



# RECRUITMENT PACK



**Accord**  
MULTI ACADEMY TRUST

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# DEAR APPLICANT

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Thank you for your interest in the very important post of Lead Teacher for 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 & 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 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 support the shaping of professional development and to work alongside a range of senior leaders, Headteachers / Principals and with the CEO. The Trust would also be extremely keen to provide support to access recognised national professional qualifications (NPQ's).

As Lead Teacher, you will be joining an extremely ambitious organisation, we are therefore looking for an outstanding subject practitioner to join our team who can play a key role in shaping sustained improvement in the quality of provision and outcomes for young people across the Trust.

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 (CEO)  
National Leader of Education



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# ABOUT THE TRUST

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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.

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# WHY WORK FOR THE TRUST?

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The Accord Multi Academy Trust is committed to providing world class education for all 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.

As a Trust we are committed to provide the following benefits for all our employees:

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- The opportunity to work in a forward thinking and fast paced environment alongside a range of professionals with a proven track record of success in transforming education for young people.
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- A specific career stage pathway of professional development with a commitment to support engagement in nationally recognised professional qualifications (NPQ's).
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- An opportunity to collaborate with other colleagues across academies within the Trust, and with other academies and Multi Academy Trust's on a regional basis. Formal opportunities arising from collaboration provide:
    - Structured and informal opportunities to share best practice that affords colleagues the opportunity to develop their own skills;
    - Opportunities to lead on developments as a stepping stone to further career opportunities.
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- The Trust maintains nationally agreed terms and conditions in relation to pay and conditions for both teaching and associate staff, and continues to subscribe to local holiday patterns within the local authority of each academy.
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- All employees have the opportunity to access a pension scheme.

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- A range of benefits for employees working for the trust to include:
    - Discount rates for self and family members for mobile phone benefits secured through a national network provider;
    - Corporate discount rates in terms of private Health Care;
    - A range of local discount benefits across health, beauty, legal and entertainment providers;
    - The provision of a cycle to work scheme;
    - Free fitness suite access at one of the academies within the trust.
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# ADVERT

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## LEAD TEACHER - SCIENCE

**Salary Negotiable  
(dependant on experience)**

**Full Time /Permanent, Required for Easter 2019**

The Accord Multi Academy Trust is seeking to appoint a dedicated and enthusiastic practitioner to join our team from Easter 2019.

At this key time in the Trust's development, we require a determined and exemplary subject specialist to support the central team and academy leaders to secure the highest possible outcomes for our young people, staff, families, and the wider community. Through strong practise and the ability to motivate others, you will harness the key strengths of colleagues, and play a key role in the rapid and sustained improvement in Science across the Trust.

### **Your new role**

This post is an exciting opportunity for a current Subject Leader, Lead Practitioner or aspiring Lead Practitioner to develop and enhance close links with classroom practice, centrally supporting transformational change whilst working closely with leaders and teams across our two secondary academies. The successful candidate will have some experience of leading rapid and sustainable improvements in Science and be able to take a lead on a daily operational basis to respond to the particular needs and context of each academy. You will work with the central team and academy leaders to enhance and develop a high quality of Science provision enabling positive student outcomes. You will model high quality teaching; deliver intervention programmes, and support subject teams to deliver outstanding outcomes for young people.

### **Science across the Trust**

Across the Trust the Science departments are staffed by dedicated and forward-thinking teams of specialist Science teachers; the teams provide additional support and intervention where necessary. Our vision is to motivate, enthuse and inspire all learners so that they have a curiosity and interest in Science and are active participants in their learning. Through our curriculum, we aim to foster and encourage a lasting understanding of Biology, Physics and Chemistry, enabling every student to achieve his or her potential. Ultimately, we want our students to be skilful and appreciative of the world of Science and it's influence and impact on the modern world.

## Accord Multi Academy Trust

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.

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 or to arrange a visit please contact the HR department at [hr@accordmat.org.uk](mailto:hr@accordmat.org.uk).

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**Closing Date:** Friday 18 January 2019 at 12 noon

**Interviews to be held:** w/c 21 January or w/c 28 January 2019

Application forms are available from <http://www.accordmat.org.uk/opportunities/>  
Completed application forms to be returned to [hr@accordmat.org.uk](mailto:hr@accordmat.org.uk).

*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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# JOB DESCRIPTION

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**Post:** Lead Teacher - Science  
**Salary:** Negotiable (depending on relevant experience)  
**Reporting to:** Director of Science

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## Job Purpose

The Lead Teacher for Science is a subject specialist working under the direction of the Director of Science and the central team and alongside other leaders and practitioners in Science across the Trust. The Lead Teacher will have responsibility for the supporting the development of a high quality of Science 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.

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## Leadership

- To support the central team in improving the performance of Science across the Trust.
- To support and challenge the learning and teaching of Science across the Trust, including the development of leaders of Science.
- 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 Science, supported by a planned programme of professional development.
- To ensure consistent messages for all students of Science, 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.

### **Assessment, tracking and intervention**

- To assist with monitoring the implementation of regular, timed assessments which measure student progress on the components of the Combined Science and Triple Science GCSE specifications.
- To support in the assessment and standardisation of students' work in order 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 Trust-wide training sessions for Science.
- 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;

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# PERSON SPECIFICATION

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	Essential	Desirable
<b>QUALIFICATIONS</b>		
Graduate with Qualified Teacher Status	•	
AST, SLE or Excellent Teacher Status		•
<b>KNOWLEDGE &amp; EXPERIENCE</b>		
Experience of leading rapid and sustainable improvement in at least one Science department	•	
Examiner experience		•
An excellent classroom practitioner with proven outcomes	•	
Have a thorough understanding of the secondary Science curriculum	•	
Experience of monitoring and improving the quality of teaching and learning	•	
Proven experience in the analysis of performance data for the purposes of raising achievement	•	
Understanding of school improvement and Ofsted inspection programmes	•	
Have an up to date knowledge of current initiatives and challenges facing Science departments	•	
Evidence of leading departmental CPD	•	

	Essential	Desirable
<b>SKILLS</b>		
Excellent classroom practitioner with an ability to demonstrate high quality teaching to others	•	
Ability to offer advice on school-based assessments and on examination preparation	•	
Enthusiastic, collaborative leader with the ability to forge positive relationships in order to promote the success of Science	•	
Ability to develop intervention strategies that bring about rapid improvement	•	
Ability to analyse and review departmental teams and provide feedback	•	
Able to provide clear direction and shared purpose for all students, staff and stakeholders	•	
Excellent communicator who is at ease with students and colleagues	•	
Strong negotiation skills and the ability to influence others to the benefit of students	•	
<b>ADDITIONAL SKILLS AND CHARACTERISTICS</b>		
Ability to use the full range of leadership skills and qualities including emotional intelligence as appropriate to the situation	•	
Resilient and determined but can also provide support, demonstrate empathy and flexibility, and deal with staff in a sensitive and considerate manner	•	
Committed to personal development for all staff including themselves	•	
The post holder will require an enhanced DBS	•	

