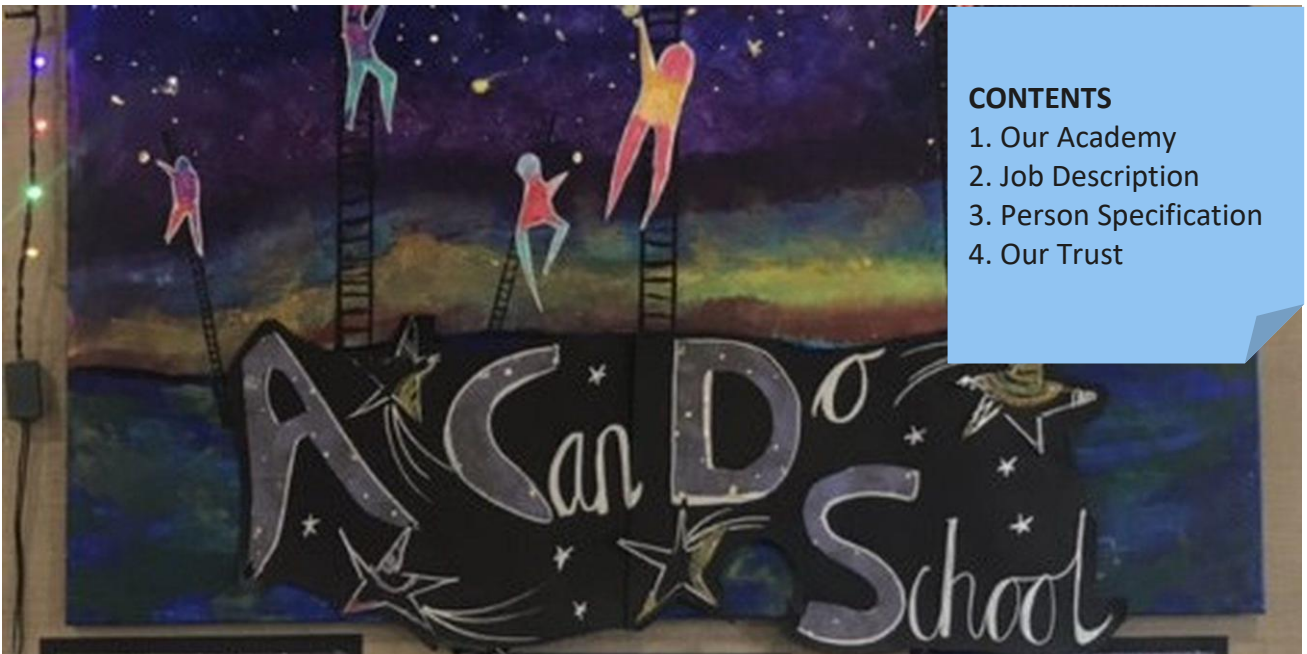


RECRUITMENT PACK



TEACHER Plus TLR (Behaviour)



CONTENTS

1. Our Academy
2. Job Description
3. Person Specification
4. Our Trust



Our Academy



Thank you for taking an interest in the position at Lee Mount Academy.

Our academy is a vibrant, diverse and welcoming community, which we want to be an outstanding place to learn but also work – where hearts and minds connect.

The children of Lee Mount Academy and the whole Lee Mount community deserve the absolute best and I will do everything in my power to deliver that. I want to help create a school, working closely with our amazing staff team and other community

leaders, that your 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; drama, music, art and sport for example. We are a “CAN DO” school. Our aim is to build Confidence, have high Aspirations, Nurture each other, Develop knowledge & skills and provide Opportunities.

As educators building an exciting, creative and meaningful curriculum, which equips learners for all stages of their education and beyond, is central to our vision here at Lee Mount. We believe that children should be skilled, confident and articulate as they leave the academy. We teach this through insisting on the ‘4R’s’ (Respect, Resilience, Responsibility and Reflection) in all that we do. I believe that in whatever role you have in school, adults can contribute to this vision.

Best Wishes,

Ben Normington
Headteacher



Job Description

Post:	Classroom Teacher with TLR to lead on behaviour (part of the inclusion team)
Overview:	To work as a classroom teacher leading within teacher standards and supporting the leadership of behaviour across the academy
Salary:	MPS/UPS Plus TLR2 (£3,527)
Hours:	32.5
Contract:	Permanent
Responsible to:	The Headteacher
Closing Date:	8 May 2026 at 9am
Interview Date:	15 May 2026
Start Date:	September 2026

Core Purpose

To challenge educational and social disadvantage by achieving the highest possible standards and preparing all our students to lead successful lives.

Duties and Responsibilities in Teaching

- In accordance with schemes of work, plan, deliver and review lessons which are appropriate to the age and ability of the students so as to facilitate progression in students' learning.
- Ensure the requirements of the Statutory Framework for the Early Years Foundation Stage are adhered to and that children have a safe and stimulating experience.
- Plan, prepare and fully set out a stimulating and attractive learning environment which reflects children's learning needs and ensures safety.
- Maintain a clean, tidy and safe learning environment.
- Have day-to-day responsibility for health and safety and learning of the children in the nursery through supporting a key worker approach with the team of Early Years Support staff.
- 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 any individual or group of students; target individual students' needs in lessons.
- Promote and maintain discipline in accordance with the rules and behaviour policy of the academy.



- Ensure effective use of formative and summative assessment to drive planning and interventions. Provide feedback that moves learning forward.
- Manage the classroom and teaching equipment so as to create a positive learning environment which makes effective use of available resources.
- Ensure that homework is set, where appropriate, and monitored.
- Participate in the academy CPD and teacher development process.
- Support students throughout the day by fulfilling pastoral responsibilities.
- Engage fully in the academy appraisal process to fulfil personal potential and be able to participate effectively in the implementation of the academy's goals and improvement plan.
- Attend meetings / training and carry out administrative tasks and duties as specified on the academy calendar.
- Consistently implement all academy policies.
- Contribute to decision-making and consultation procedures.
- Report any safeguarding concerns immediately to a Designated Safeguarding Lead.
- Carry out any other reasonable duties as requested by the Headteacher.

Duties and Responsibilities of the TLR

- To liaise with the Headteacher to lead on behaviour across the academy
- To develop research-based strategies to support behaviour systems and processes
- To support the CPD of other staff with general behaviour strategies and for those pupils that need adaptations
- To work alongside the SENDCo and members of the inclusion team to support the most vulnerable pupils
- To track behaviour across the academy to develop and adapt curriculum where necessary for vulnerable groups or individuals
- To work with other agencies and organisations to improve systems and provision
- To join the wider leadership team and contribute to the running of the academy

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.



Person Specification

Attributes	Relevant Criteria	Essential/ Desirable	Assessed by
Qualifications	An honours degree	Essential	Application
	A teaching qualification together with Qualified Teacher Status (QTS)	Essential	
Experience	Experience of teaching, learning and assessment	Essential	Application Interview Task
Abilities, Skills & Knowledge	Able to use a range of teaching and learning strategies	Essential	Application Interview Task
	Commitment to high standards in all aspects of the academy's work	Essential	
	An understanding of how Assessment for Learning can improve student performance and how to embed this within your teaching and subject	Essential	
	Confidence in the use of standard computer packages and how these can be used to enhance student learning	Essential	
	Able to use student level data to raise standards	Essential	
	Enthusiasm for your subject	Essential	
	Creative problem solving together with willingness to take on and develop and try new approaches and ideas	Essential	
	Ability to relate to students in a pleasant and sympathetic manner and to recognise potential safeguarding issues	Essential	



Attributes	Relevant Criteria	Essential/ Desirable	Assessed by
	Able to communicate both orally and in writing to students and their parents	Essential	
Personal Qualities	Pleasant and friendly manner Polite and punctual Reliable and has good time management skills A commitment to working as part of the whole Academy team and supporting the vision and aims of the Academy and Trust	Essential Essential Essential Essential	Application Interview Task



Information about our Multi-Academy Trust (Impact)

A Department for Education (DFE) approved academy sponsor based in West Yorkshire. Founded in 2016, Impact Education Multi Academy Trust consists of eleven academies including primary, secondary, all-through and alternative provision sectors across Calderdale and Kirklees.

CEO Welcome

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.

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



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.

You will also have opportunities to develop your skills and knowledge by working across the Trust on school improvement workstreams.

Staff wellbeing is important to us and colleagues new to the Trust will be automatically enrolled into our employee benefits platform 'Smart Hive', which gives access to a range of benefits:

- Cycle to Work Scheme
- Employee Assistance 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 Discounts
- Mobile phone deals
- Retail Discounts Scheme

We listen to our colleagues 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.



To arrange a visit to Lee Mount Academy or find out more about the role, please contact the academy on 01422 352856.

For further information about Impact Education MAT, please visit our website: www.i-mat.org.uk