



**BERRY BROW**  
Infant & Nursery Academy



# Recruitment Pack Teacher





# Message from Our Chief Executive

I am proud to welcome you to Impact Education. We are a diverse family of Primary, Secondary, Alternative Provision and All-Through Academies, serving young people and their communities in Calderdale and Kirklees, West Yorkshire.

Our vision is to be a Trust where hearts and minds connect; values-driven partners who work collaboratively to provide a high-quality whole education that impacts positively on our young people. We are on a mission to improve their life chances, challenging social disadvantage and championing inclusion. We believe in student agency and equipping our young people with the knowledge, skills and qualities to be successful in learning, life and work.

Our people are empowered to create, explore, share and learn from each other and the wider system. They have access to high quality continued professional development and learning. We work hard, but not at the expense of wellbeing, and we want all our people to feel valued, respected and happy in their work.

Our values of Heart, Mind and Connect underpin everything we do, and our core principles articulate how we will live these out. Thank you for taking an interest in the vacancy we have, please get in touch to find out more about the exciting opportunities on offer.

Best Wishes,

Mick Kay



# Message from Our Primary Executive Headteacher

Impact is a values driven organisation on a mission to improve the life chances of children and young people and improve social mobility for the disadvantaged.

Berry Brow Infant & Nursery Academy joined Impact in July 2024.

We are seeking a dedicated individual who is adventurous and creative, with flexibility, drive and ambition. Prospective candidates will be keen to join our family of schools alongside getting the most from working for the Trust. You will be passionate about ensuring that a safe, caring and efficient setting is maintained to ensure that our children have the best possible environment to learn in.

Thank you for your interest in Impact, we look forward to receiving your application.

Kind regards

Lesley Heathcote  
Executive Headteacher



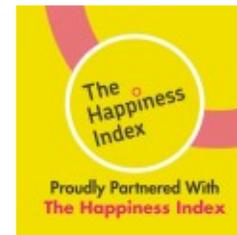
# Information for Prospective Candidates

- Trust and Academy information
- Job description
- Person specification
- Application process

All colleagues receive a planned induction to ensure the best start possible. We are also very proud of the professional learning opportunities across our Trust which are part of our Canopy offering. Canopy means professional learning for everybody across Impact trust – whatever your school, whatever your role and whatever your interest. A place which inspires us all to grow and develop and pushes us all to be our professional best. These opportunities vary from ITT Training, NPQ's, HLTA, SEND TA, Wellbeing Champion Apprenticeships and many more. Early Career teachers are supported through a range of networks and have access to fully trained mentors and coaching opportunities.

Colleague Voice and wellbeing is really important to us. Colleagues new to the Trust will be automatically enrolled into our employee benefits platform 'Smart Hive', which provides access to a range of benefits outlined below. We also complete an annual Trust listening survey and our Colleague Ambassadors support the development of action plans to help us work towards our goal of being a Great Place to Work.

- Cycle to Work Scheme
- Employee Assistant Programme (Including LifeWorks health & wellbeing portal & App)
- Face-to-face or telephone counselling (also available for immediate family members)
- Online Cognitive Behaviour Therapy (CBT) (also available for immediate family members)
- Gym and mobile phone discounts
- Retail Discounts Scheme



We listen to our people and measure the health of our culture through our partnership with [The Happiness Index](#). We use their employee engagement and happiness platform to gather feedback anonymously and help drive a happier, healthier and higher-performing organisation.



# Job Description

<b>Post:</b>	Teacher
<b>Salary:</b>	Main Pay Scale
<b>Hours:</b>	19.5 hours (0.6 FTE)
<b>Contract:</b>	Fixed Term until 31 <sup>st</sup> August 2026
<b>Start Date:</b>	1 May 2026
<b>Responsible to:</b>	The Headteacher
<b>Closing Date:</b>	Thursday 19 March 2026 at 12.00 Midday
<b>Interview Date:</b>	Monday 23 March 2026

- To carry out the professional duties of a Class Teacher as provided under the School Teachers Pay and Conditions Document
- To be responsible for the organisation, management and administration of the classroom in a child-centred manner appropriate to the age and abilities of the children
- To plan, prepare, teach, assess and record achievement appropriately for the age and abilities of the children, ensuring that learning objectives are clear
- To set curriculum targets appropriate to the learning needs of the children
- Where appropriate to plan skill development that will impact across the curriculum
- To maintain children's motivation through good classroom practice and presentation
- To provide high quality learning experiences
- To provide a stimulating and exciting classroom environment
- To ensure that work is differentiated to meet the needs of both SEN & most able children
- To actively promote the personal development including the spiritual, moral, cultural, social, mental and physical development of the children
- To maintain a consistent, positive approach to discipline and pastoral welfare of the pupils in accordance with the schools' policy
- To review from time to time teaching methods and programmes of work, modifying as necessary
- To work as part of a whole school team whose main objective is to provide high quality child-centred education
- To support other colleagues
- To participate in the performance management and appraisal process
- To keep up to date with national developments and initiatives and participate in appropriate INSET and CPD
- To undertake any supervisory duties that are necessary for the health and safety of the children e.g. break time



## Person Specification

Attributes	Essential	Desirable	How Identified
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>An honours degree</li> <li>A teaching qualification together with Qualified Teacher Status (QTS)</li> </ul>		<ul style="list-style-type: none"> <li>Application</li> <li>Certification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Experience of teaching, learning and assessment to at least KS2</li> </ul>		<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> <li>References</li> </ul>
<b>Abilities, knowledge and skills</b>	<ul style="list-style-type: none"> <li>Able to use a range of teaching and learning strategies</li> <li>Commitment to high standards in all aspects of the academy's work</li> <li>An understanding of how Assessment for Learning can improve student performance and how to embed this within your teaching and subject</li> </ul>		<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> <li>References</li> </ul>



## Person Specification

Attributes	Essential	Desirable	How Identified
<b>Abilities, knowledge and skills</b>	<ul style="list-style-type: none"> <li>Confidence in the use of standard computer packages and how these can be used to enhance student learning</li> <li>Able to use student level data to raise standards</li> <li>Enthusiasm for your subject</li> <li>Creative problem solving together with willingness to take on and develop and try new approaches and ideas.</li> <li>Ability to relate to students in a pleasant and sympathetic manner and to recognise potential safeguarding issues.</li> <li>Able to communicate both orally and in writing to students and their parents.</li> </ul>		
<b>Character</b>	<ul style="list-style-type: none"> <li>Pleasant and friendly manner</li> <li>Polite and punctual</li> <li>Reliable and has good time management skills</li> <li>A commitment to working as part of the whole Academy team and supporting the vision and aims of the Academy and Trust</li> </ul>		<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> <li>References</li> </ul>



# Application Process

- To arrange a visit to Berry Brow Nursery & Infant School or find out more about the role, please contact the academy on 01484 663965
- To find out more about our Trust please have a look at our website or check out individual Academy websites. You will find the Central Trust by clicking on the link: <https://i-mat.org.uk>
- Impact Multi Academy Trust is committed to the welfare and safety of all our pupils, and as such rigorous DBS and pre-employment checks will be carried out.

Please apply via MyNewTerm at the following link: <https://mynewterm.com/jobs/150568/EDV-2026-BBIANA-44544>