



ACCORD MULTI ACADEMY TRUST

# RECRUITMENT

# PACK



**Accord**

MULTI ACADEMY TRUST

# DEAR APPLICANT

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

The Accord Multi Academy Trust is an educational charity established in September 2016 that is currently made up of four academies who were the founding members of the Trust. In September 2016 Horbury Academy and Ossett Academy & Accord Sixth Form came together, moving away from their stand alone Trust status and were joined in December 2016 by Horbury Primary Academy and Middlestown Primary Academy. 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 on 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 has 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 each of our academies and the Trust.

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 through formal programmes of CPD. As part of your role you will have the opportunity to shape professional development and to work directly with a wide range of senior leaders, Principals and with the CEO. The Trust would also be extremely keen to provide support to access recognised national professional qualifications (NPQ's).

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.

Your sincerely,



A handwritten signature in white ink, appearing to read 'AW', positioned above the printed name.

**Alan Warboys**

Chief Executive Officer (CEO)  
National Leader of Education

# ABOUT THE TRUST

The Accord Multi Academy Trust is an educational charity established in September 2016 that is currently made up of four academies who were the founding members of the Trust. In September 2016 Horbury Academy and Ossett Academy & Sixth Form College came together, moving away from their stand-alone Trust status and were joined in December 2016 by Horbury Primary Academy and Middlestown Primary Academy.



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 AT ACCORD MAT?

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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.



“Joining Accord this academic year has given me a great opportunity to advance my career in a direction I am truly passionate about. Leaders are given the freedom to innovate and trusted to make decisions that will have a positive impact on pupils. I am certain joining Accord was the right choice for me and my career.”

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**Dan**

Director of Mathematics



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



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.



“Twenty years ago I joined Horbury School as a Special Needs Assistant. Five years later I was celebrating becoming a qualified Maths Teacher having completed a degree and my teacher training. Thank you will never be enough for the opportunities, support and encouragement I have experienced over the years. The rewards from my career at Horbury have been a huge sense of pride and achievement knowing I have made a difference to so many young people’s lives. ”

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**Diane**

Teacher of Mathematics



"Since joining Ossett Academy as a Teacher of PE in 2017, I have had a range of CPD experiences, including Aspiring Middle Leaders, ITT and NQT mentoring. I have received excellent support and guidance which has supported me to move into a Middle Leadership role. I envisage myself working at Ossett Academy for years to come."

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**Ben**

Teacher of PE &  
Post-16 Head of Year



ADVERT

# ICT APPRENTICE

**Apprentice Rate of Pay**  
**37 hours Per Week, Full Year**  
**To Start As Soon As Possible**

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The Accord Multi Academy Trust are looking to appoint an ICT Apprentice to assist with the provision of high quality support and contribute effectively to the function of the ICT Team across the Trust.

You will provide a prompt, basic level of ICT support to staff, students and visitors to the Academies across the Trust which will include supporting and maintaining ICT hardware across sites. You will work proactively from a helpdesk with guidance from ICT colleagues.

The successful candidate will undertake on the job training alongside undertaking the Level 3 ICT Support Technician qualification.

This position is temporary in the first instance for the duration of the apprenticeship.

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. The role will be based at Ossett Academy, in the first instance.

We are confident that new staff joining our Trust will feel welcomed and happy to have chosen us. 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 12 June 2023 at 9.00am**

**Interviews likely to be held: week commencing 12 June 2023**

Application forms are available from [accordmat.org/vacancies/](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.

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| <b>Job Title:</b> ICT APPRENTICE                   | <b>Grade:</b> APPRENTICE RATE                                    |
| <b>Department:</b> ICT SUPPORT                     | <b>Accountable to:</b> DIRECTOR OF ICT                           |
| <b>Contract:</b> 37 HOURS PER WEEK, ALL YEAR ROUND | <b>Responsible for:</b> NO DIRECT LINE MANAGEMENT RESPONSIBILITY |

#### Overall Purpose of the Job:

- Under the supervision and guidance of the Director of ICT, assist with the provision of high quality support and contribute effectively to the function of the ICT Team across the Trust.
- To undertake on the job training to learn and develop new skills and gain experience of ICT support.
- A commitment to undertake the L3 ICT Support Technician qualification.
- Committed to the safeguarding and promotion of the welfare of young people and to demonstrate this commitment in every aspect of the post.

#### Key Outcomes/Activities:

- Provide a prompt basic level of support to staff, students and visitors to the Academies across the Trust.
- Maintain consumable levels on printers and photocopiers.
- Change student account information on request.
- Install and image computer hardware as and when required.
- Support and maintain ICT hardware (such as printers, copiers, computers, laptops, mobile phones, tablets, desk phones, projectors and TVs) and liaise with manufacturers for warranty claims/repair.
- Work proactively from a helpdesk with guidance from ICT colleagues.
- Take part and support at evening events when required.
- Taking telephone calls from staff who require assistance and third parties.

#### Key Areas of Responsibility:

Contribute to and uphold the vision and ethos of Accord MAT.

- Recognise own strengths and areas of expertise and use them to advice and support others.
- Promote team work within the team, working in partnership to ensure effective working relations.
- Treat all users of the Academies with courtesy and consideration.
- Be aware of and comply with all Trust Policies at all times.

#### General Duties:

- Work across multiple sites
- Ability to take direction of day to day duties from different people across sites
- Role will involve working at Primary and Secondary Academies within the Trust
- Own transport would be an advantage.

#### General Responsibilities

The duties and responsibilities highlighted in this job specification are indicative and may vary over time. Postholders are expected to undertake other duties and responsibilities relevant to the nature, level and scope of the post and the grade has been established on this basis.

## Requirements for the Job/Evidence

The following section is the requirements for the job and lists the essential and desirable requirements needed in order 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>                              | GCSE Maths and English – Grade C or equivalent.  | A/I           | Recognised ICT qualification. | A/I          |
|   | Commitment to undertake the L3 IT Support Technician/ Infrastructure Technician qualification.   | A/I           |                               |              |
| <b>Experience:</b>                                  | The ability to use Microsoft Office programmes such as Word and Excel and other ICT systems.<br>On the job training is provided.   | A/I           |                               | A/I          |
| <b>Knowledge and Statutory Requirements</b>         | Knowledge and commitment to safeguarding and promoting the health, safety and welfare of young people.   | A/I           |                               | A/I          |
|   | Knowledge, understanding and commitment to the Equality Act 2010 and fair treatment of all.  | A/I           |                               |              |
|   | Understanding of the need to maintain confidentiality.   | A/I           |                               |              |
|   | Awareness of data protection principles.   | A/I           |                               |              |
| <b>Planning, Organisation and Mental Challenge:</b> | Excellent organisational skills  | A/I           |                               |              |
|   | The ability to complete work carefully, accurately and to agreed deadlines, taking a pro-active approach to work to ensure that these deadlines are met.                         | A/I           |                               |              |
|   | The jobholder will be expected to apply judgemental skills to straightforward solutions to simple problems.  | A/I           |                               |              |
| <b>Interpersonal &amp; Communication:</b>           | The jobholder will be expected to have good interpersonal and communication skills and confidence to relate to a range of people at all levels, being approachable at all times. | A/I           |                               |              |
|   | Ability to work as part of a team across the Trust.  | A/I           |                               |              |
| <b>Physical Skills and Demands:</b>                 | The jobholder will work in an office environment and will be required to use a keyboard.   | A/I           |                               |              |

|  |   |     |  |  |
|--|---|-----|--|--|
| <b>Initiative &amp; Independence</b>       | Some initiative will be required but the jobholder will be closely supervised on a daily basis.         | A/I |  |  |
| <b>Emotional Challenge and Resilience:</b> |   | A/I |  |  |
| <b>Philosophy and Commitment</b>           | An interest in educational issues   | A/I |  |  |
|  | A belief that everyone can benefit from, and has entitlement to, high quality educational opportunities | I   |  |  |
|  | A personal commitment to lifelong learning and continuous professional development                      | A/I |  |  |
|  | Ready to learn new skills at a fast pace  | A/I |  |  |
|  | Commitment to high standards, best value and continuous improvement                                     | A/I |  |  |
|  | Commitment to inclusion so all students have access to a full Academy life                              | A/I |  |  |
|  | A genuine interest in a career in ICT.  | A/I |  |  |
| <b>Personal qualities:</b>                 | A positive and friendly attitude  | I   |  |  |
|  | Ability to accept constructive criticism  | I   |  |  |
|  | Ability to be reflective and self-critical  |     |  |  |
|  | Proactive and self-motivated  | I   |  |  |
|  | Professional conduct and appearance   | I   |  |  |
|  | Flexibility, creativity and ability to think laterally  | I   |  |  |
|  | Enjoys working with young people  | I   |  |  |
|  | Resolution and problem solving.   | I   |  |  |

**Responsibilities**

**Line Management Responsibilities**

No direct line management responsibility.

Ensure effective liaison and communication with all colleagues as appropriate to ensure the needs of students and the Trust Academies are met.

**Finance Responsibilities**

No direct responsibility for budgets; however the postholder should ensure all work is carried out cost effectively.

**Physical Resources**

Ensure information processed is treated with the strictest confidentiality and discretion.

Responsible for the safe use of resources as appropriate for role.

**Responsibility for People:**

N/A

**Responsibility for Policy Developments :**

N/A

**Responsibility for Student Outcomes:**

The job holder will have an indirect responsibility to provide an effective and efficient service for the benefits of students.

**Working Conditions:**

This post is Monday to Friday, 37 hours per work, all year round.

**Main Contacts:**

**Characteristics of the post:**

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 DBS Disclosure
- Confirmation of medical fitness for employment as required
- Registration with appropriate bodies (where applicable)

**Date Completed:**

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

**This is a description of the job as it exists at present; all Accord Multi Academy Trust Job Specifications are reviewed and are liable to variation as determined by the CEO in consultation with the post-holder in order to reflect future developments, roles and organisational change.**



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