



ACCORD MULTI ACADEMY TRUST

RECRUITMENT PACK



DEAR APPLICANT

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

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.

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 of 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 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 our individual academies and the Trust as a whole.

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 and an employee benefit package that includes a range of wellbeing support in addition to cash saving and salary sacrifice schemes.

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

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.



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 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?

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
- Salary Sacrifice Schemes (eligibility restrictions may apply)
- Healthcare Cash Plans
- Wellbeing Centre

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 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](#).



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 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, for example, Blue Light Card and Discounts for Teachers.



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“Joining Accord Multi Academy Trust has allowed me to follow my passion for education in a truly meaningful way. I started as a Computer Science teacher at Ossett Academy and took full advantage of the opportunities available to transition into the role of SENCo. The academy’s commitment to professional development and access to various qualifications has been pivotal in my personal and professional growth, enabling me to make a wider impact on both our pupils and the school community.”

Thom
SENCo

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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 Academy 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



WHAT MAKES US A GREAT EMPLOYER?

- We have designated Central Team offices located close to Junction 40, Wakefield.
- We have additional Central Team offices based at both of our secondary academies, allowing staff to be flexible in terms of working across sites.
- The Central Teams consist of Operations, Finance, HR and ICT, who work in close partnership to ensure the smooth running of our academies.
- We have five local academy sites shrouded in local history, with school buildings dating back to 1850, including two of the oldest schools in Ossett.
- 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.
- We encourage Central Team staff to build and maintain relationships across sites and with other local academies to develop their own and the organisation's expertise and provision.
- We prioritise a positive working culture through clear policies and procedures, and provide support for all colleagues in all roles to adhere to these and be the best possible role models that they can be.
- To support the achievement of success, Accord is a flexible and understanding employer and we seek to recognise the achievements and successes of all employees.



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“10 years ago I joined Ossett Academy as a Business Administration Apprentice. Upon completion of the course, I was given the opportunity to move into the HR Team and complete various HR-related qualifications. In 2019 I moved over to the Accord Central Team and now provide HR support across the Trust. Thank you will never be enough for the opportunities and support that have been given over the years.”

Jessica
HR Advisor



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"Since joining Ossett Academy several years ago I have had the opportunity to work alongside a range of amazing teachers and fantastic PE team. All the staff I have worked closely alongside have been very supportive and motivated to achieve the highest outcomes for pupils which fits in with my ethos. More recently I have moved to be part of the Accord Sixth Form College team, and I have thoroughly enjoyed being given the opportunity to lead on the Football Academy which has grown every year since we started."

Tom
Teacher of PE and Football Academy
Lead

ADVERT

BUSINESS ADMINISTRATION APPRENTICE

37 Hours Per Week, Full Year

National Apprenticeship Wage on commencement

National Minimum Wage subject to successful probationary period

To Start As Soon As Possible

The Accord Multi Academy Trust is seeking to appoint a Business Administration Apprentice to assist with the provision of high-quality support and contribute effectively to the function of the Administration Team within our off-site Alternative Provision Unit and across the Trust as may be required.

You will need to be organised, able to work in a busy office and school environment and provide an administrative support service to staff and colleagues. You will undertake on the job training to learn and develop new skills and gain experience of administration whilst studying the NQV Level 3 Business Administration qualification.

The post will be assigned to California Drive Alternative Provision Unit. There will also be opportunity to support the Administration Teams across the Trust at other locations and academies as the need arises.

We are confident that new staff joining our Trust will feel welcomed and happy to have chosen us. Prospective applicants are welcome to visit the Academy prior to applying. We also encourage prospective candidates to look at our website for further information regarding our 'People Pledge' and our Employee Benefit package [Working For Our Trust - Accord \(accordmat.org\)](https://www.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 Healthcare Cash Plans
- Cycle to Work Scheme
- Free annual flu jab
- Trained Mental Health First Aiders in all our settings.
- 26 days annual leave per annum plus bank holidays, increasing to 31 days plus bank holidays after 5 years' service.
- Free On-site Parking at Every site



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

Prospective applicants are welcome 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 or call on **01924 282748** .

Closing Date: Monday 10 February 2025 at 9.00am

Interviews likely to be held: w/c 24 February 2025

Application forms are available from <https://accordmat.org/join-our-team/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.

JOB SPECIFICATION

Job Title:	BUSINESS ADMINISTRATION APPRENTICE	Grade: Apprentice Rate of Pay on commencement National minimum wage for age subject to six months in post
Department:	Designated Academy base – Alternative Provision Unit	Accountable to: Designated Team Manager
Contract:	Temporary to complete Apprenticeship, Full Time, Full Year	Responsible for: N/A

Overall Purpose of the Job:

- To undertake on the job training to learn and develop new skills and gain experience of administration.
- Complete training/qualification.
- Assist with providing a clerical service to all staff within the designated academy base and academies across the Trust as required.
- Provide administrative support to other academies within the Trust or the Trust central team as may be required.
- Committed to the safeguarding and promotion of the welfare of young people and to demonstrate this commitment in every aspect of the post.
- The position will be based at California Drive, the Trust's Alternative Provision Unit.

Key Outcomes/Activities:

Administration Responsibilities

- To learn from, and to implement new administration and interpersonal skills to support the work of the academy and wider Trust as may be required, for example, filing, photocopying, faxing and telephone duties.
- Undertake typing, word processing and other IT based tasks.
- Support the academy/Trust with duties as required including answering the phone, face to face enquires, receiving and signing in of visitors/parents and distributing mail.
- Attend and minute meetings as may be required following full training.
- Support colleagues with follow up actions from meetings with direction.
- Arrange meetings and refreshments as directed.
- Assist with routine orders e.g. stationary and refreshments.
- Maintain accurate and up to date information and ensure appropriate use of electronic storage systems.
- Assist with sorting incoming and outgoing post.
- Support administrative tasks such as drafting letters, communications, minutes and reports. All documents produced would require thorough checking and senior colleague approval.
- Assist with collation of information and liaise with members of the Accord Central Team, Governors, Trustees, Headteachers/Principals and senior staff as may be directed by colleagues.

General Academy Responsibilities

- Contribute to and uphold the vision and ethos of the Accord Multi Academy Trust.
- Recognise own strengths and areas of expertise and use these to advise and support others.
- Promote team work within the team, working in partnership to ensure effective working relations.
- Treat all users of the Trust with courtesy and consideration.
- Be aware of and comply with all Trust Policies and Procedures at all times.

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
Qualifications:	GCSE Maths and English – Grade C or equivalent. Commitment to complete the Business Administration NVQ Level 3.	A/I	RSA typing qualification or similar ICT qualification.	A/I
Experience:	On the job training is provided. Some administrative support experience.	A/I		
Knowledge and Statutory Requirements	Knowledge and commitment to safeguarding and promoting the health, safety and welfare of young people. Knowledge, understanding and commitment to the Equality Act 2010 and fair treatment of all. Competent user of Microsoft Office suite and electronic storage portals. Understanding of the need to maintain confidentiality. Awareness of GDPR principles.	A/I	Knowledge/understanding of Academy/Senior school environment.	A/I
Planning, Organisation and Mental Challenge:	The jobholder will be expected to apply judgemental skills to straightforward solutions to simple problems.	A/I		
Interpersonal & Communication:	The jobholder will be expected to have good interpersonal and communication skills and confidence to relate to a range of people at all levels.	A/I		
Physical Skills and Demands:	The jobholder will work in an office environment and will be expected to use a keyboard when required to input information into spreadsheets for example. The ability to use Microsoft Office at a proficient level.	A/I		
Initiative & Independence	Some initiative will be required but job holder will be closely supervised on a daily basis. Tasks will be defined in detail.	A/I		
Emotional Challenge and Resilience:	The jobholder will be closely supervised and thus protected from emotional challenges.	A/I		

Philosophy and Commitment	An interest in educational issues.	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.	I		
	Commitment to high standards, best value and continuous improvement.	I		
Personal qualities:	Ability to be reflective and self-critical.	I		
	Enjoys working with young people.	I		

Responsibilities for Resources:

Line Management Responsibilities: None.

Financial Responsibilities: To assist in sourcing cost effective orders e.g. for stationary, refreshments, hospitality etc.

Physical Resources: Effective use of resources as determined by line manager. Responsibility for maintaining and producing accurate information and records as applicable to the role.

Responsibility for People: The jobholder works closely with colleagues.

Responsibility for Policy Developments:

The job involves no direct responsibility for policy development. However, all staff are expected to be involved in policy consultation.

Responsibility for Student Outcomes:

The job has no impact on the educational outcomes of students.

Working Conditions:

The nature of the job role will mean the job holder will be subject to disagreeable working conditions including potential abuse from pupils and/or parents/carers. The job holder will be required to apply resilience.

Office based. The job holder will be allocated to our off site provision one main academy or the Trust central team. There may however be requirements to move between academies within the Trust. There will be a requirement to work from other academies or the Trust central team to support at peak times and to provide the job holder with a broader experience within the Trust.

The post holder may be required to travel and work across multi-sites at member academies and central offices.

Main Contacts: The jobholder liaises with students, parents and carers and staff.

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: March 2023

Signature of Job holder:

Date:

This is a description of the job as it exists at present; All Academy Job Specifications are reviewed and are liable to variation in consultation with the job holder in order to reflect future developments, roles and organisational change.



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