

Join Our Team

Role Teacher of Maths

£32,916 to £51,047

Leeds West Academy





Welcome to Leeds West Academy

We are delighted that you are considering joining Leeds West Academy.

We are proud to be a school at the heart of our community, where strong relationships, high expectations, and a shared sense of purpose underpin everything we do. As recognised in our Ofsted inspection, Leeds West Academy is a happy and inclusive school, where students feel valued, supported, and able to thrive.

Our work is guided by our core values of Care, Commitment and Community. These are not just words; they shape the daily experience of every student and colleague. We are committed to creating an environment where every young person feels safe, seen, and supported to achieve their very best.

We are ambitious for every student and every member of staff. Through strong teaching, clear routines, and a culture of belonging, we support young people to grow in confidence, achieve well, and feel part of something meaningful. At the same time, we invest in our colleagues, creating a culture of professional excellence where staff are supported to develop, collaborate, and lead improvement.

Leeds West Academy is on a journey of Evolving Excellence: a shared commitment to strengthening our practice and securing the best possible outcomes for our students, driven by the belief that every child deserves an exceptional education and the opportunity to flourish.



About Leeds West Academy

Leeds West Academy is an ambitious and inclusive secondary school serving west Leeds. As part of the White Rose Academies Trust, we are committed to providing an exceptional education so every student can succeed, regardless of their starting point.

Our work is underpinned by a clear moral purpose: to unite and inspire our community through education, opportunity, and aspiration, so every young person can secure a successful future. This is brought to life through a consistent approach to teaching, learning, and culture:

- **Clear routines and expectations** that create calm, purposeful learning environments
- **An ambitious, well-sequenced curriculum** that builds knowledge and skills for success
- **Inclusive practice** that removes barriers and enables every student to access learning
- **A strong focus on literacy**, ensuring students read, write, and communicate with confidence

Our teaching is rooted in shared practice and professional clarity, supporting strong planning, adaptive teaching, and regular checking of understanding. We are equally committed to wider development, with opportunities for leadership, enrichment, and careers education that build confidence and belonging.

Strong partnerships with families and the community ensure Leeds West Academy is inclusive, responsive, and impactful.



LWA in
Numbers
—
Evolving
Excellence

150

staff members
supporting our
students in their
education.

30+

languages spoken
across our
student and staff
community.

1,500

students educated
at Leeds West
Academy
every year.

£5.9M

of investment
in the academies
facilities in the last
5 years.

10%

of students
join through our
Performing Arts
Specialism.

Job Description and Person Specification

Post Reference: 2839

Job Title: Teacher of Maths

Academy Name: Leed West Academy

Grade: MPS / UPS (£32,916 - £51,047)

Hours: Full time with part time also considered

Accountable to: Curriculum Leader for Maths

Job Description

Role:

You will carry out the functions of a teacher at Leeds West Academy according to the ethos and expectations of the academy.

You will also support the achievement of all our young people through their learning from 11-16 and beyond, through the planning and preparation of high-quality lessons which engage, motivate and support learners.

Please note that this job description should be read in conjunction with the National Core Standards for Teachers for main-scale post holders, and the post-threshold standards where applicable.

NB: All post-holders at the White Rose Academies Trust are responsible for improving the outcomes for learners and upholding the ethos of the academies. Keeping Children Safe in Education and the guidance for Safer Working Practices directs the work of every adult working at or associated with the White Rose Academies Trust.

Duties and Responsibilities:

- Strive to deliver a consistently high standard of teaching and learning.
- Take responsibility within own teaching areas and in the execution of general duties for the creation of a positive climate for learning which results in positive, respectful attitudes from students.
- Consistently apply the academy behaviour policy to support all colleagues in establishing high standards of behaviour from students, and in order that students have parity of treatment and expectations in all areas of the academy.
- Assess, record and report on the development, progress and attainment of students within Maths.
- In consultation with the Curriculum Leader, contribute to the planning, design and production of high-quality teaching materials and resources.
- Be a Form Tutor for a specified group of students, establishing the rapport necessary to support their moral, social, cultural, and emotional development through the delivery of the PSHCE curriculum within Form Tutor time.
- Attend meetings, including parents' consultation sessions and Student Enrolment Day, and fulfil duties on rotas as specified in the Staff Handbook.

- Implement all Academy policies with regard to registration, student absence, student uniform, use of planners and other routines detailed in the Staff Handbook.
 - Observe Academy rules relating to the safeguarding of students, health and safety requirements, and equality policies.
 - Participate in full staff and curriculum area meetings, actively contributing to Academy decision making and consultation procedures.
 - Participate fully in the Academy Performance Development process, engaging in professional development activities which enhance personal performance, fulfil personal potential and contribute effectively to the implementation of the Academy's goal to be an outstanding place of learning.
-

Equal Opportunities:

- To promote equal opportunities in education in order that all children and families will gain optimum benefit from the service provided.
 - To promote and ensure that all students and young people are happy, healthy, safe, successful and achieve economic wellbeing.
-

Generic Staff Requirements:

- Uphold the professional standards expected of every member of academy staff in all dealings with colleagues, students, parents/carers, and the wider community.
- Adhere to the principles expressed in the aims of the academy and its mission statement.
- Actively contribute to the continued development of the academy and self by attending training, participating in relevant meetings and appraisals, and putting forward ideas for improvement.
- Be a positive, collaborative team member.
- Apply academy policies in all aspects of the role.
- Improve own practice through observation, evaluation, discussion with colleagues and appropriate CPD programmes.
- Work collaboratively with colleagues, knowing when to seek help and advice.
- Contribute to the overall ethos, work, and aims of the academy by attending relevant meetings, training days/events as requested.
- Be aware of and comply with the academy policies and procedures e.g., safeguarding, child protection, health, safety and security, confidentiality, and data protection, reporting all concerns to an appropriate person.
- Be responsible for safeguarding children and promoting their welfare and following child protection procedures.
- Be aware of and support difference and ensure equality for all working in an anti-discriminatory manner, upholding and promoting the values, standards, and equal opportunities of the academy.

- Recognise and appropriately challenge any incidents of racism, bullying, harassment, victimisation, and any form of abuse of equal opportunities, ensuring compliance with relevant policies and procedures.

Whilst every effort has been made to explain the main duties and responsibilities for the post, each individual task undertaken may not be identified. This job description may be changed by the Principal to reflect or anticipate changes in the job commensurate with the grade and job title.

The post-holder may be required to take on additional responsibilities when necessary to ensure the effective running of the academy.

All postholders are accountable through the White Rose Academies Trust Performance Management Appraisal Policy. The Governors and Principals of White Rose Academies Trust are committed to safeguarding and promoting the welfare of children and young people and ensuring that safer recruiting procedures are in place.

White Rose Academies Trust is committed to safeguarding and promoting the welfare of its students and expects all staff and volunteers to share the commitment. Appointments will be subject to Safer Recruitment Procedures and an enhanced level check with the Disclosure & Barring Service. Please note that a criminal record will not necessarily be a bar to obtaining employment; this will depend on the circumstances and background to any offence.

Please note this role will involve contact with children and you will be engaging in regulated activity. It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

We promote diversity and want a workforce which reflects the population of Leeds. Applications are welcome from all, irrespective of sex, sexuality, race, religion, marital status, age, or disability.

Person Specification

It is essential that the candidate should be able to demonstrate the criteria for the post within the context of the specific duties and responsibilities of the role: Candidates will only be shortlisted for interview if they can demonstrate on the application form that they meet all the essential requirements. Candidates are not required to meet all the desirable requirements, however these may be used to distinguish between acceptable candidates.

You should be able to demonstrate that you meet the following criteria which are all essential:

E = Essential D = Desirable

Measured by:

A = Application Form

T = Test/Exercise

P = Presentation

I = Interview

R = References

Qualifications

E	Degree in relevant subject	A C
E	PGCE or equivalent	A C
D	Qualified Teacher Status – the post is suitable for ECT candidates	A C

Knowledge and Experience

E	Recent, relevant classroom practice	A
E	Evidence of working with young people effectively	A I
E	Successful contributions to teamwork	A I R
E	Teach to a high standard across all key stages, using professional links to the industry as applicable	A I
E	Knowledge, understanding and commitment to equality, diversity and inclusion informed by practical experience and application	A I R
E	Knowledge, understanding and commitment to safeguarding and promoting the welfare of students	A I R
E	Ability to form and maintain appropriate relationships and personal boundaries with students	A I R

Skills and Competencies

E	Good all round ICT skills	A
E	Be able to reach a consistently good standard of teaching	A I
E	Ability to use progress data of students to benchmark, track and raise attainment of students for whom responsible	A I
E	Good working knowledge of assessment for learning approaches and their classroom application	A I
E	Possess strong interpersonal skills and be able to work effectively as part of a team	A I R
E	To promote equality, diversity and inclusion and demonstrate this within the role	A I
E	To be jointly responsible for promoting and safeguarding the welfare of students	A I
E	Ability to form and maintain appropriate relationships and personal boundaries with students	A I

Behavioural and Other Characteristics

E	Committed to continuous improvement	A I
E	Carry out all duties having regard to an employee's responsibility under Health & Safety Policies	A I
E	Willingness to actively participate in training and development activities to ensure up to date knowledge, skills, and continuous professional development	A I
E	Willing to carry out all duties having regard to an employee's responsibility under the WRAT Health and Safety Policies	I
E	To display a responsible and co-operative attitude to working towards the achievement of the service area aims and objectives	I
E	High level of motivation and commitment	A I
E	Commitment to own personal development and learning	A I

White Rose Academies Trust is committed to safeguarding and promoting the welfare of its students and expects all staff and volunteers to share the commitment. Appointments will be subject to Safer Recruitment Procedures and an enhanced DBS check.

Please note this role will involve contact with children and you will be engaging in regulated activity. It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

We promote diversity and want a workforce which reflects the population of Leeds. Applications are welcome from all, irrespective of sex, sexuality, race, religion, marital status, age, or disability.

Application Process

1

Complete Application Form

Click Apply Now and complete the form via Every, including your full employment history.

2

Application Reviewed

Your application will be reviewed against the person specification and role criteria.

3

Shortlisting

The panel confirms shortlisted applicants.

4

Interview Invitation

Shortlisted candidates will receive details of the interview process and day.

8

DBS Application

Complete your DBS application and pre-employment health questionnaire via our 3rd party providers.

7

Next Steps from HR

HR will contact you about pre-employment checks and any missing documents or history queries.

6

Appointment Confirmed

You'll be contacted after interview. If successful, confirm acceptance for your HR offer.

5

Interviews

Attend the interview with three original IDs and your listed qualifications, with your completed self-disclosure form.

9

Employment Checks

HR complete all remaining pre-employment checks including overseas and employment gap history.

10

Checks Reviewed

Once complete, checks are reviewed against our statutory and legal obligations.

11

Start Date Agreed

Your line manager will agree a start date with you. HR will then issue your contract.

12



My WRAT Journey



2020
Teacher of English

2021
Teacher of Spanish

2022
Curriculum Leader
of Modern Foreign
Languages

“Leeds West Academy has been a place for me to flourish and develop as a leader with a strong support network at the core of what we do. There's a strong community who always strives to enrich the lives of the children we serve. That to me is inspiring every day.”

Constanza Abarca *Curriculum Leader of MFL*

Staff Benefits



Flexible Working

We offer flexible arrangements including term-time only, part-time, and job share opportunities.



Employee CycleScheme

Purchase a bike and accessories through our salary sacrifice scheme for a healthier, greener commute.



Annual Leave Entitlement

On top of 25 days annual leave, plus bank holidays. Support staff receive an extra 5 days after 5 years' service.



Supporting Staff Discounts

We support all education staff in accessing Discounts for Teachers, Teacher Perks and Blue Light Card.



Pay Awards

Benefit from nationally agreed terms, including STPCD or NJC Green Book, as well as the Real Living Wage.



Eye Test Vouchers

Free eye tests and up to £69 towards glasses are provided for Display Screen Equipment (DSE) users.



Employee Pension Scheme

Staff are automatically enrolled in either the Teachers' Pension Scheme or LGPS.



Free Flu Jabs

To keep our staff safe and protected we offer free flu jab vouchers to all employees across the trust.



Real Living Wage

The trust is proud to confirm that we pay all staff in line with the real living wage £13.45ph.



Car Parking

We ensure all colleagues benefit from free on-site parking at all four of our academy sites.



Employee TechScheme

Salary sacrifice is available to purchase the latest tech after probation.



Family Friendly Policies

We support work/life balance with family-focused policies, including emergency and special leave.



Staff Wellbeing



Employee Assistance Programme

All staff and families can access Health Assured's confidential wellbeing support service with app access.



Mental Health First Aiders

Whether you just need someone to talk to, or you're facing emotional challenges, our MHFAs are on hand.



Headspace

Free access to Headspace to support mental health with meditation and mindfulness tools.



Dedicated Wellbeing Reps

Reps are here to listen to colleague feedback and organise wellbeing initiatives tailored to each academy.



Wellbeing Wednesdays

No more hump day slumps with our midweek breakfast for all staff, served from 7:45am in our refurbished canteen.



Colleague Recognition Schemes

We have a variety of schemes that allows our staff to be recognised and thanked for their hard work.





My WRAT Journey



2012
Teacher of PE

2016
NQT Coordinator

2019
SENDCO

2022
WRAT Inclusion
Network Leader

2024
Director of Inclusion

“Leeds West Academy has been the perfect environment for my professional growth. Starting on a temporary contract as an early career teacher, I’ve had many opportunities to develop my skills and progress. I enjoy working alongside compassionate, dedicated colleagues who always put students at the heart of everything they do.”

Lindsay Bishop West *Director of Inclusion*

What Our People Say...

"Leeds West is a great school and so is the performing arts industry here. I love dancing, singing and acting and this school has helped me express that. The shows are incredible as well as the teachers. All specialism students would say the same."

Adriana *Year 7*



"Leeds West Academy has been a place for me to flourish and develop as a leader with a strong support network at the core of what we do. There's a strong community who always strives to enrich the lives of the children we serve. That to me is inspiring every day."

Callum Appleby *Curriculum
Leader of Geography*



"My experience at Leeds West Academy has been phenomenal. The different specialisms the school has, has opened new doors for me. It lets me express my love for acting, singing and dancing. Additionally, Leeds West Academy is a happy and inclusive school."

Harry *Year 7*



Proud to be Part of the White Rose Academies Trust



Alder Tree Academy Primary

Alder Tree Primary is a unique two form intake inner-city school in Leeds. We help every child reach their potential through engaging lessons and strong pastoral support and are proud to be nationally recognised for supporting disadvantaged pupils.

Ofsted "The school values epitomise the school's determination that every pupil will reach their full potential."

Our core values are: **Believe, Belong, Become**



Leeds City Academy Secondary

A vibrant inner-city school in Woodhouse with over 1,000 students from diverse backgrounds. A recent £8.5 million investment has enhanced facilities, supporting growth and improvement, while students and staff work proudly together to achieve even more.

Ofsted "Pupils thrive at this happy and inclusive school"

Vision Statement: **Working In Partnership**

Our core values are: **Aspirational, Caring, Professional, Respectful, Resilient and Tolerant**



Leeds East Academy Secondary

Leeds East Academy is a vibrant, diverse school in Seacroft, housed in a £14 million building. With the ambition of 'Every Child Can', we support students to excel academically and personally, while fostering high standards and strong support for all staff.

Ofsted "The school nurtures pupils so they have the self-belief and resilience to succeed"

Vision Statement: **Every Child Can**

Our core values are: **Resilience, Integrity, Trust, Ambition**



Leeds West Academy Secondary

Known for its welcoming atmosphere and Performing Arts specialism, Leeds West Academy unites and inspires our community through education and opportunity. With a broad, ambitious curriculum and strong pastoral support, every student can reach their full potential, while staff are supported to thrive in a nurturing, high-standard environment.

Ofsted "A happy and inclusive school"

Vision Statement: **Evolving Excellence**

Our core values are: **Care, Commitment, Community**





