanities will work across the Academy Trust working closely with Senior Leadership Teams and Subject Leadership Teams to accelerate improvement and raise standards. The Director of Humanities will model high quality teaching; deliver intervention programmes, and challenge and support subject teams to deliver outstanding outcomes for young people. The post holder will analyse performance data to ensure that students are appropriately targeted for support, and work across the Trust to ensure consistency of subject delivery throughout the network of secondary academies.

Leadership

- To have joint accountability for Secondary History and Geography performance across the Trust.
- To have overall responsibility for the quality of teaching and learning in Secondary History and Geography across the Trust.
- To support and challenge the learning and teaching of Secondary Humanities across the Trust, including the development of leaders of History and Geography.
- To lead, on occasions, and where required for academies causing concern, where extensive support is required.
- To demonstrate the vision and values of the Accord Multi Academy Trust in everyday work and practice.
- To provide enthusiastic and inspirational leadership to colleagues and students alike.

Teaching and Learning

- To demonstrate high quality, focused teaching which leads to improved outcomes for students.
- To ensure consistent messages for all students of Secondary History and Geography, which prioritise key curriculum areas with absolute clarity.
- To contribute to curriculum plans which embed exam board requirements.
- To develop highly effective and well-resourced schemes of work with regular assessments.
- To plan and deliver impactful intervention.
- To develop high quality resources for revision, intervention or enrichment sessions.
- To lead the introduction of new technologies, such as video conferencing, white board technology, the internet and any academy learning platforms.
- To raise students' and colleagues' expectations through their own exacting standards.

Assessment, tracking and intervention

- To monitor the implementation of regular, timed assessments which measure student progress on the components of the History and Geography GCSE specifications and A Level qualifications.
- To assess and standardise students' work in order to improve the quality of data on student performance.
- To help monitor and fine-tune the assessment judgements of departmental colleagues.
- To quality assure end of year predictions.
- To analyse student performance data and conduct question level analysis to ensure that students are appropriately targeted for support.
- Where possible, to attend and quality assure student achievement meetings.
- To provide workshops for students on key borderline grades.
- To provide targeted support for different groups of students, such as more able students or underachieving boys.
- To help monitor the impact of interventions, and recycle that support.
- To review departmental teams and provide feedback, high quality reports and effective action plans and intervention strategies that bring about rapid improvement.

Developing Self and Working with Others

- To strike up positive, constructive working relationships with colleagues and students quickly.
- To inspire confidence when working with students, parents/carers, teachers and Senior Leaders.
- To lead continuing professional development activities within departments, and lead Trust-wide training sessions for History and Geography.
- To coach colleagues through demonstration lessons, modelling approaches and team teaching.
- To help teachers experiencing difficulty by observing their teaching, providing a structured programme of advice and support, and giving constructive criticism.
- To participate in working groups and projects, and other professional development activities.
- To develop and maintain a culture of high expectations for self and others.
- To keep up to date with educational development, strategy and thinking.
- To actively pursue your own professional development as a Senior Leader.
- To contribute to the training and development of student teachers and newly qualified teachers.

Other specific duties

- To undertake any other duty as specified by the School Teachers' Pay and Conditions Document not mentioned in the above.
- To comply with any reasonable request from a manager to undertake work of a similar level that is not specified in the job description.
- Maintain high professional standards.
- Be aware of and comply with policies and procedures relating to safeguarding, child protection, health, safety and security, confidentiality, reporting all concerns to an appropriate person;

PERSON SPECIFICATION

	Essential	Desirable
QUALIFICATIONS		
Graduate with Qualified Teacher Status	•	
AST, SLE or Excellent Teacher Status		•
KNOWLEDGE & EXPERIENCE		
Experience of leading rapid and sustainable improvement in at least one Humanities department	•	
Examiner experience		•
An excellent classroom practitioner with proven outcomes	•	
Have a thorough understanding of the secondary Humanities curriculum	•	
Experience of monitoring and improving the quality of teaching and learning	•	
Proven experience in the analysis of performance data for the purposes of raising achievement	•	
Understanding of school improvement and Ofsted inspection programmes	•	
Have an up to date knowledge of current initiatives and challenges facing Humanities departments	•	
Evidence of leading departmental CPD	•	

	Essential	Desirable
SKILLS		
Excellent classroom practitioner with an ability to demonstrate high quality teaching to others	•	
Ability to offer advice on school-based assessments and on examination preparation	•	
Enthusiastic, collaborative leader with the ability to forge positive relationships in order to promote the success of Geography and History	•	
Ability to develop intervention strategies that bring about rapid improvement	•	
Ability to analyse and review departmental teams and provide feedback	•	
Able to provide clear direction and shared purpose for all students, staff and stakeholders	•	
Excellent communicator who is at ease with students and colleagues	•	
Strong negotiation skills and the ability to influence others to the benefit of students	•	
ADDITIONAL SKILLS AND CHARACTERISTICS		
Ability to use the full range of leadership skills and qualities including emotional intelligence as appropriate to the situation	•	
Resilient and determined but can also provide support, demonstrate empathy and flexibility, and deal with staff in a sensitive and considerate manner	•	
Committed to personal development for all staff including themselves	•	
The post holder will require an enhanced DBS	•	

