



ACCORD MULTI ACADEMY TRUST

# RECRUITMENT PACK



**Accord**

MULTI ACADEMY TRUST

# DEAR APPLICANT

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Thank you for your interest in this very important post at 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.

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.

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 of 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 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 our individual academies and the Trust as a whole.

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 and an employee benefit package that includes a range of wellbeing support in addition to cash saving and salary sacrifice schemes.

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



# 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.



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 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 AT ACCORD MAT?

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 O2 or further discounts courtesy of, for example, Blue Light Card and Discounts for Teachers.



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“Joining Accord Multi Academy Trust has allowed me to follow my passion for education in a truly meaningful way. I started as a Computer Science teacher at Ossett Academy and took full advantage of the opportunities available to transition into the role of SENCo. The academy’s commitment to professional development and access to various qualifications has been pivotal in my personal and professional growth, enabling me to make a wider impact on both our pupils and the school community.”

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**Thom**  
SEnCo

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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 Academy 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





# WHAT MAKES US A GREAT EMPLOYER?

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- We have designated Central Team offices located close to Junction 40, Wakefield.
- We have additional Central Team offices based at both of our secondary academies, allowing staff to be flexible in terms of working across sites.
- The Central Teams consist of Operations, Finance, HR and ICT, who work in close partnership to ensure the smooth running of our academies.
- We have five local academy sites shrouded in local history, with school buildings dating back to 1850, including two of the oldest schools in Ossett.
- 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.
- We encourage Central Team staff to build and maintain relationships across sites and with other local academies to develop their own and the organisation's expertise and provision.
- We prioritise a positive working culture through clear policies and procedures, and provide support for all colleagues in all roles to adhere to these and be the best possible role models that they can be.
- To support the achievement of success, Accord is a flexible and understanding employer and we seek to recognise the achievements and successes of all employees.





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“10 years ago I joined Ossett Academy as a Business Administration Apprentice. Upon completion of the course, I was given the opportunity to move into the HR Team and complete various HR-related qualifications. In 2019 I moved over to the Accord Central Team and now provide HR support across the Trust. Thank you will never be enough for the opportunities and support that have been given over the years.”

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Jessica  
HR Advisor



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"Since joining Ossett Academy several years ago I have had the opportunity to work alongside a range of amazing teachers and fantastic PE team. All the staff I have worked closely alongside have been very supportive and motivated to achieve the highest outcomes for pupils which fits in with my ethos. More recently I have moved to be part of the Accord Sixth Form College team, and I have thoroughly enjoyed being given the opportunity to lead on the Football Academy which has grown every year since we started."

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Tom  
Teacher of PE and Football Academy  
Lead



ADVERT

# LEAD TEACHER OF MATHS

Salary negotiable within the Leadership spine

Full Time, Permanent

To Start Easter 2026 / September 2026

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Accord Multi Academy Trust are seeking to appoint an exceptional Lead Teacher of Maths. This is a unique opportunity for an outstanding classroom teacher with a passion for mathematics education to have a significant impact on teaching and learning across our Academies.

As part of Accord Multi Academy Trust, we uphold positive and inclusive values that promote professional growth, collaboration and wellbeing. You will be joining a team that combines ambition with genuine care, within a Trust that values continuous improvement and strong community engagement.

## The successful candidate will:

- Be a proactive, positive and reflective teacher, committed to continually developing their own practice and contributing to strong standards of teaching and learning.
- Demonstrate both the ability and ambition to deliver consistently strong and engaging teaching and learning.
- Be a dynamic classroom teacher with a clear determination to raise educational standards and secure excellent outcomes for all pupils.
- Possess strong subject knowledge and the ability to teach Mathematics effectively across KS3 - KS5, spanning a wide range of ages and abilities.
- Be able to evidence a positive impact on pupil progress within their own classes.
- Bring a genuine growth mindset, a strong work ethic and a sense of humour to their role within the team.
- Have an understanding of, or a willingness to develop understanding of, the context in which Accord Multi Academy Trust operates.

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. Please contact the Accord HR Department on [hr@accordmat.org](mailto:hr@accordmat.org) in order to arrange a visit.

We are confident that new staff joining our Trust will feel welcomed and happy to have chosen us. Prospective applicants are welcome to 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 \(accordmat.org\)](https://www.accordmat.org/Working-For-Our-Trust).





Here are a few examples of employee benefits that focus on our employees Financial, Physical and Mental Wellbeing:

- Membership to either the Teachers' Pension Schemes
- Access to an extensive discounts platform via Accord Rewards
- Access to an industry leading Employee Assistance Programme
- 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.
- 24/7 access to an online GP or Advanced Nurse Practitioner through Corporate Paid Healthcare Cash Plans.
- Technology scheme via SmartTech\*
- Cycle to Work Scheme\*
- Free annual flu jab
- Trained Mental Health First Aiders in all our settings.

*\*restrictions apply*

The Accord Multi Academy Trust was established in September 2016 and is currently made up of five 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.

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



**Closing Date:** Thursday 26 February 2026 at 9.00am

**Interviews are expected to be held:** week commencing Monday 02 March 2026

Application forms are available from <https://accordmat.org/vacancies/>

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



<b>Job Title: Lead Teacher - Maths</b>	<b>Grade: Lead Teacher Leadership Range</b>
<b>Location: Trust Academies</b>	<b>Accountable to: Director of Education</b>
<b>Contract: Full Time / Permanent</b>	<b>Responsible for: Designated Teachers (where applicable)</b>

#### **OVERALL PURPOSE OF THE POST:**

The Lead Teacher for Maths is a subject specialist working under the direction of the central team and alongside other leaders and practitioners in Maths across the Trust. The Lead Teacher will have responsibility for the supporting the development of a high quality of Maths provision enabling positive student outcomes. The Lead Teacher will model high quality teaching; deliver intervention programmes, 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 academies.

#### **RESPONSIBILITIES AND ACCOUNTABILITIES:**

##### **Leadership**

- To support the central team in improving the performance of Maths across the Trust.
- To support and challenge the learning and teaching of Maths across the Trust, including the development of leaders of Maths.
- 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 and model high quality, focused teaching which leads to improved outcomes for students.
- To support the Trust's vision that teaching across the Trust is at least 'good' to enable students to experience high quality provision across Maths, supported by a planned programme of professional development.
- To ensure consistent messages for all students of Maths, which prioritise key curriculum areas with absolute clarity.
- To assist with curriculum plans which embed exam board requirements.
- To support in the development of 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 support 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.
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##### **Assessment, tracking and intervention**

- To assist with monitoring the implementation of regular, timed assessments which measure student progress on the components of the Maths GCSE specifications.
- To support in the assessment and standardisation of students' work to improve the quality of data on student performance.
- To help monitor and fine-tune the assessment judgements of departmental colleagues.
- To provide support with the quality assurance process for 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.

- Assist with workshops for students on key borderline grades.
- Assist with the provision of 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.
- Support the central team with reviews of departmental teams (as may be required).

#### **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.
- Support continuing professional development activities within departments, and support and/or lead Trustwide training sessions for Maths.
- 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;



## Requirements for the Job/Evidence

The following section is the requirements for the job and lists the essential and desirable requirements needed to do the job. Applicants will be shortlisted solely on the extent to which they meet these requirements.

Please note A = Application Form I = Interview/assessment process

Competency	Essential	How Assessed	Desirable	How Assessed
<b>Qualifications:</b>	Graduate with Qualified Teacher Status	A/I	AST, SLE or Excellent Teacher Status	A/I
<b>Experience:</b>	<p>Experience of leading rapid and sustainable improvement in at least one Maths department</p> <p>An excellent classroom practitioner with proven outcomes</p> <p>Experience of monitoring and improving the quality of teaching and learning</p> <p>Proven experience in the analysis of performance data for the purposes of raising achievement</p> <p>Evidence of leading departmental CPD</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>	Examiner experience	A/I
<b>Knowledge and Statutory Requirements:</b>	<p>Have a thorough understanding of the secondary Maths curriculum</p> <p>Understanding of school improvement and Ofsted inspection programmes</p> <p>Have an up to date knowledge of current initiatives and challenges facing Maths departments</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p>		
<b>Skills</b>	<p>Excellent classroom practitioner with an ability to demonstrate high quality teaching to others</p> <p>Ability to offer advice on school-based assessments and on examination preparation</p> <p>Enthusiastic, collaborative leader with the ability to forge positive relationships to promote the success of Maths</p> <p>Ability to develop intervention strategies that bring about rapid improvement</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>		

	Ability to analyse and review departmental teams and provide feedback	A/I		
	Able to provide clear direction and shared purpose for all students, staff and stakeholders	A/I		
	Excellent communicator who is at ease with students and colleagues	A/I		
	Strong negotiation skills and the ability to influence others to the benefit of students	A/I		
<b>Additional Skills &amp; Characteristics</b>	Ability to use the full range of leadership skills and qualities including emotional intelligence as appropriate to the situation	A/I		
	Resilient and determined but can also provide support, demonstrate empathy and flexibility, and deal with staff in a sensitive and considerate manner	A/I		
	Committed to personal development for all staff including themselves	A/I		
	The post holder will require an enhanced DBS	A/I		

The employment checks required of this post are:

- Evidence of entitlement to work in the UK
- Evidence of essential qualifications
- Two satisfactory references
- Evidence of a satisfactory safeguarding check e.g., an Enhanced CRB Disclosure
- Confirmation of medical fitness for employment as required
- Registration with appropriate bodies (where applicable)

**Date Completed:** February 2026

**Signature of Jobholder:** .....

**Date:** .....

**This is a description of the job as it exists at present; All Job Specifications are reviewed and are liable to variation in consultation with the post-holder to reflect future developments, roles and organisational change.**



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