United Learning
The best in everyone™

Briefing Pack for Applicants

Teacher of Maths

February 2026

Contents

Section 1 - Post Advertisement 1

Section 2 – United Learning 3

Section 3 – Letter from the Regional Director 4

Section 4 – Letter from the Principal of Barnsley Academy 5

Section 5 – Job Description 6

Role Summary 6

Key Responsibilities 6

General 7

Information 8

Section 6 – Person Specification 9

- **The Application Form** 11
- **Education and Training** 11
- **Present Appointment** 11
- **Previous Appointment** 11
- **Referees** 11
- **The Supporting Statement** 11
- **Arrangements for Interview** 11
- **The Interview** 11
- **Feedback** 11

Section 8 – Visitors/Contacts for Barnsley Academy 12

Section 1 - Post Advertisement

Job Title: Teacher of Maths
Location: Barnsley Academy, Farm Road, Kendray, Barnsley S70 3DL
Salary: Competitive Teachers Pay Range, United Learning Trust's Pay Policy applies
Contract Type: Permanent, Full Time.
Start date: September 2026

Barnsley Academy is seeking to appoint a Teacher of Maths to complement the existing department. We are seeking to appoint a dynamic, enthusiastic and influential Teacher to teach across Key Stages 3 and 4. The academy is part of United Learning, a national group of schools and academies.

The recent Ofsted report (January 2025) highlights that "the school is a welcoming and vibrant place", "is aspirational for what pupils can achieve", and "has high expectations for pupils' behaviour." Inspectors noted that "Leaders know the school well", "ensure that staff have the support and training that they need", and that "staff feel supported by the school." Barnsley Academy is a UNICEF Gold Rights Respecting school, reflecting our commitment to achieving equity for all students, leading to the best possible personal and academic outcomes.

Please watch our Welcome Video to find out how our values of Ambition, Determination and Respect underpin everything that staff and students do here at Barnsley Academy: Barnsley Academy > Video

The academy is part of United Learning, a national group of schools and academies. Barnsley Academy is an 11-16 secondary. As part of United Learning our aim is to bring out 'the Best in Everyone' and we continuously strive to ensure that students and staff have every opportunity to succeed, with their potential developed to the utmost.

United Learning is one of the largest and most successful Trusts in the country who offers unrivalled Continuing Professional Development (CPD) and training, including opportunities for nationwide networking.

What we would like from you:

- An 'outstanding' experienced teacher or a less experienced teacher with the potential to be consistently outstanding within a short timeframe.
- Someone who shares our moral purpose of ensuring that all of our young people receive the best education possible in a supportive environment from people who care about them.
- Someone who is passionate about Maths and who will inspire our students to be so as well.

We will offer you:

- Highly competitive pay.
- Excellent facilities and resources in a respectful working environment.
- Access to an outstanding professional development programme.
- Polite, respectful and dedicated students who want to learn and fulfil their potential.
- Colleagues who are supportive, friendly and who are committed to each other's professional development.
- A chance to become part of one of the largest groups of schools in the country.

- Opportunities to work collaboratively with colleagues in schools within the Yorkshire cluster and across United Learning.
- Excellent employee benefits which include a highly sought-after pension scheme with high employer contributions, a paid personal leave day each year, and a generous staff discount scheme.
- Access to a free and confidential Employee Assistance Programme (EAP) and Health Cash Plan.
- We are open to requests for flexible or part-time working; and we encourage open and regular conversations about work-life balance.

If you possess these qualities and share the academy's vision, then we will be delighted to hear from you. Please refer to the job description and person specification for further details.

How to Apply:
To apply, please click the 'Apply Now' button at the top of the advert on our website using the following link to our vacancies page: Barnsley Academy > About Us > Vacancies and complete our online application form. Please note that CVs are not accepted.

Closing Date, Shortlisting and Interviews:
The following gives an indication of the planned timescales for the appointment process (*shortlisting and interview dates may be subject to change*):

Application Closing Date	23:59 on Thursday 19th March 2026
Shortlisting	Friday, 20 March 2026
Interviews	W/c 23 March 2026

If you would like to discuss this exciting opportunity, please contact hr@unitedlearningyorks.org.uk

United Learning is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Employees will, in accordance with statutory guidance, be subject to a comprehensive checking process including references from current and previous employers, health, right to work in the UK, an Enhanced DBS check and a further check against the appropriate barred list.

About United Learning

Barnsley Academy is part of United Learning which is a large, and growing, group of schools aiming to offer life-changing education to children and young people across England.

Our schools work as a team and achieve more by sharing than any single school could. Our subject specialists, our Group-wide intranet, our own curriculum and our online learning portal all help us share knowledge and resource, helping to simplify work processes and manage workloads for an improved work-life balance.

As a Group, we can reward our staff better: with good career opportunities, better pay, benefits, and ultimately, the satisfaction of helping children to succeed. We invest in our staff wellbeing. Our academies each have at least eight INSET days per year (with three of those solely dedicated to planning), and an ongoing group-wide wellbeing programme. It's an ethos we call 'the best in everyone'. We are working hard to become a more diverse organisation, which is key to our commitment to bringing out 'the Best in Everyone'. We welcome applications from everyone committed to this ethos and would particularly welcome applications from black and minority ethnic candidates who are currently under-represented in the Group as a whole. We always appoint on merit. We are open to discussing flexible working options.

Section 2 – United Learning

Barnsley Academy is part of United Learning which is a large and growing group of schools aiming to offer a life-changing education to children and young people across England.

Our schools work as a team and achieve more by sharing than any single school could. Our Subject Specialists, Group-wide Intranet, our own curriculum, and online learning portal all help us share knowledge and resources, which support simplifying work processes and managing workloads for an improved work-life balance.

As a Group we can reward our staff better, we provide good career opportunities, better pay, employee benefits and ultimately, the satisfaction of helping children to succeed. We invest in our staff's wellbeing. Our academies each have at least eight INSET/training days per year (with three of those solely dedicated to planning) and an ongoing group-wide wellbeing programme. It is an ethos we call 'the Best in Everyone'.

We are working hard to become a more diverse organisation, which is key to our commitment to bringing out 'the Best in Everyone'. We welcome applications from everyone committed to this ethos and would particularly welcome applications from black and minority ethnic candidates who are currently under-represented in the Group as a whole. We always appoint on merit. We are open to discussing flexible working options.

https://unitedlearning.org.uk/

Section 3 – Letter from the Regional Director

Dear Candidate

Thank you very much for your interest in the role within the Yorkshire United Learning Cluster. The cluster itself is a close-knit group of four Secondary Academies: Barnsley Academy, Sheffield Park Academy, Sheffield Springs Academy and Fir Vale Academy, who work alongside several local Primary Academies; all from within the United Learning Trust.

The cluster is well-established and has excellent support from locally based cluster central services. These cover Business Management, HR, IT and Site/Estate Facilities. They are led by an Executive Business Manager. This provides our academies with excellent trained advice and support in these areas; this benefits the leadership and wider staff of every academy.

United Learning Trust is a national organisation serving primary and secondary academies, all-through academies, and independent schools. Our ethos is *'the Best in Everyone'* - a phrase that captures the focus of our work as an organisation. Every decision taken is done so with this in mind: for staff, for students and for the community. The Trust values of respect, determination and ambition are driven through the character programme, which each academy has carefully interpreted in their own way. The Trust attributes of creativity, confidence and enthusiasm are demonstrated at every level.

United Learning, and academies within the Yorkshire cluster, demonstrate a strong commitment to staff CPD and staff wellbeing. If you join our schools, you will be inducted, supported, and developed in a deliberate way from before you even take up post. Our status as an Academy Trust enables highly competitive rates of pay progression and our employee schemes, such as Westfield, are an attractive feature of employment.

Above everything, we put young people first and seek to recruit adults who share this view. We work with students, parents, and families to provide a structured, supportive experience that enables them to achieve as well as they possibly can and become excellent scholars and rounded individuals. We insist on classrooms and corridors that are respectful, orderly places where everyone is expected to display positive and mature attitudes.

Applying for a new job is a huge investment of time and emotional energy. The recruitment decision has to be right for employee and employer. I would encourage you to seek out any information you need in order to make the important decision to apply, and we welcome visits to our schools in advance of applications wherever this might be helpful.

I do wish you the very best with your application and thank you again for considering us.
Best wishes,

Laura Moore
Regional Director
United Learning

Section 4 – Letter from the Principal of Barnsley Academy

Dear Candidate

Thank you very much for your interest in joining Barnsley Academy. I am extremely proud to call myself Principal of this wonderful school and to lead such a dedicated and highly skilled staff team.

Barnsley Academy is a thriving, inclusive secondary school at the heart of our local community. As part of United Learning, we are committed to delivering an education with character—one that nurtures academic excellence, personal development, and a strong sense of belonging. We serve a diverse student population and are proud of our inclusive ethos, high expectations, and relentless focus on ensuring every child achieves their full potential.

Barnsley Academy is a place where professional growth is supported, and every member of our team plays a vital role in shaping the future of our students and our school. Our staff are passionate, collaborative, and deeply committed to making a difference.

We are an outward-facing school, learning from outstanding schools both within the group and beyond. We are unapologetic about our high standards and unashamedly ambitious for all of our students and we are on a journey to becoming a great school with excellence as standard. As part of this journey, we have created a culture that is warm and strict, disciplined and joyful, and ensures disruption-free classrooms, so that teachers can teach and students can develop both their knowledge and character.

In addition, we are committed to staff wellbeing and have a wide-reaching wellbeing programme in place. We listen to the views of our staff team and strive to make Barnsley Academy a brilliant place to work for all, ensuring workload is considered and carefully balanced to ensure staff have the greatest possible positive impact on the young people of our school.

Location
Our academy is located close to Barnsley town centre, with excellent connections to wider transport networks. The M1 motorway is just minutes away, whilst strong rail links are in place with connections to cities like Sheffield, Leeds and Huddersfield.

If you are aligned with our mission and values, we very much look forward to hearing from you and would be delighted to welcome you for a visit should you wish to have a look round before applying for the post.

Good luck with your application and thank you again for considering Barnsley Academy as the next stage in your career.

Best wishes,

Stephen Pitcher
Principal
Barnsley Academy

Section 5 – Job Description

Job Description

Post title	Teacher of Maths
Salary	Competitive Teacher Pay Structure, United Learning Trust's Pay Policy applies.
Responsible to	Head of Department
Responsible for	There are no direct line management responsibilities associated with this role however, there are elements of supervision.
Role purpose	To provide an innovative and stimulating education for all students at Barnsley Academy, which ensures all are given the opportunity to reach their full potential.
Relevant qualifications	Qualified Teacher Status with subject specialism related to the learning area. Ability to teach across the full 11-16 age and ability range.

The postholder must, at all times, carry out their duties and responsibilities within the spirit of United Learning Trust and academy policies and procedures, and within the legislative framework applicable to academies.

Role Summary

The post-holder will deliver the teaching of Maths in accordance with their timetable throughout the Academy.

Key Responsibilities

Main duties

- To be responsible to the Head of Department for:
  - The achievement of the highest possible academic standards in relation to each child's ability.
  - The teaching of Maths throughout the Academy.
  - The drawing up of schemes of work which are relevant to ability and in harmony with aims of the Academy.

- Assessment, record-keeping, and reporting to Parents/Guardians.
- The preparation, setting, and marking of appropriate homework.
- The promotion and encouragement of extra-curricular activities.
- The display of student's work within the department and around the Academy.

- To support and encourage the Academy ethos.
- To contribute towards the Maths subject area.
- To keep abreast of developments in Maths.
- To supervise the use of support staff relevant to the class.
- To implement and maintain the Academy's policy on discipline and behaviour.
- To assist at Academy functions and other duties that may develop from carrying out the responsibilities of the post including a supervisory role.
- To perform such teaching duties as may be assigned in the Academy timetable.

General

- Develop excellent working relationships with colleagues internally, centrally and externally.
- Be an effective and flexible member of the team.
- Ensure any documentation produced is to a high standard and is in line with the in-house style.
- Participate in training and other learning activities as required.
- Participate in the Performance Management process.
- Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate.
- To represent the academies at events as appropriate.
- To support and promote academy and United Learning's ethos, playing a part in strengthening relationships between academies and with central office.
- To be aware of, and comply with, United Learning's policies and procedures relating to child protection, health, safety and security, confidentiality, and data protection, reporting all concerns to an appropriate person.

- To actively participate in continuous professional development and act as a positive role model across the academies and Trust.

- The above duties are not exhaustive, and the post-holder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Executive Business Manager and Human Resources.

- This job description will be kept under review and may be amended via consultation with the individual, Executive Business Manager and Human Resources as required.

Information

This post may require the post-holder to have a degree of flexibility and willingness to work outside of normal working hours.

The information contained above is to help staff understand and appreciate the work content of their post and the role they are to play in the organisation. However, it should be noted that whilst every effort has been made to outline all the duties and responsibilities of the post, a document such as this does not permit every item to be specified in detail. Broad headings have therefore, been used in which case all the usual associated duties are included in this job description.

This job description will be reviewed annually as part of the performance management process and may be subject to amendment or modification at any time after consultation with the post-holder.

Elements of this job description and changes to it may be negotiated at the request of either the post-holder or the incumbent of the post.

I accept my job description and job title as detailed above.

Name (print)	
Sign	
Date	

Section 6 – Person Specification

United Learning
The best in everyone™

Person Specification

Post title	Teacher of Maths	
Salary	Teachers' Pay Scale	
Education and Qualifications	**Essential**	**Desirable**
Qualified Teacher Status (QTS).	X	
Degree or equivalent academic qualifications.	X	
Evidence of further/higher study.	X	
Ability to teach the subject area at KS3, KS4	X	
Experience	**Essential**	**Desirable**
Raising student achievement.	X	
Good teaching at secondary level.	X	
Inspiring staff and students and establishing successful relationships.	X	
The ability and experience to develop a vision and put this into practice.	X	
Establishing and maintaining high standards and expectations.	X	
Appropriate professional development (particularly linked to raising achievement).	X	
Knowledge and Skills	**Essential**	**Desirable**
Evidence of a commitment to continuing professional development.	X	
Willingness to actively participate in professional learning.	X	
Willingness to stay abreast of national developments in education and contribute to developing resources and pedagogy to reflect the changing landscape.	X	
Ability to plan and teach engaging, motivating lessons with clear objectives and student learning outcomes matched to departmental schemes of work.	X	
Ability to teach to Advanced Level, although experience of this is not essential.	X	
Ability to effectively deploy a range of teaching and learning styles to suit the nature of the course content and the ability and attainments of students.	X	
Capacity to manage the learning environment and student behaviour in a manner, which is conducive to productive learning for all students.	X	
Ability to assess student achievements against course objectives and provide outstanding feedback, which enables students to maximise their talents and abilities.	X	
Ability to keep excellent administrative and student achievement records.	X	
Ability to relate well to students, staff and parents in a professional manner.	X	
Ability to use ICT as an integral part of teaching and learning programmes.	X	
Teamwork	**Essential**	**Desirable**
Recognises the contribution and achievement of colleagues.	X	
Keeps colleagues, stakeholders and/or customers informed of progress.	X	
Treats others fairly, openly and consistently.	X	
Expresses disagreement or challenges views calmly, constructively and tactfully.	X	

Supports and co-operates with colleagues.	X	
Personal Attributes	**Essential**	**Desirable**
Maintains confidentiality and discretion	X	
Able to make connection between their work and the benefits to students.	X	
Good written and verbal communication skills.	X	
Ability to prioritise and manage workload while maintaining a flexible response to urgent requests.	X	
Good interpersonal skills and ability to work with staff and stakeholders at all levels.	X	
Organised and good attention to detail.	X	
High expectations of self.	X	
The ability to act on advice and be open to coaching.	X	
A commitment to extra-curricular activities.	X	
A continued interest in developments in teaching and learning.	X	
The ability to motivate others.	X	
The ability to establish effective working relationships with individuals, groups and organisations.	X	
The ability to remain calm and diffuse situations.	X	
The demonstration of a concern for excellence in one's professional work and the achievement of students.	X	
A commitment to support the school's aims, vision and ethos.	X	
Adaptability and resilience, with the ability to cope with periods of work pressure with good humour and a sense of proportion.	X	
Energy and commitment to professional responsibilities and to the betterment of all students.	X	
A willingness to contribute to the wider life of the school.	X	

Section 7 – The Appointment Process

These notes are intended to guide you when making an application.

The Application Form
The application form is accessible via the 'Apply' link on the job advertisement. Please complete the application form neatly, fully, and accurately, including exact dates. You are requested to submit a concise application. **CVs are not accepted.**

Education and Training
State your qualifications and any training you have undertaken relevant to the post.

Present Appointment
Make it clear what your present post is, which establishment you work in and who your employer is.

Previous Appointment
When completing this section, it is important that you offer a continuous record, or an explanation of any gaps to allow full account to be taken of your experience, for example, child raising, voluntary work.

Referees
Suitable referees are people who have direct, recent experience of your work and who are in responsible positions. Reference will be taken if the candidate is successfully short-listed for interview. We may need to contact them at short notice so please be specific with regard to contact addresses including e-mail and telephone numbers.

The Supporting Statement
The supporting statement is regarded as a very important part of your application. You should make statements that demonstrate how your qualifications and experience match the post.

Arrangements for Interview
Shortlisted applicants will be contacted as soon as possible after the closing date. Referees are contacted prior to the interview stage for teaching and support staff posts. We would ask that all shortlisted applicants read the safeguarding information on the school website/s prior to attending the interview.

The Interview
Candidates will be invited to interview at the school during which time they will have the opportunity to meet staff and students and see the school at work.

Feedback
Feedback is offered to those candidates who are shortlisted, interviewed, and not recommended for appointment. It is hoped that this information will help you with future applications.

Section 8 – Visitors/Contacts for Barnsley Academy

Barnsley Academy
Farm Road
Kendray
Barnsley
South Yorkshire
S70 3DL

Website: www.barnsley-academy.org
Email: enquiries@barnsley-academy.org
Telephone: 01226 284606

Barnsley Academy is an 11-16 secondary and is Ofsted rated 'Good'. As part of United Learning our aim is to bring out 'the Best in Everyone' and we continuously strive to ensure that students and staff have every opportunity to succeed, with their potential developed to the utmost.