



Recruitment Pack

Class 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 vacancies we have, please get in touch to find out more about the exciting opportunities on offer.

Best Wishes,

Mick Kay



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.

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. As a primary team we have developed shared resources and curriculum plans, which enable all teachers to be effective in their practice whilst reducing workload and promoting work-life balance.

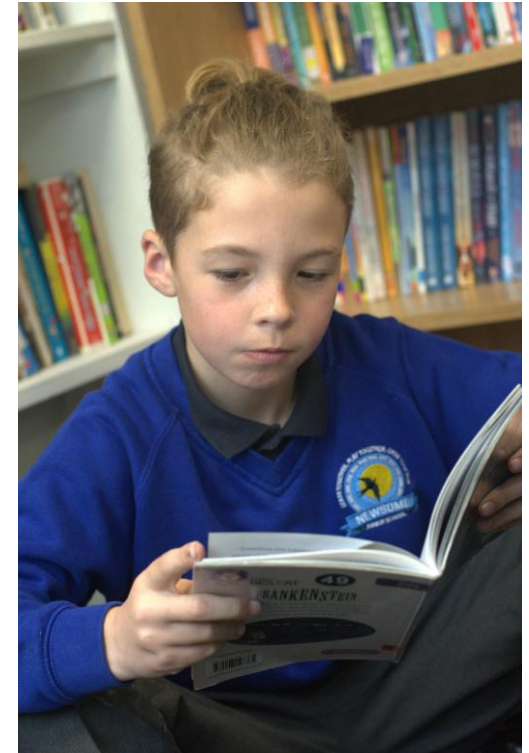
Newsome Junior Academy joined the Trust in July 2024 and is actively involved in all aspects of school improvement, supported by the Impact primary improvement team. We require a full-time teacher on a fixed term basis to cover a maternity leave for approximately 12 months from February 2026.

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. We offer support and time to grow in a role where hard work and a passion for learning will be recognised and rewarded.

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

Kind regards

Lesley Heathcote
Executive Headteacher





Post

Post:	Class Teacher
Salary:	Main Pay Scale
Contract Type:	Fixed Term to Cover Maternity Leave (approximately 12 months from February 2026)
Start Date:	February 2026 (for approximately 12 months or return of postholder)
Closing date:	Monday 8 December 2025 at 9.00am
Interviews:	Thursday 11 December 2025

Teacher – Job Description

- 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 practise 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 times

Teacher - Person Specification

			Assessed by:	
No	Categories	Essential / Desirable	App Form	Interview / Task
QUALIFICATIONS				
1	An honours degree	E	✓	
2	A teaching qualification together with Qualified Teacher Status (QTS)	E	✓	
EXPERIENCE				
3	Experience of teaching, learning and assessment to at least KS2	E	✓	✓
ABILITIES, SKILLS AND KNOWLEDGE				
4	Able to use a range of teaching and learning strategies	E	✓	✓
5	Commitment to high standards in all aspects of the academy's work	E	✓	✓
6	An understanding of how Assessment for Learning can improve student performance and how to embed this within your teaching and subject	E	✓	✓

Teacher - Person Specification

No	Categories	Essential / Desirable	Assessed by:	
			App Form	Interview / Task
7	Confidence in the use of standard computer packages and how these can be used to enhance student learning	E	✓	✓
8	Able to use student level data to raise standards	E	✓	✓
9	Enthusiasm for your subject	E	✓	✓
10	Creative problem solving together with willingness to take on and develop and try new approaches and ideas	E	✓	✓
11	Ability to relate to students in a pleasant and sympathetic manner and to recognise potential safeguarding issues	E	✓	✓
12	Able to communicate both orally and in writing to students and their parents	E	✓	✓
PERSONAL QUALITIES				
13	Pleasant and friendly manner	E	✓	✓
14	Polite and punctual	E	✓	✓
15	Reliable and has good time management skills	E	✓	✓
16	A commitment to working as part of the whole Academy team and supporting the vision and aims of the Academy and Trust	E	✓	✓

Application process

- To arrange a visit to Newsome Junior Academy or to find out more about the role, please contact our Administrator Marc Cowperthwaite on 01484 540509 or email office@newsomejuniors.co.uk
- 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 employment checks will be carried out.

To Apply:

- Please apply via the MyNewTerm Portal at the following link: <https://mynewterm.com/jobs/150570/EDV-2025-NJA-20307>