

# Class Teacher – Maternity Cover



## RECRUITMENT PACK

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## Our Academy



It is with great pleasure that I welcome you, on behalf of the children, staff and governors, to Warley Road Academy; a school educating children from 2 to 11 years old.

We provide a welcoming, caring, supportive and secure environment in which all children are valued. Our child-centred approach builds relationships, confidence and teamwork alongside a commitment to developing every child into resilient and reflective individuals who are proud of their academic achievements and personal successes.

As part of Impact Education Multi Academy Trust, we are passionate about making a difference to all children, whatever their starting points, allowing them to flourish academically and personally. Working in collaboration across the Trust, we have a dedicated and knowledgeable staff and leadership team who have high aspirations and want the best for every child in their care.

We will always have time to talk about children's education and development and warmly welcome parents, carers and the wider community to work alongside us in fostering the readers, writers and problem solvers of the future.

Best wishes,  
Mrs Sarah Tindal  
Head Teacher



## Job Description

<b>Post:</b>	Class Teacher – Maternity Cover
<b>Overview:</b>	To work as a classroom teacher leading and supporting children's teaching and learning
<b>Salary:</b>	MPS 1 - 6
<b>Hours:</b>	Full time
<b>Contract:</b>	Fixed Term – initially autumn term
<b>Start Date:</b>	1 <sup>st</sup> September 2023
<b>Closing Date:</b>	Thursday 15 <sup>th</sup> June at 4pm
<b>Interview Date:</b>	W/C Monday 19 <sup>th</sup> June
<b>Responsible to:</b>	The Headteacher, Warley Road Academy

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## Purpose

To challenge educational and social disadvantage by achieving the highest possible standards and preparing all our students to lead successful lives.

## Duties and Responsibilities

- In accordance with schemes of work, plan, deliver and review lessons which are appropriate to the age and ability of the students so as to facilitate progression in students' learning.
- Ensure that teaching is broad, balanced, relevant, motivational and appropriately differentiated in order to maximise the academic potential of all students.
- Facilitate the exceptional progress and well-being of any individual or group of students; target individual students' needs in lessons.
- Promote and maintain discipline in accordance with the rules and behaviour policy of the academy.
- Ensure effective use of formative and summative assessment to drive planning and interventions.
- Provide feedback that moves learning forward.
- Manage the classroom and teaching equipment so as to create a positive learning environment which makes effective use of available resources.
- Ensure that homework is set, where appropriate, and monitored.
- Participate in the academy CPD and teacher development process.
- Support students throughout the day by fulfilling pastoral responsibilities.
- Engage fully in the academy appraisal process to fulfil personal potential and be able to participate effectively in the implementation of the academy's goals and improvement plan.



- Attend meetings / training and carry out administrative tasks and duties as specified on the academy calendar.
- Consistently implement all academy policies.
- Contribute to decision-making and consultation procedures.
- Report any safeguarding concerns immediately to a Designated Safeguarding Lead.
- Carry out any other reasonable duties as requested by the Headteacher.

***This job description is not necessarily a comprehensive definition of the post. It will be reviewed annually.***



## Person Specification

Attributes	Essential	Desirable	How Identified
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Good honours degree</li> </ul>	<ul style="list-style-type: none"> <li>• Relevant CPD</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Certification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Values driven</li> <li>• Strong teaching ability backed up by good outcomes</li> <li>• Teaching that challenges and supports students</li> </ul>	<ul style="list-style-type: none"> <li>• Working in a school with a similar context</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>• High expectations which motivate and challenge students</li> <li>• Excellent subject knowledge</li> <li>• Highly tailored planning</li> <li>• Effective use of formative assessment</li> <li>• Behaviour management to support a disciplined and joyful culture</li> <li>• Commitment to safeguarding</li> </ul>	<ul style="list-style-type: none"> <li>• </li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>
<b>Character</b>	<ul style="list-style-type: none"> <li>• Strong moral purpose and drive for improvement</li> <li>• Values-aligned</li> <li>• Motivated, enthusiastic and flexible</li> <li>• Excellent interpersonal skills</li> <li>• Good sense of humour</li> <li>• Desire to develop yourself</li> <li>• Ability to receive and act on feedback</li> <li>• Strong attention to detail</li> <li>• Ability to work under pressure</li> <li>• Commitment to the full life of the academy</li> </ul>	<ul style="list-style-type: none"> <li>• Willing to offer extra-curricular activities</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>

## Our Trust

I am proud to welcome you to **Impact Education**. We are a diverse family of Primary, Secondary, Alternative Provision and All-Through Academies, serving young people and their communities in Calderdale and Kirklees, West Yorkshire.

Our **vision** is to be a Trust **where hearts and minds connect**; values-driven partners who work collaboratively to provide a high-quality whole education that impacts positively on our young people. We are on a **mission** to improve their life chances, challenging social disadvantage and championing inclusion. We believe in student agency and equipping our young people with the knowledge, skills and qualities to be successful in learning, life and work.

Our **people** are empowered to create, explore, share and learn from each other and the wider system. They have access to high quality continued professional development and learning. We work hard, but at the expense of wellbeing, and we want all our people to feel valued, respected and happy in their work.

Our **values** of Heart, Mind and Connect underpin everything we do and our **core principles** articulate how we will live these out.

If you are interested in learning more about our Trust, please make contact, there is so much to share.

Best Wishes,

Mick Kay  
Chief Executive Officer

## Our Trust Our Family



Our family of academies work collaboratively to create a trust **Where Hearts & Minds Connect** with value-driven partners to ensure education impacts positively on students, staff and communities we serve.

## Benefits of Joining

All colleagues within our Trust will receive a planned induction to ensure that your career with us gets off to the best start possible. Our staff can also apply to take part in a range of external development programmes, including NPQs and other role-specific CPD is also actively supported.

You will also have opportunities to develop your skills and knowledge by working across the Trust on school improvement workstreams.

Staff wellbeing is important to us and colleagues new to the Trust will be automatically enrolled into our employee benefits platform 'Smart Hive', which gives access to a range of benefits:

- Car Benefit Scheme
- Cycle to Work Scheme
- Employee Assistance Programme (Including LifeWorks health & wellbeing portal & App)
- Face-to-face or telephone counselling (also available for immediate family members)
- Online Cognitive Behaviour Therapy (CBT) (also available for immediate family members)
- Gym Discounts
- Mobile phone deals
- Retail Discounts Scheme
- Westfield Health – voluntary Everyday Health Plan – e.g. claim back optical and dental payments

We also provide an online HR Policy handbook so that you can easily look up information on areas such as Maternity/Paternity leave, Attendance procedures and requesting special leave.

For further information about working for Impact Education MAT, please visit our website: [www.i-mat.org.uk/working-for-us/](http://www.i-mat.org.uk/working-for-us/)

## How To Apply

Please download and complete the application form on our website and send it to [hr@i-mat.org.uk](mailto:hr@i-mat.org.uk)