



# **RECRUITMENT PACK**

## Lead Practitioner Assessment and Achievement

## Our Trust



I am proud to welcome you to Impact Education. We are a diverse family of Primary, Secondary, Alternative Provision and All-Through Academies, serving almost 5,000 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 positively impacts 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 colleagues 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.

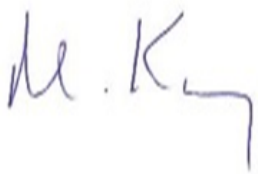
Our **values** of Heart, Mind and Connect underpin everything we do, and our **core principles** articulate how we will live these out.

We are entering into an important phase of our continued development as we begin the process of merging with Pennine Academies Yorkshire, who share a strong commitment to inclusive, high-quality education, particularly for disadvantaged pupils and those with special educational needs.

This partnership will create one of the largest non-faith Trusts in West Yorkshire, with 18 academies, 8,200 pupils, and over 1,200 staff. Rooted in shared values of inclusivity, collaboration, and excellence, this is a natural partnership and an exciting time to be joining our Trust.

If you are interested in learning more about our Trust, please make contact, there is so much to share.

Best Wishes,



**Mick Kay**  
Chief Executive Officer



## The Lead Practitioner Role

The Primary team is seeking a dedicated teacher who is keen to make a difference and has the relevant skills, knowledge and attributes to join a committed team of professionals.

The post has arisen due to the expanding reach of Impact, and we are now looking to add capacity through the appointment of a knowledgeable lead practitioner who is committed to raising standards.

## Who We Are Looking For

The successful candidate would be able to balance an important role across the Trust with a teaching commitment at Lee Mount Academy in Year 6. This is an exciting opportunity for anyone wishing to demonstrate commitment and a willingness to share and learn, we are interested in flair and resilience, someone with a good sense of humour who enjoys being busy. This post is perfect for someone who thrives on collaboration, challenge and can work flexibly, and we are happy to review applications from main pay scale teachers as well as those on the upper pay spine.

We are passionate about why we exist as a Trust, and it's important to us that our new lead practitioner shares this passion and brings the necessary skills, knowledge, and expertise to enable us to keep making the biggest difference.

To be successful in this role you will be able to influence others and be able to positively impact on changes across the Trust. Your professional advice and opinion will be welcomed, and you will be trusted to provide that support across our Academies. You will also be an experienced Year 6 or upper key stage 2 teacher with a strong track record of securing consistently high outcomes.

We are looking for someone who:

- Is a reflective and dedicated practitioner who thrives as part of a collaborative team.
- Has a strong understanding of assessment and uses this effectively to secure high levels of pupil achievement.
- Demonstrates effective leadership, with the ability to inspire, coach and influence colleagues at all levels.
- Is research-informed, reflective in their practice and driven by continuous improvement.

## Benefits of Joining

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 able to access 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.

In addition, we offer the following incentives:

- Cycle to Work Scheme
- Employee Assistant Programme (Including 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)

## Lee Mount Academy



Lee Mount is a vibrant, diverse and welcoming community, who have recently met the 'Expected standard' in all areas at their most recent Ofsted inspection (February 2026).

The children of Lee Mount Academy deserve the absolute best, and we do everything in our power to deliver that. As headteacher I aim to create a school, where children are desperate to attend, a place they feel safe and happy, excited and enthralled. A school they can proudly call their own! I am passionate about giving children opportunities to succeed in not just the core subjects but more widely in drama, music, art and sport.

Our aims are underpinned by insisting on the 4R's (Resilience, Responsibility, Reflection and Respect) as we aim to build confidence alongside a strong commitment to teamwork.

As educators building an exciting, creative and meaningful curriculum, which equips learners for all stages of their education and beyond. We believe that children should be skilled, confident and articulate as they leave the academy.

Please follow the link below to look at some of the exciting opportunities we believe all children need to support their academic achievement and well-being.

<https://vimeo.com/1090570654/02b523cc65>

Best Wishes,

**Ben Normington**  
**Headteacher**

## Job Description

<b>Post:</b>	Lead Practitioner (Assessment and Achievement)
<b>Salary:</b>	LP2 £53,332
<b>Hours:</b>	Full Time 32.5
<b>Contract:</b>	Permanent
<b>Responsible to:</b>	Lesley Heathcote
<b>Location:</b>	Base - Lee Mount Academy Travel is required to Trust Academies and other locations as necessary (mileage expenses reimbursed)
<b>Closing Date:</b>	Monday 18 May 2026 at 10am
<b>Interview Date:</b>	Thursday 21 May 2026
<b>Start Date:</b>	1 September 2026

## Core Purpose

To drive consistently high standards of teaching, learning, and assessment at Lee Mount Academy and within the Academies you support.

## As a Lead Practitioner, you will:

- Drive consistently high standards of teaching, learning, and assessment at Lee Mount Academy and within the Academies you support.
- Be part of the team who continually review and refine the Impact primary curriculum to ensure it is inclusive, ambitious, and designed to meet the needs of all learners, particularly the most disadvantaged.
- Model outstanding classroom practice and provide expert coaching and mentoring.
- Work collaboratively with senior and middle leaders to quality assure teaching and curriculum delivery.
- Support professional development by designing and delivering high-quality training and CPD.
- Lead all aspects of assessment and achievement across the Trust, including moderation events and assessment strategies.

## Professional Development

- Undertake appropriate and regular training and development to maintain knowledge and improve practice.
- Attend briefings and participate in professional development opportunities.
- Keep up to date with current educational developments and legislation affecting Trust Finances.
- Participate in performance management reviews.

## Duties and Responsibilities - Lee Mount Academy

- In accordance with schemes of work, plan, deliver and review lessons for a Year 6 class (shared with an existing lead practitioner).
- Ensure that teaching is broad, balanced, relevant, motivational and appropriately differentiated in order to maximise the academic potential of all students.
- Facilitate the exceptional progress and well-being of pupils.
- Be an active member of the Lee mount senior leadership team.
- Ensure effective use of formative and summative assessment to drive planning and interventions.
- Participate in the academy CPD and teacher development process.
- Support students throughout the day by fulfilling pastoral responsibilities.
- Contribute to decision-making regarding Lee Mount school priorities.

## General

The post-holder must uphold the Trust's ethos and values, promoting the safety, happiness and well-being of staff and students of the academies. They must:

- Safeguard and promote the welfare of Children and young People, adhering to Trust policies and procedures at all times.
- Promote Health and Safety and comply with Trust policy and taking responsibility for relevant risk assessment and personal H+S.
- Maintain confidentiality and data protection by compliance with the relevant Acts and observing and maintaining full confidentiality and security for all personnel details, personal, contractual and salary related matters.
- Promote equality and diversity and comply with Trust policy and Equality Duty obligations, ensuring all dealings with others are based on respect.

This job description is not a comprehensive definition of the post by including every task and function in full detail and may be subject to modification or amendment at any time after consultation with the post-holder.

Employees of the Trust are expected to comply with any reasonable request from the Executive Leadership Team.

Employees are expected to be courteous to colleagues and provide a welcoming environment to all who may visit or contact the Trust.

## Person Specification

	Essential	Desirable
<b>QUALIFICATIONS/TRAINING/KNOWLEDGE</b>		
An honours degree	✓	
A teaching qualification together with Qualified Teacher Status (QTS)	✓	
Evidence of other professional learning relevant to the post		✓
Evidence of ongoing professional development	✓	
Ability to demonstrate a successful track record within the classroom	✓	
Awareness of the relevant current policies relating to educational developments		✓
Experience of working in upper key stage 2	✓	
<b>SKILLS &amp; ABILITIES</b>		
Able to use a range of teaching and learning strategies alongside the ability to use student level data to raise standards	✓	
Ability to communicate effectively to a range of audiences.	✓	
Ability to relate to students in a pleasant and sympathetic manner and to recognise potential safeguarding issues	✓	
Creative problem solving together with willingness to take on and develop and try new approaches and ideas	✓	
Experience of coaching and mentoring others		✓
Able to communicate both orally and in writing to a high level	✓	
<b>LEADERSHIP AND MANAGEMENT</b>		
Set high standards and be a role model for staff, taking responsibility for own and others professional development	✓	
Motivate all team members to ensure high performance	✓	
Experience of dealing sensitively with people and resolve conflicts		✓

	Essential	Desirable
Enthusiasm for your role which is visible and contagious	✓	
<b>PERSONAL QUALITIES</b>		
Resilience and the ability to maintain an objective perspective	✓	
Reliability, integrity and stamina	✓	
Determination and the highest possible expectations of self and others	✓	
Flexibility	✓	
Ability to inspire confidence in all stakeholders		✓
<b>GENERAL REQUIREMENTS</b>		
Commitment to the Trust's ethos and values	✓	
Commitment to providing a responsive and supportive service	✓	
Proactive in acquiring and understanding changes to legislation and guidance, including training as required to benefit the role	✓	

## How To Apply

To find out more about the role or to arrange a visit please contact Lee Mount Academy on 01422 352856. Alternatively, Lesley Heathcote (Executive Headteacher) is available to discuss the requirements of the role. Please contact via email [lheathcote@i-mat.org.uk](mailto:lheathcote@i-mat.org.uk)

To apply, please visit MyNewTerm at the following link:  
<https://mynewterm.com/jobs/149545/EDV-2026-LMA-20106>

**Impact Education Multi Academy Trust is committed to safeguarding staff and students and expects all employees and volunteers to share this commitment. All posts are subject to an enhanced Disclosing and Barring Service DBS check. All interviews will include a question about Safeguarding and any anomalies identified in pre-recruitment checks will be discussed at interview.**