



HORBURY PRIMARY ACADEMY

# RECRUITMENT PACK



# DEAR APPLICANT

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Thank you for your interest in Horbury Primary Academy. We hope that the information contained within this brochure 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 Horbury Primary Academy and join a team committed to the pursuit of excellence in provision for our children.

We are keen to appoint individuals who have enthusiasm, vision and creativity but above all else an unrelenting commitment to high expectations and inclusivity.

Horbury 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 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 and caring staff who work hard to ensure this is in place.

We want every child to reach their potential and our ultimate aim is to create a lifelong love of learning which gives children not only new skills, knowledge and understanding, but also key learning attributes that will enable them to succeed as they begin their path in life.

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 Academy, Middlestown Primary Academy and South Ossett Infants 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 as Headteacher to lead Horbury Primary Academy and work alongside such a talented body of pupils 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 Horbury Primary Academy's further continued improvement, then we would be delighted to hear from you.

Your sincerely,



**James Tucker**  
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, joined in December 2016 by Horbury Primary Academy and Middlestown Primary Academy. Our fifth member, South Ossett Infants Academy, joined us in 2024.



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.



“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**  
Vice Principal



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 HORBURY PRIMARY ACADEMY?

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- Horbury Primary Academy is a mixed, 3-11 primary academy, situated on the outskirts of Wakefield.
- Horbury Primary converted to academy status in December 2016 and joined the Accord Multi Academy Trust at the same time.
- The academy is situated just outside of the town centre of Horbury, 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 'PRIDE' attributes; Perseverance, Risk Taking, Independence, Determination and Enthusiasm.
- We are delighted to offer an extensive extra-curricular and enrichment programme including Young Voices, Residential Trips, professional visitors into school and sporting competitions and events.
- 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.
- Visitors frequently comment on our calm, supportive and friendly atmosphere.
- We have extensive outside play areas and grounds which enrich our pupils' outdoor activities and learning.
- We have previously held the Green Flag status and continue to uphold our commitment to sustainability in our school.
- The Academy has very strong links with the local community in Horbury and other primary schools within the Horbury pyramid.







“It has been a breath of fresh air working at Horbury Primary Academy. As a teacher, working in a supportive and collaborative environment is incredibly important and I have received support in all areas of my career and personal life while working here. All the staff are a caring and friendly group of people, who truly put the children first, and make it a very happy place to be.”

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**Helen**  
Teacher & PE Lead



“Working as part of the Horbury Primary family for 17 years has given me the privilege of not only working alongside such an enthusiastic, dedicated team, but seeing the fantastic experiences and opportunities that are provided for our children. Over the many years I have been encouraged and supported by such an amazing team, enabling myself to grow and develop skills I thought I could never accomplish”.

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**Tracy**  
Teaching Assistant



ADVERT

# Year 2 Teacher

Temporary, Maternity cover  
To Start January 2025

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Horbury Primary Academy are seeking to appoint a talented and creative Temporary teacher to add to our KS1 team, teaching a Year 2 class. The successful candidate should be hard working with the ability to work effectively in collaboration with their designated year group partner and other designated class teachers.

You will need to demonstrate consistently good or better 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 Horbury Primary Academy, we strive to create an environment where pupils enjoy learning and are given the opportunity to stretch themselves both academically and also through a wide range of extra-curricular activities. Our success is founded on traditional values set in a warm, friendly environment.

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 checks 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.

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 may visit the Academy 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](http://accordmat.org))

For an informal discussion about this position please contact [hr@accordmat.org](mailto:hr@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.

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](mailto:hr@accordmat.org) or call on 01924 282748.

**Closing Date: Monday 07 October 2024 at 9:00am**

**Interviews likely to be held: Wednesday 16 October 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

## Person Specification – Class teacher

The current School Teachers' Pay and Conditions document describes duties which are required to be undertaken by teachers in the course of their employment

Criteria	Essential	Desirable
Education & Qualifications	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of further professional training</li> </ul>
Teaching Experience	<ul style="list-style-type: none"> <li>• Setting high expectations which inspire, motivate and challenge</li> <li>• Understand how to use assessment data to secure improvements in learning</li> <li>• Ensuring good progress and outcomes by children</li> <li>• Demonstrating good subject and curriculum knowledge</li> <li>• Planning and teaching well-structured, exciting and stimulating lessons</li> <li>• Adapting teaching to respond to the needs of all children</li> <li>• Making accurate and productive use of assessment</li> <li>• Managing behaviour effectively within a positive behaviour framework</li> </ul>	<ul style="list-style-type: none"> <li>• Subject specialism in a key curriculum area</li> </ul>
Skills & Abilities	<ul style="list-style-type: none"> <li>• 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</li> <li>• Knowledge of the National Curriculum 2014</li> <li>• Understanding of the learning, social and pastoral needs of children</li> <li>• Encourage children in developing self-esteem and respect for others</li> <li>• Create a stimulating and safe learning environment</li> <li>• Provide written assessments and reports for children</li> <li>• Deploy a wide range of effective behaviour management strategies, successfully</li> <li>• An awareness and understanding of the principles and practices of equal opportunities</li> </ul>	
Professional and personal qualities	<ul style="list-style-type: none"> <li>• Effective interpersonal skills</li> <li>• Ability to think clearly</li> <li>• Excellent organisational skills</li> <li>• Passionate, caring and honest</li> <li>• Self-motivated</li> <li>• Positive role model</li> </ul>	



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