



RECRUITMENT PACK



DEAR APPLICANT

Thank you for your interest in these very important posts 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 & 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.

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



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 & 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 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 FOR THE TRUST?

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, a staff choir; sporting groups currently include a running club, and weekly staff netball and football matches.

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“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.”

Dan
Director of
Mathematics

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“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.”

Jules
Finance
Manager

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

- An opportunity to collaborate with colleagues across academies and within the central Trust teams, with other academies and Multi Academy Trust's on a local or 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;
- Efficiencies of scale and a joint up approach to working and developing initiatives, agendas and changes to practise.
- Opportunities to lead on developments as a stepping stone to further career opportunities.
- 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.
- A specific career stage pathway of professional development with a commitment to support engagement in nationally recognised professional qualifications (NPQ's).
- The Trust maintains nationally agreed terms and conditions in relation to pay and conditions for teaching and associate staff, and continues to subscribe to local holiday patterns within the local authority of each academy.
- All employees have the opportunity to access a pension scheme.
- All employees have access to discounted rates for self and family members for a range of local and national companies and services, reviewed annually.
- Access to a biannual C2W scheme.
- All employees have access to the Fitness Suite at one of the academies in the Trust free of charge.

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*“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.”*

Diane
Teacher of
Mathematics

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“I have been a member of staff at Ossett Academy since 2006. I have held a number of roles during that time. The level of support and guidance that I have received to progress through my career has been of the highest quality, internal courses such as Aspiring Middle/Senior Leader have been invaluable. I thoroughly enjoy my time at Ossett and can see myself working here for years to come.”

Kieran
Associate
Assistant Principal/Teacher of Business

ADVERT



ACADEMIC TUTORS (SCIENCE) REQUIRED ASAP

£26.80 per hour (Unqualified Teachers)
£34.50 per hour (Qualified Teachers)

Casual Hours Contract – Various Hours available

The Accord Multi Academy Trust is seeking to appoint highly skilled and committed Academic Tutors to work with identified pupils and small groups of learners to help them achieve their targets across the Science curriculum asap.

These posts would suit candidates who are already successful and experienced teachers or those who currently work as tutors. The posts may also be appropriate for individuals who are degree qualified or who are currently studying postgraduate qualifications in Science.

We value challenge and active participation. The successful applicants will relentlessly pursue instilling an interest in Science amongst those pupils they work with, they will be innovative, with demonstrable resilience, vision and energy.

If you have the aptitude, subject specific knowledge and skills to deliver inspirational tutoring whilst having the focus and drive to ensure successful outcomes are reached we'd love to hear from you.

We encourage interested candidates to get in touch for an informal discussion to see what makes us great! Contact the HR team at hr@accordmat.org and we would be happy to answer any questions you may have or put you in touch with an appropriate colleague for an informal discussion regarding the role.

For more details, or if you're ready to apply, visit our website at <https://www.accordmat.org/opportunities> where you will find the application form available to download.

Please return completed application forms to the Accord HR Department at hr@accordmat.org.

Closing date for applications is Friday 24 September 2021 at 9.00am.

Interviews are anticipated to take place on Tuesday 28 September 2021.

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.

JOB DESCRIPTION

Post: Academic Tutors Science
Salary: £26.80 per hour (Unqualified Teachers) or £34.50 per hour (Qualified Teachers)
Reporting to: SLT

Job Purpose

To support pupils within the Science subject area through undertaking one or more of the following key responsibilities.

We are looking to recruit highly skilled and committed tutors to work with identified pupils and small groups of learners to help them achieve their academic targets.

Main Responsibilities

- Design and deliver teaching materials through use of appropriate teaching, learning and assessment methods.
- To establish a relationship and understanding of learning needs before tutoring begins and agree time and location of tutoring.
- To set appropriate homework tasks and review these and feed back to pupils.
- Mark and assess work and examinations and provide feedback to pupils on how to achieve their target grades.
- Liaise with classroom teachers to ensure tutoring is targeted to identified areas of need.
- Provide feedback to the Heads of Subject, Subject Directors and SLT Links as appropriate on progress of individuals.

Planning and Organising

- Academic Tutors will plan and use teaching resources and facilities as appropriate to deliver bespoke designated activities.
- Academic Tutors will co-ordinate with others, for example academic staff in the relevant departments, to ensure pupil needs and expectations are met.

Decision Making

- Academic Tutors will contribute to the design and delivery of modules or designated teaching within the subject area.
- Academic Tutors may identify the need for developing the content or structure of modules with academic staff and make proposals on how this should be achieved.

Key Contacts/Communication

- To share information with Heads of Subject, Subject Director and / or SLT Links as appropriate about target groups and individuals.

Knowledge, Skills and Experience

- Academic Tutors will typically hold a graduate qualification along with relevant transferrable experience in their specialist area.
- Prior experience of working in a school environment and / or as a personal tutor, but this is not an essential requirement.
- The expectation is that tutors will, through discussion with the subject department, have an understanding of the Academy's key academic policies and procedures.
- Good organisational and personal management skills.
- Ability to demonstrate effective planning and teaching / tutoring.
- Effective behaviour management.
- An ability to demand and demonstrate high standards.
- Ability to work independently and be a team player.
- Ability to develop good working relationships with pupils and staff.

Other specific duties

- To undertake any other duty as specified by the School Teachers' Pay and Conditions Document not mentioned in the above as appropriate to context of the Academic Tutor role.
- To comply with any reasonable request from a leader and / or manager to undertake work of a similar level that is not specified in the job description.
- Maintain high professional standards.
- To ensure strict confidentiality in all areas of work.
- 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.

