Horbury Academy

Recruitment Pack



Welcome to Applicants

Thank you for your interest in Horbury Academy. We hope that the information contained within this pack will help you decide if you have the right qualities, skills and experience to apply for our vacancy.

Horbury Academy is a thriving co-educational academy situated on the outskirts of Wakefield, serving approximately 1,100 young people aged 11-16. Horbury Academy is part of Place Partnership, a Multi Academy Trust established in 2026, which comprises 12 academies across South and West Yorkshire. At the heart of our organisation is a commitment to building a culture where people feel valued, take pride in their place, and hold high expectations because everyone matters. We are dedicated to providing a high-quality education which ensures that every child is given the opportunity to achieve their full potential.

The academy has gained a reputation for excellence that is best evidenced in the outcomes that pupils achieve across all aspects of academy life. We believe that every young person has unique strengths, and we are dedicated to helping them flourish. High expectations underpin our culture - from attendance and punctuality, to conduct, effort and engagement. By focusing on the small things that matter, we create a calm, purposeful atmosphere where pupils can thrive academically and personally. Our approach is shaped by the Key Character Virtues, Ambition, Compassion, Courage, Open-Mindedness, Resilience and Duty.

We are fully committed to investing in our staff and as an employee you will have access to a range of benefits. This includes high quality professional development through formal programmes, and opportunities to work closely with talented staff across the Trust.

Horbury Academy is a thriving, welcoming academy, described in our latest Ofsted report as having a positive culture, supportive atmosphere and high expectations.

We are keen to appoint like-minded, enthusiastic individuals who have a 'can do' attitude to all aspects of their role; and colleagues who enrich the lives of learners and ensure they are always at the centre of their thinking.

We hope that the information provided in this pack will help you to decide if you have the right qualities, skills and experience to apply for this role. If you feel that you have the vision, drive and energy to support and contribute to the academy's continued improvement, then we would be delighted to hear from you.

Yours sincerely,



Nicky Walker
Executive Principal



About Place Partnership



1. Ossett Academy and Sixth Form College
2. South Ossett Infants Academy
3. Horbury Academy
4. Horbury Primary Academy
5. Middlestown Primary Academy
6. Wath Academy and Sixth Form
7. Sir Thomas Wharton Academy and The Sixth Form Partnership
8. Ravenfield Primary Academy
9. Maltby Redwood Academy
10. Maltby Manor Academy
11. Maltby Lilly Hall Academy
12. Maltby Academy and The Sixth Form Partnership

Place Partnership, established in 2026, comprises 12 academies, supporting children and young people from early years through to Post 16 across South and West Yorkshire. At the heart of our organisation is a commitment to building a culture where people feel valued, take pride in their place, and hold high expectations because everyone matters. We are dedicated to providing a high-quality education which ensures that every child is given the opportunity to achieve their full potential.

As an employer, we invest in our people through extensive professional learning and development opportunities, a comprehensive wellbeing offer, and a wide range of generous employee benefits.

Our Vision

People belong, **place** matters, **purpose** lasts.

Our Mission

We commit to building a culture where people feel valued, take pride in their place, and hold high expectations because everyone matters.



Our Values

Value Our People
We commit to building a culture where people feel valued, take pride in their place, and hold high expectations because everyone matters.

Take Pride in Our Place
We care for our communities and work in partnership, so that people feel connected, supported and part of something to be proud of.

Act with Enduring Purpose
We focus on what matters most, our young people, making decisions that stand the test of time.

Staff Benefits

We recognise that our people are our greatest strength. Creating an environment where every colleague feels valued, supported, and able to thrive is one of our core values.

As part of our commitment to staff wellbeing and professional growth, we offer a comprehensive suite of benefits designed to support you at every stage of your career:

- Generous annual leave entitlement for full-time colleagues, rising with length of service.
- A Corporate Paid Healthcare Cash Plan through Westfield Health, with the ability to claim money back for essential healthcare and access a GP 24/7 through Doctorline.
- A competitive salary, incremental progression, and an enhanced pension scheme through either the Teachers' Pension Scheme or the Local Government Pension Scheme.
- An extensive professional learning and development offer, with regular training and development tailored to your role, ambitions, and career stage.
- Apprenticeship pathways which support colleagues to progress into new roles and qualifications while working.
- Family friendly policies, including enhanced maternity, paternity, adoption, and parental leave.
- A collaborative working culture, enabling you to learn from colleagues across the Trust and share best practice.
- Staff recognition programmes celebrating excellence, dedication, and positive impact.
- Supportive, inclusive environments where wellbeing and belonging are prioritised.

Access to Reward Gateway which offers:

- A SmartSpending App, allowing for instant savings on everyday high street brands, including supermarkets.
- Cashback schemes.
- Employee Assistance Programme with 24/7 confidential access to trained counsellors.
- Salary sacrifice schemes including Cycle2Work and SmartTech.
- A wellbeing centre, offering workout videos, healthy recipes, guided meditations, and articles focused on mental, emotional, financial, and physical health.



About Horbury Academy

- Horbury Academy is a mixed, 11-16 academy, situated on the outskirts of Wakefield.
- We are immensely proud of our academy, staff and pupils and strongly believe that all young people are entitled to experience the full breadth of education; reflected through our curriculum model that encourages learners to study a broad range of subjects.
- From securing academic success to securing success in extra-curricular activity, our staff are fully committed to ensuring that all pupils make the most of their time at Horbury Academy.
- Alongside our extensive curricular and extra-curricular offer, we provide excellent pastoral care for our students; tailored to their individual needs.
- We work in partnership with parents and carers to ensure that our pupils feel fully supported during their time at the academy, allowing them to achieve their best.
- Visitors frequently comment on our calm, supportive and friendly atmosphere.
- Our environment and academy building is purpose built, under one roof, allowing for a unique community and supportive feel.
- The academy has very strong links with the local community in Horbury.
- Our facilities are used by a wide range of community partners including Horbury Churches Together, Horbury Brownies and Guides, Horbury Spice Dancers, Ossett Town Juniors, Pageant Players, and Phoenix Netball.



Staff Testimonials

In 2017 I came to the Trust as part of the Initial Teacher Training programme and I have been working at Horbury Academy since the start of the 2017/18 academic year. During my time here I have felt fully supported by my department and also the wider academy. This has allowed me to take advantage of plenty of great opportunities that have helped me develop as a teacher and enabled me to progress with my career as a teacher and a leader.

Tony
Curriculum Team Leader of English





I started working at Horbury Academy in the school's busy kitchen. An opportunity arose for the Science Technician role which I applied for and was successful! Working in the science department has given me many new skills as well as receiving first class training from experienced staff. I continue every day to develop and grow thanks to the academy.

Jayne
Science Technician

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Teacher of Science

Location: Horbury Academy
Salary: MPR / UPR
Contract: Permanent, Full Time
Start date: Easter 2027

About the Role

Horbury Academy is seeking to appoint an enthusiastic and motivated Teacher of Science to join our thriving Science department. This is an exciting opportunity for a passionate educator to make a significant contribution to a team committed to delivering exceptional learning experiences and achieving strong outcomes for all pupils.

The successful candidate will demonstrate a proven ability to deliver engaging, well-structured, and high-quality Science lessons across all key stages, promoting the importance of Science beyond the classroom, and encouraging pupils to develop a deeper understanding of the world around them and the opportunities that STEM-related subjects can provide. They will be a highly effective and reflective practitioner who inspires pupils through engaging and ambitious teaching, using assessment effectively to inform planning, address barriers to learning, and maximise pupil progress and achievement.

The postholder will have high expectations of every pupil and the ability to adapt teaching effectively to meet the needs of learners with diverse abilities, backgrounds, and educational needs. They will play a key role in the continued growth and success of the Science department, contributing to curriculum development, sharing best practice, and supporting departmental priorities.

We are seeking a candidate who is eager to contribute to the wider life of the academy through enrichment activities, educational visits, STEM initiatives, and extra-curricular opportunities that enhance pupils' experiences and foster a lifelong enthusiasm for Science.

About You

The successful candidate will be…

- A qualified teacher holding Qualified Teacher Status (QTS), with a relevant degree in Science or a related field.

- Experienced in delivering high-quality lessons across a range of key stages, with the ability to inspire and motivate learners of all abilities.
- Knowledgeable about the Science curriculum and assessment requirements, with the ability to plan engaging lessons, develop extracurricular sporting opportunities, and contribute to raising standards of teaching and learning across the department.
- An excellent communicator with strong organisational skills, and a commitment to fostering positive relationships with pupils, colleagues, and parents/carers.

About Place Partnership

This is an exciting opportunity to join a forward-thinking and ambitious organisation, driven by a genuine passion for the wellbeing, care, and education of young people.

Place Partnership was formed in September 2026 following the voluntary merger of two strong and successful Trusts in South and West Yorkshire: Maltby Learning Trust, established in 2014, and Accord Multi Academy Trust, founded in 2016. At the heart of Place Partnership is a commitment to building a culture where people feel valued, take pride in their place, and hold high expectations because everyone matters. At Place Partnership we are dedicated to providing high-quality education which ensures that every child is given the opportunity to achieve their full potential.

We invest in our people through extensive professional learning and development opportunities, and we recognise that our people are our greatest strength. As such, we offer a comprehensive suite of benefits as part of our commitment to wellbeing and professional growth. Here are a few examples of employee benefits that focus on our employees Financial, Physical and Mental Wellbeing:

- Membership to either the Teachers' Pension Scheme or the Local Government Pension Scheme
- Technology scheme via SmartTech*
- Access to an extensive discounts platform via 'Place Plus'
- Access to an industry leading Employee Assistance Programme (EAP)
- 24/7 access to an online GP or Advanced Nurse Practitioner through Corporate Paid Healthcare Cash Plans
- 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.
- Cycle to Work Scheme*
- Free, on-site parking at every site
- Trained Mental Health First Aiders in all our settings

**restrictions apply*

For full details of our employee benefit package, please see our recruitment pack.

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Further Information

Visits are warmly welcomed and can be arranged. For further details regarding this opportunity, for an informal discussion regarding the role or to arrange a visit, please do not hesitate to contact hr@placepartnership.com.

Closing Date: Monday 23 November 2026 at 9.00am

Interviews are expected to take place: week commencing 23 November 2026

To apply for the position, please visit https://placepartnership.com/current-vacancies

Place Partnership 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 Disclosure and Barring Service (DBS) check and checks of the relevant barred list / prohibition lists.

Place Partnership is 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.

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.

Based on the quality and quantity of applications received, Place Partnership reserves the right to interview sooner than the specified dates above. Applicants will be notified of this where possible. Therefore, early applications are encouraged.

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Role Description

Teacher

NJC Pay Range:	MPR / UPR
Responsible For:	N/A
Responsible To:	Curriculum Team Leader / Head of Faculty

Main Purpose of the Post

- Carry out the professional duties of a teacher in accordance with this job description, the Teachers Standards and the range of professional duties as set out in the School Teachers Pay & Conditions Document.
- To deliver the national curriculum and raise attainment predominantly in your specialist subject(s) across the age and ability range of pupils and contribute to the curriculum and the development of the Academy.
- Promote achievement of high standards through effective teaching and learning within your specialist subject(s) area, preparation, evaluation and action planning.
- To undertake the role of form tutor, provide timely communications to pupils in form group and offer advice and guidance.

Objectives

- Promote the Academy's positive identity and "Can Do" ethos.
- Implement and deliver appropriately differentiated, stimulating and engaging learning experiences and promote a love of learning.
- Monitor and support the overall progress and development of pupils as a Teacher and Form Tutor.
- Facilitate and encourage a learning experience which provides pupils with the opportunity to achieve their individual potential.
- Contribute to raising standards of pupil achievement.
- Share and support the Academy's responsibility to provide and monitor opportunities for the personal and academic growth of pupils.

Teaching and Learning

- Actively monitor and follow up pupil progress.
- Link with other colleagues to ensure that the work fully reflects the Academy's distinctive ethos and vision.
- Mark and monitor pupils' class and homework providing constructive oral and written feedback, setting targets for pupils' progress to ensure that pupils know their current level of attainment and what is expected in order to raise their level of attainment.
- Adapt teaching and learning methods as appropriate to individuals or groups of pupils to ensure all pupils progress in their learning and their needs are met.
- Use a variety of delivery methods which will stimulate learning appropriate to pupil needs and demands of the curriculum.
- Provision of effective teaching of class groups and individuals so that teaching objectives are met, challenging lessons are provided and effective use of teaching time is made.
- Continue to develop teaching methods and lesson plans to ensure they enshrine best practise and encompass the needs of all pupils.
- Ensure that individual pupil progress is regularly assessed, recorded, reported and used to inform future teaching.

- Monitor pupil progress through the use of performance and benchmarked data to ensure that high standards of learning are achieved and maintained.

Collaboration and Stakeholder Engagement

- Maintain positive relationships with parents and carers.
- Liaise with Curriculum Leader/Head of Department and/or Pastoral Year Leader (PYL) as appropriate.
- Attend Parents Evenings to keep parents informed of progress and contribute to accurate pupil records.
- Establish effective working relationships with colleagues and other professionals.
- Contribute to the broader life of the Academy by supporting curricular and extra-curricular events and activities.

Pupil Progress and Personal Development

- Monitor pupil attendance, progress and performance in relation to targets set for each individual and ensure that follow up procedures are adhered to and implemented as necessary.
- Act as Form Tutor and carry out duties associated with that role.
- Contribute to PSHE, SMSC development and model British Values according to Academy policy.
- Ensure the Behaviour Management system is implemented in the subject area so that effective learning can take place.
- Contribute to the promotion of the curriculum area.

Professional Responsibilities

- Set personal targets and take responsibility for own continuous professional development.
- Contribute to the promotion of the curriculum area within the Academy and wider community to encourage pupils' interest in your subject(s).
- Implement Academy policy and procedures.
- Ensure that Health and Safety policies and practices, including Risk Assessments, throughout the faculty, are in-line with national requirements and are updated when and where necessary.
- Be responsible for promoting and safeguarding the welfare of pupils within the Academy and implementing all associated policies (e.g. Child Protection).
- Keep up to date with developments in the curriculum area and education in general.

Generic

- To play a key role in ensuring all Safeguarding and Child Protection procedures are adhered to.
- Actively seek professional learning opportunities.
- To develop and maintain a positive ethos at the Academy.
- To promote the aims of the Academy and work toward achievement of the Academy Strategic Plan.
- To maintain a positive ethos around the Academy regarding pupil and staff welfare.
- To monitor and respond to pupil behaviour, both positive and negative.
- To work collaboratively with the wider community including partner schools/academies within Place Partnership Trust and the local community.
- To represent the Academy at external meetings as required.
- To maintain professional standards of conduct and appearance at all times providing an excellent role model for other colleagues and pupils.

The aim of the Role Description is to indicate the general purpose and level of responsibility of the post. Duties may vary from time to time without changing the character of the post or general level of responsibility.

This is an outline Role Description only and the post holder will be expected to undertake duties commensurate within the range and grade of the post or any lesser duties as directed.

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Person Specification

Teacher

	Essential	Desirable
Qualifications & Training	• Qualified Teacher Status. • Relevant Honours Degree. • Evidence of effective teaching experience within current school or as a pupil during teaching practice.	• Experience in use of a management information system e.g. Bromcom
Experience, Knowledge & Understanding	• An awareness of good practice in identifying individual needs and providing pupil support. • Confidence to try a range of teaching strategies and approaches. • Ability to exercise firm and fair discipline and develop positive relationships with pupils. • Experience of teaching across two key stages. • Experience of teaching subject. • A good understanding of the subject curriculum.	• Experience of teaching at Key Stage 5.
Skills & Abilities	• Awareness of the need to maximise the potential of ICT as an aid to learning and extra-curricular developments.	
Personal Qualities and Attributes	• Demonstrates an absolute commitment to the Academy Vision and Place Partnership behaviours. • Successful working relationships with colleagues/other stakeholders. • Innovative, able to contribute new ideas and help establish them. • A dynamic teaching style which engages all learners and drives progress. • A true growth mindset and a desire to continually improve as a teacher. • Energy and flexibility. • A professional approach borne out of confidence and effectiveness in role. • A role model of best practice to young people and the community.	
Commitment	• Commitment to diversity, inclusion, and equality of opportunity in all working practices • A commitment to the vision and values of Place Partnership Multi Academy Trust. • Driven, proactive and positive individual with an unwavering commitment to continuously improving the standards of teaching and learning	

**The postholder is required to ensure they have the appropriate business insurance to meet the requirements of the post.*

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Horbury Academy
Wakefield Road
Horbury
West Yorkshire
WF4 5HE

info@horburyacademy.com
01924 282740