INSPIRE
PARTNERSHIP

Recruitment Pack

Teacher at Half Acres Primary Academy



WELCOME



Welcome from the CEO.

We're thrilled you're considering joining Inspire Partnership Multi-Academy Trust. As CEO, I believe our people are central to achieving "Excellence in every outcome" for our 2500 pupils across nine primary schools. Our values: Support, Collaboration, Innovation, and Excellence guide us in working together to be better and inspire everyone to achieve their best.

Our mission for our staff is "The very best from and for everyone". This means clear expectations, great opportunities for professional growth, and a supportive culture from day one. We uphold high standards and encourage brave, innovative actions in a safe environment. We want all our staff to feel successful and understand their vital role in delivering excellent outcomes for our pupils.

Joining us means becoming part of a team dedicated to ensuring all children are happy, confident in themselves and aim for excellent outcomes in all they do. We are ambitious for every child, regardless of their background. We offer continuous professional development and a coaching culture that supports all of our people. Here at Inspire Partnership, we are confident you'll find a rewarding and supportive environment where your contributions are valued, and you can make a real difference in children's lives.

Matthew Knox
Chief Executive Officer

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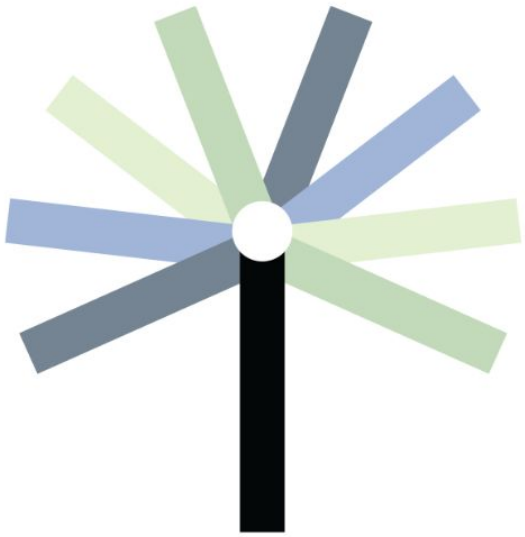
About the Trust.

At Inspire Partnership we are a community of schools inspiring excellence in everyone. Our partnership is like a Maypole dance: working together to produce something to be proud of. Our four values are what define us, and they are like the different parts of the Maypole tradition

Support
The maypole at the centre of the community

Excellence
Practice and persistence until it is right.



Collaboration
The coming together of the community

Innovation
Using what we know to create new and exciting routines

The Ripple Effect.

Support enables schools to feel secure and grow, which fosters a climate where **collaboration** can flourish**.** This collaboration then sparks **innovation,** leading to continuous improvement and the pursuit of **excellence** across all schools within the Trust.

Our Trust

We are a thriving community of primary schools each offering high-quality nurseries, excellent outdoor learning spaces, and a strong commitment to technological advancement. With Chromebooks and visualisers at the heart of our digital strategy, we empower students with modern skills for the future. By blending nurturing early education, inspiring environments, and innovative technology, we create dynamic learning experiences.

Our Trust currently consists of nine primary academies, all based in the Wakefield Local Authority, and we proudly support other schools across Yorkshire. As we continue to grow, we look forward to expanding beyond Wakefield, strengthening our network, and welcoming new schools into our family.

9 SCHOOLS

ONE TRUST

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- ACKTON PASTURES PRIMARY ACADEMY
- ASH GROVE PRIMARY ACADEMY
- FITZWILLIAM PRIMARY SCHOOL
- GAWTHORPE COMMUNITY ACADEMY
- GIRNHILL INFANT SCHOOL
- GROVE LEA PRIMARY SCHOOL
- HALF ACRES PRIMARY ACADEMY
- TOWNGATE PRIMARY ACADEMY
- SOUTH HIENDLEY PRIMARY SCHOOL

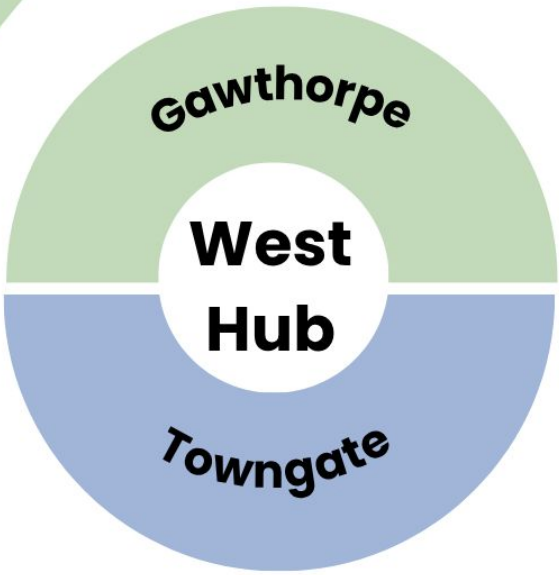
9 SCHOOLS

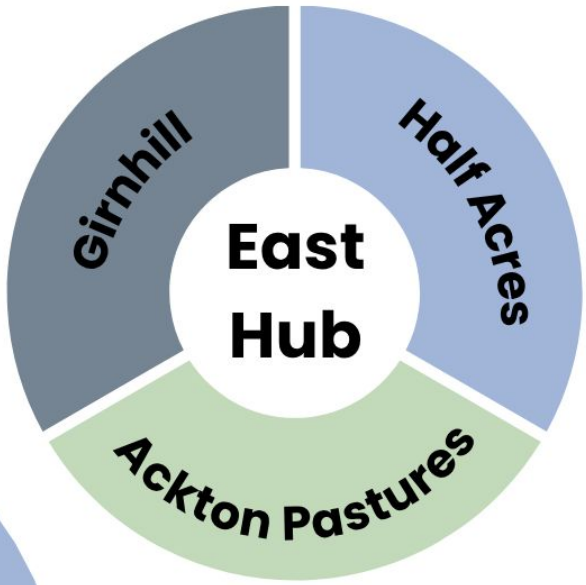
ONE TRUST

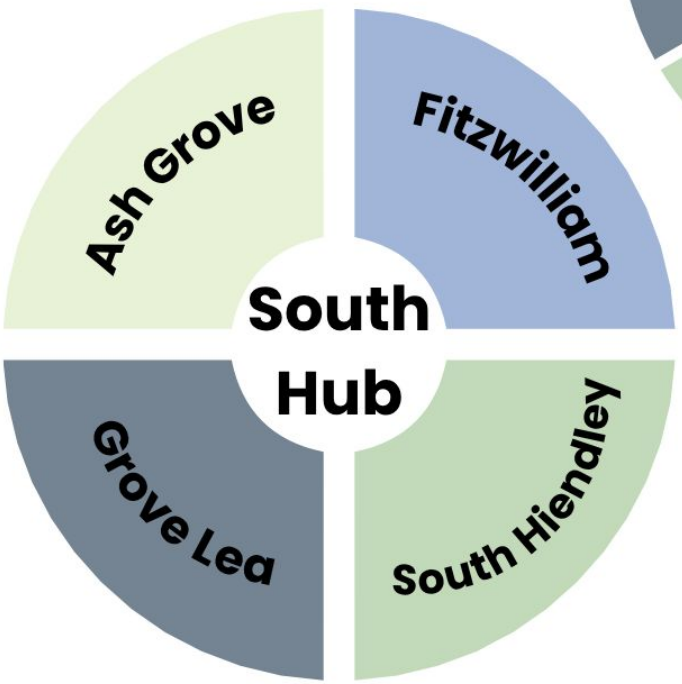
Our **Hubs,** Our **Schools.**

The schools in our Trust are split into three geographic hubs; East Hub, South Hub and West Hub.

By bringing geographically closer schools together, we're actively fostering a deeper community feel within each hub. These hubs will empower our schools to learn from one another, leverage shared resources more effectively, and ultimately create an even richer and more cohesive learning experience for every child in our care.







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KS1/KS2 Teacher

Reporting to: Headteacher

Salary: MPS/UPS

Term: Permanent – Full Time/Part Time

Welcome from our Headteacher and context for this appointment:

Thank you for your interest in joining the team at **Half Acres Primary Academy.** We are a thriving school community dedicated to ensuring every child can 'Be the best they can be!'

At Half Acres, you will find a positive and nurturing environment where behaviour and attitudes are consistently outstanding and pupils are keen to learn. Our school is filled with wonderful, respectful children who are excited to learn, supported every step of the way by our incredibly warm and dedicated team! We lovingly maintain a culture of high expectations, celebrating every single success—big or small—for both our cherished pupils and our phenomenal staff.

We are looking to appoint an enthusiastic and dedicated **KS1 or KS2 teacher** to join our teaching team. We believe in freeing teachers and leaders from bureaucracy to concentrate on providing the very best teaching, learning, support and development that every child deserves.

Our values and vision underpin all we do, so if our vision and values align to yours, then we invite you to join us on our journey.

What we offer:

- The opportunity to be part of a Trust which is committed to the support and development of all staff.
- A commitment to providing you with high quality professional development.
- The opportunity to be part of dedicated staff teams.
- Supportive and caring Senior Leadership Teams.
- Opportunities of co-planning with colleagues.
- Trust wide professional development days.
- Future leadership opportunities.
- Opportunities to work across the Trust.

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Job Description

Job Purpose Summary

- Be responsible for the learning and achievement of all pupils in the class/es ensuring equality of opportunity for all
- Be responsible and accountable for achieving the highest possible standards in work and conduct
- Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- Work proactively and effectively in collaboration and partnership with learners, parents/careers, governors, other staff and external agencies in the best interests of pupils
- Act within the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current School Teachers Pay and Conditions Document and Teacher Standards (2012)
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school

Specific Duties & Responsibilities

- Deliver the curriculum as relevant to the age and ability group/subject/s that you teach
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate
- Be accountable for the attainment, progress and outcomes of pupils' you teach
- Be aware of pupils' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these demonstrating knowledge and understanding of how pupils learn
- Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL; disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English (whatever your specialist subject)
- If teaching early reading, demonstrate a clear understanding of appropriate teaching strategies e.g. systematic synthetic phonics
- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment

- Make accurate and productive use of assessment to secure pupils' progress
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate
- Participate in arrangements for examinations and assessments within the remit of the School Teachers' Pay and Conditions Document

Behaviour and Safety

- Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect 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 inspire, motivate and challenge pupils
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils
- Have high expectations of behaviour, promoting self control and independence of all learners
- Carry out playground and other duties as directed and within the remit of the current School Teachers' Pay and Conditions Document
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures

Team working and collaboration:

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil

- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school
- Cover for absent colleagues within the remit of the current School Teachers' Pay and Conditions document

Fulfil wider professional responsibilities

- Work collaboratively with others to develop effective professional relationships
- Deploy support staff effectively as appropriate
- Communicate effectively with parents/careers with regard to pupils' achievements and well-being using school systems/processes as appropriate
- Communicate and cooperate with relevant external bodies
- Make a positive contribution to the wider life and ethos of the school

Administration

- Register the attendance of and supervise learners, before, during or after school sessions as appropriate
- Participate in and carry out any administrative and organisational tasks within the remit of the current School Teachers' Pay and Conditions Document

Professional Development

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and well being, refining your approaches where necessary responding to advice and feedback from colleagues
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal
- Proactively participate with arrangements made in accordance with the Appraisal Regulations 2012

Other

- To have professional regard for the ethos, policies and practices of the school in which you teach, and maintain high standards in your own attendance and punctuality
- Perform any reasonable duties as requested by the headteacher
- Understand and comply with relevant data protection legislation and regulations, especially the Data Protection Act 2018 and the UK General Data Protection Regulation (UK GDPR)

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Person Specifications

No.	Categories	Essential or Desirable	App Form	Interview or task
Qualifications				
1	QTS or equivalent teacher accreditation	E	✔	
2	Degree/PGCE or equivalent qualification	E	✔	
3	Other Professional Qualifications	D	✔	
4	Understanding of Safeguarding and Child Protection Issues	E	✔	✔
Experience and Knowledge				
5	Teaching experience with the age range and/or subject(s) applying for.	E	✔	✔
6	Create a stimulating and safe learning environment	E	✔	✔
7	Establish and maintain a purposeful working atmosphere.	E	✔	✔
8	Plan, prepare and deliver the curriculum as relevant to the age and ability group/subject that you teach, other relevant initiatives and the school's own policies.	E	✔	✔
9	Assess and record the progress of pupils' learning to inform next steps and monitor progress.	E	✔	✔
10	Demonstrate a commitment to equal opportunities and use a variety of strategies and practices to promote the diverse cultural and equality issues in the classroom.	E	✔	✔

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Person Specifications

11	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.	E	✔	✔
12	Encourage children in developing self-esteem and respect for others.	E	✔	✔
13	Deploy a wide range of effective behaviour management strategies, successfully.	E	✔	✔
14	Communicate to a range of audiences (verbal, written, using ICT as appropriate).	E	✔	✔
15	Use ICT to advance pupils' learning, and use common ICT tools for their own and pupils' benefit.	E	✔	✔
Commitment				
16	Demonstrate a commitment to equalities	E	✔	✔
17	Demonstrate a commitment to promoting the school's vision and ethos	E	✔	✔
18	High quality, stimulating learning environments	E	✔	✔
19	Relating positively to and showing respect for all members of the school and wider community	E	✔	✔
20	Ongoing relevant professional self-development	E	✔	✔