



OSSETT ACADEMY

RECRUITMENT PACK



A MEMBER OF
Accord
MULTI ACADEMY TRUST

DEAR APPLICANT

Thank you for your interest in Ossett Academy and Accord Sixth Form College. 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.

The academy has gained a reputation for excellence that is best evidenced in the outcomes that pupils achieve across all aspects of academy life. Our strong tradition of success is built on a firm foundation of personalised pastoral care, ensuring a climate for learning that is calm, well ordered and secure. We recognise the hard work and efforts of pupils in their lessons and their learning, and positive recognition of both staff and pupils is at the heart of our approach.

Academic success is only one part of our story. Whilst we are incredibly proud of our excellent track record of high levels of pupil achievement in the context of a broad and balanced curriculum, we also offer and actively encourage our pupils to engage in a wide range of enrichment activities. There really is an extensive variety of extra-curricular opportunities at the academy.

Whilst supporting our pupils and students to be the very best learners is our primary focus, the development of our community is also an extremely important feature of our work. It is Ossett Academy's key priority to ensure that we have very positive relationships with parents and carers in order to fully support the learning of all young people.

We understand that partnership and collaboration is an important aspect to the ongoing development of schools and academies and with this in mind, we continue to play a key role alongside our primary pyramid as a member of the Education Ossett Community Trust (EOCT), striving to provide world-class opportunities for the community of Ossett, and supporting young people aged 3-18 to develop a lifelong passion for learning, across a range of experiences.

Further to this partnership approach, we work alongside Horbury Academy, Horbury Primary Academy, Middlestown Primary Academy and South Ossett Infants Academy as part of Accord Multi Academy Trust. We feel this is both exciting and enriching for the academy and its staff and pupils. The vision of our partnership is that Accord Multi Academy Trust will enhance both our practice and knowledge of learning across primary and secondary education, whilst also providing access for pupils and staff to an even better range of opportunities in order to achieve excellence.

I am extremely proud to lead Ossett Academy and to work alongside such a talented body of pupils and staff, who are fully committed to working as a team. If you feel that you have the vision, drive and energy to support and contribute to the academy's further continued improvement, then we would love to hear from you.



Alex Lunn
Head of Academy

ABOUT THE TRUST

The Accord Multi Academy Trust is an educational charity established in September 2016. The founding members of the Trust were Horbury Academy and Ossett Academy & Accord Sixth Form College, joined in December 2016 by Horbury Primary Academy and Middlestown Primary Academy. Our fifth member, South Ossett Infants Academy, joined us in 2024.

Accord Multi Academy Trust is currently working through the legal transfer process to merge with Maltby Learning Trust and create a brand-new entity, Place Partnership Trust, which is anticipated to formally launch in September 2026.

Place Partnership represents the unification of two established and respected education providers with shared values, strong regional reputations, and a commitment to improving life chances for children and young people across South and West Yorkshire. With complementary strengths, a track record of school improvement, and aligned visions, the new Trust is positioned to create a more resilient, future-focused partnership that enhances educational outcomes, professional development and community engagement.



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 mindset for success;



Dynamic and reflective learning communities.

Our vision and key principles are underpinned by the highest expectations of 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?

Accord Multi Academy Trust is based in Wakefield; all five 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, and sporting groups, which currently include a running club and weekly staff football matches.



Accord *
Sixth Form
College

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, including supermarkets.

Other Reward Gateway benefits include:

- Cashback Schemes
- Employee Assistance Programmes—providing 24/7 access to trained counsellors
- Salary Sacrifice Schemes—including Cycle2Work and SmartTech Schemes (*eligibility restrictions may apply*)
- Access to a wellbeing centre and WISDOM app

Another exclusive benefit for all colleagues is access to a Corporate Paid Health Care Cash Plan through Westfield Health. This provides access to valuable health and wellbeing services, with the ability to claim money back for essential healthcare such as prescriptions, optical, dental care and therapy treatments. This plan also provides 24/7 access to a GP Service for employees and their dependants through Doctorline.

In addition to this, 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 generous pension scheme.

Furthermore, we actively promote a collaborative culture amongst colleagues, which affords the opportunity for sharing best practice and enhancing pre-existing strategies.

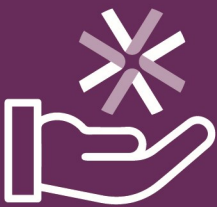
More information about working for Accord Multi Academy Trust can be found [here](#).



Accord Rewards

We partner with Reward Gateway, who provide our employees with access to a range of retailer discounts, cashback schemes, 24/7 access to support through an Employee Assistance Programme and salary sacrifice schemes, including Cycle2Work and SmartTech.

Our Westfield Health partnership gives employees access to a range of Health & Wellbeing Services, the ability to claim back healthcare costs and 24/7 access to a GP service.



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 02 or further discounts courtesy of, for example, Blue Light Card and Discounts for Teachers.



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“I have the benefit of working between the Trust and our academies, so I get to see the whole vibrant spectrum of school life across Accord. Although I am in a non-teaching role, working in education is a truly rewarding and unique experience. Knowing that the work I do is part of a wider commitment to ensuring young people thrive and succeed is extremely fulfilling. I have been given opportunities to lead, and I have always been made to feel that my voice matters.”

Sophie

Communications & Marketing Lead

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“I originally commenced in the Trust Central Team and was later promoted to Assistant Accountant and given the opportunity to complete my Level 7 Accountancy qualification through an apprenticeship. I wouldn't be finding my apprenticeship nearly as enjoyable or successful without the support I receive from my line manager and colleagues. I thrive on opportunities to further my understanding in what I have learnt. Executing my learning through my daily work gives me a sense of satisfaction. I am given dedicated study time and advice on how to further my professional image within the organisation and gaining that final qualification at the end of this journey.”

Darren

Assistant Accountant



WHY WORK AT OSSETT ACADEMY?

- Ossett Academy is a mixed 11–18 academy, located on the outskirts of Wakefield. Accord Sixth Form College, our standalone Post 16 provision, is situated onsite.
- Ossett Academy was founded in 1735 as Ossett Grammar School, originally located in the centre of Ossett where the Town Hall now stands.
- Our school site is diverse and firmly rooted around 'Park House', the Grade II listed building built in 1867. The building was purchased and became Ossett Grammar School in 1906.
- We are immensely proud of our academy, staff and pupils. We strongly believe that all pupils are entitled to experience the full breadth of education, reflected through our curriculum model which encourages learners to study a broad range of subjects.
- Alongside our extensive academic and extra-curricular offer, we provide excellent pastoral care for our pupils, tailored to their individual needs.
- New colleagues have access to an extensive onboarding programme, which walks staff through our collective Trust and academy values. All new staff can utilise their first working day to meet colleagues and complete their induction/transition, before entering the classroom and/or workstation for the first time.
- Our Trust promotes a one-Trust culture, in which our colleagues work as part of a wider team which spans all our academies.
- As a Trust we provide extensive opportunities and resources for career development, and encourage colleagues to take responsibility in leading their own progression.



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"After starting as an NQT at Ossett Academy I have taken part in a range of CPD which has given me the opportunity to develop not only my classroom practice but also my leadership experience. This started by acting as an ITT and ECT mentor, joining the Trust's Aspiring Middle Leaders programme and then last year completing an NPQ in Leading Teaching. All this experience has helped prepare me for my current role as Head of Biology."

Anna
Head of Biology



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"I've been involved with staff wellbeing for a number of years. I lead the academy's Workload Group; its aim being to give staff a voice on matters relating to workload and a forum within which the academy can consider and respond to matters raised. I also lead a fantastic weekly running club, and have worked with departments to run after school fun staff workshops, Christmas crafts, staff and students choir, and second hand swap shops to name a few!"

Lyndele
Curriculum Team Leader of Art, Design
& Technology



ADVERT

Assistant Principal

L8 to L12

Full Time, Permanent

To Start 01 September 2026

Ossett Academy is seeking to appoint an experienced, dynamic and inspirational Assistant Principal to join our Senior Leadership Team. This is a key appointment for an outstanding practitioner who combines excellent classroom practice with the vision, drive and ambition to make a significant contribution to whole-school improvement.

The successful candidate will be an inspiring teacher within their subject specialism and a confident, motivated leader who can engage, challenge and empower both pupils and colleagues to achieve their very best. You will bring a strong commitment to excellence and play a vital role in shaping and delivering strategies that further enhance the quality of education and outcomes for all pupils.

You will demonstrate a broad and credible skill set, including the ability to implement strategic priorities at senior leadership level and to rigorously monitor, evaluate and refine their impact. Working collaboratively within an established and supportive Senior Leadership Team, you will contribute to key Academy initiatives and provide effective leadership and line management for identified curriculum and non-curriculum teams.

This role offers an exciting opportunity for an ambitious leader to play a significant part in the continued success of Ossett Academy as a member of the Accord Multi Academy Trust. It is ideally suited to candidates seeking their first senior leadership role, as well as experienced leaders looking for a fresh challenge within a vibrant, forward-thinking and collaborative academy environment.

The Assistant Principal's portfolio will be flexible and may evolve over time in response to the needs of the Academy, the strengths and development of the successful candidate, and the collective expertise of the leadership team. The ability to deliver impact and leadership across a range of areas is essential.

Ossett Academy is a large site with great facilities and a standalone Accord Sixth Form building meaning that colleagues also have the possibility of teaching at A-Level.

We are confident that new staff joining our Trust will feel welcomed and happy to have chosen us. Prospective applicants are welcome to visit prior to applying.

If you would like to arrange a visit to the Academy or arrange an informal discussion about this position, please contact the Accord HR Department on hr@accordmat.org.



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 Accord Rewards
- Access to an industry leading Employee Assistance Programme
- 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 annual flu jab
- Trained Mental Health First Aiders in all our settings

**restrictions apply*

The Accord Multi Academy Trust was established in September 2016 and is currently made up of five academies, four of which 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 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.



Closing Date: Monday 18 May 2026 at 9.00am

Interviews are expected to be held: week commencing 18 May 2026

Application forms are available from <https://accordmat.org/vacancies/>

Completed application forms to be returned to 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

Ossett Academy and Sixth Form College is committed to safeguarding and promoting the welfare of students and expects all colleagues to share this commitment.

POST TITLE: ASSISTANT PRINCIPAL

REPORTING TO: HEAD OF ACADEMY

GRADE: L8 - L12

LOCATION: OSSETT ACADEMY

OVERALL PURPOSE OF POST:

Specific leadership responsibilities will be confirmed based on the successfully appointed applicant dependant on skills and expertise.

Lead on strategies that aim to remove barriers to learning and maintain a culture of responsibility and respect across the Academy.

To work within a collaborative Senior Leadership Team and support those colleagues on associated developments and Academy initiatives.

Lead and manage identified curriculum teams and other departments as may be required.

Contribute to whole school development and the wider Academy as a member of SLT.

To uphold and promote the Academy's child protection and safeguarding policies and procedures and ensure they are adhered to by all staff.

To promote the safety and well-being of pupils.

NB It is important to note that the wider elements of responsibility of a senior leader may change over time in accordance with the needs of the Academy.

**KNOWLEDGE,
SKILLS, EXPERIENCE
& BEHAVIOURS**

Essential

Excellent subject knowledge

Understanding of the characteristics of high quality teaching and effective learning

Knowledge and understanding of current issues in education

Knowledge and understanding of current Child Protection legislation, procedures and initiatives

Awareness of different learning styles and multiple intelligences

Ability to build and work with an effective team

Ability to see tasks through to a successful conclusion

Ability to work under high levels of pressure, meet tight deadlines and pay attention to detail

Ability to communicate vision and ethos

Ability to organise, lead and motivate significant numbers of staff

Ability to work flexibly and lead and motivate a team, understanding Academy roles and responsibilities and own position within these

Ability to self-evaluate, reflect and change strategies according to pupil need

Demonstrate innovative qualities and ability to take forward and complete strategies and new initiatives

Ability to make lively presentations to a significant number of other people

Desirable

QUALIFICATIONS

EXPERIENCE

Ability to update and create relevant policies / codes of practice /legislation

Ability to plan and develop systems, procedures and policies

Willingness to challenge colleagues as appropriate

Degree in relevant subject

PGCE/QTS

Substantial evidence of continued professional development and learning

Evidence of successful and effective leadership skills

Experience of successfully managing an aspect of school/department improvement

Substantial staff and/team management experience

Evidence of demonstrating strong classroom practice

Experience of successfully teaching across the age and ability range

Experience of successfully planning and implementing curriculum/pastoral developments

Experience of having had a positive impact in a middle management role

Experience of successful outcomes through driving whole school achievement and/or across departments

Further qualification in specialist subject(s)

TLA Recognition

Middle Leaders Qualification

RESPONSIBILITIES AND ACCOUNTABILITIES:

To be responsible for carrying out the professional duties set out in the Teachers' Pay and Conditions Document (for the Leadership Spine) as directed by the Principal within the context of the job description set out below. This remains generic with a view that the exact portfolio will be determined based on the successful candidate.

Indicative content of leadership responsibilities

- The further development of pupil voice and leadership
- The development of the academy curriculum beyond the classroom and overall pupil experience.
- The line management of identified academy middle leaders and their associated portfolios of work.

Leading, Managing and Enhancing the Teaching Practice of Others

- Leading the sharing of good practice between line managed CTLs and departments.
- To assist in the development of strategies to enhance teaching and learning.
- To line manage designated curriculum departments and identified support staff personnel at the Academy.
- To act as a role model in the teaching of specialist subject(s).
- To promote teamwork (through work with both teaching and support staff) that heightens common purpose and shared vision and secures commitment from other colleagues.

Committees

- SLT
- Curriculum Team Leaders

Generic

- To play a key role in ensuring all safeguarding and child protection procedures are adhered to.
- Responsibility for the well-being of pupils across the Academy & Sixth Form.
- Responsibility for the well-being of staff at the Academy & Sixth Form within own direct line management responsibility.
- To deal with day-to-day routine management issues as they arise in consultation with other SLT members.
- Actively seek professional learning opportunities for self and others.
- 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 with regard to pupil and staff welfare.
- To lead and support middle managers.
- To monitor pupil behavior.
- To work collaboratively with the wider community including partner schools/academies within the Accord Multi Academy Trust and the Ossett 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

Other specific requirements:

- To undertake such other duties and responsibilities of an equivalent nature, as may be determined by the Principal from time to time, in consultation with the post-holder.
- Support and contribute to the Academy's responsibility for safeguarding pupils.
- To play a full part in the life of the Academy and community and encourage colleagues and pupils to follow this example.

- Work towards and support the Academy vision and the current Academy objectives outlined in the Academy Strategic Plan.
- Adhere to all policies as set out by the Academy Education Committee and Board of Trustees.
- Maintain high professional standards of attendance, punctuality, appearance and conduct.
- Foster positive and courteous relations with pupils, parents and colleagues.
- 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;
- Other duties commensurate with the responsibilities of a Senior Leader as directed by the Principal and as specified by the School Teachers Pay and Conditions Document.

Responsibility for Resources

People

Direct line management of designated Curriculum Team Leaders and Support staff.

Financial Resources

To manage and report on designated budgets.

Physical Resources

To use and maintain equipment / resources across the Academy in a safe and effective manner.

Responsible for safe use of all associated resources, learning support, furniture, equipment and materials used to support the provision of an effective service.

Characteristics of the post:

The employment checks required of this post are:

- **Evidence of entitlement to work in the UK.**
- **Evidence of essential qualifications as detailed in job description.**
- **Two satisfactory references.**
- **Evidence of a satisfactory safeguarding check e.g. An Enhanced DBS Disclosure.**
- **Confirmation of medical fitness for employment.**

Ossett Academy & Sixth Form College will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

Senior Leaders are responsible for carrying out duties as outlined in the School Teachers Pay and Condition document. Senior Leaders may also be subject to changes in role and responsibility to allow the Academy to be responsive to change.

The Job Description should be read alongside the professional duties of Teachers and Senior Leaders as set out in the School Teachers' Pay and Conditions Document. The postholder will be expected to undertake duties in line with the professional standards for qualified teachers and uphold the professional code of the General Teaching Council for England.

The duties and responsibilities highlighted in this Job Description are indicative and may vary over time.

Date: May 2026



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