

Teacher KS3 & KS4



RECRUITMENT PACK



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Proud member of Impact Education Multi Academy Trust



Our Academy



It is with great pleasure that I welcome you, on behalf of the children, staff and governors, to The Whitley AP Academy. We are an Alternative Provision Academy serving the Calderdale area and we are based in Illingworth, Halifax.

We are commissioned by Calderdale Council to provide ninety-six places for young people across Key Stages 2, 3 and 4; eighty places are for Day 6 provision, the remaining sixteen are for pupils with EHCPs. The Academy is part of Impact Education Multi-Academy Trust, a Trust dedicated to improving the life chances of children and young people.

Our vision is for The Whitley AP Academy to be a school that works hard to develop confidence, a love of learning, resilience and kindness in our pupils. We have high expectations, which support the individual needs of all of our pupils, whilst placing an emphasis on positive attitudes to learning, building effective relationships and developing a strong moral compass.

Phillip Hannah
Headteacher



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Job Description

Post:	Teacher for KS3 & KS4, subjects taught to match candidates strengths.
Overview:	The teacher will be expected to teach a range of subjects in the Academy, based on their individual strengths and preferences. The role will be tailored to suit the needs of the Academy's timetable, experience of delivering BTEC courses would be beneficial. The teacher will also be a Form Tutor for a Key Stage 3 class. Teachers are expected to take part in research projects to improve the quality of education, and our coaching programme for all staff
Salary:	MPS/UPS Plus SEN Point £2,787
Responsible to:	Assistant Headteachers
Closing date:	Friday 15 May 2026 at 9am
Interviews:	Week Commencing Monday 18 May 2026

The information given on this job description is intended to provide both post holder and management with an understanding and appreciation of the workload of this particular job and its role within the organisation.

Prime Objectives of the Role

The primary focus of the role is to carry out the professional duties of a teacher, to deliver lessons in a range of subjects to suit applicants' strengths. To work collaboratively with colleagues to continually strive to improve provision at the Academy.

Key Duties and Responsibilities

- Plan differentiated / adapted work for pupils, using The Whitley AP Academy curriculum, the National Curriculum and the Academy's agreed policies, providing high quality teaching and learning to the children and young people with SEMH needs.
- Be accountable for pupils' attainment, progress and outcomes, and promote high standards of literacy, numeracy and communication skills across the curriculum.
- Make accurate and productive use of assessment – pupil progress, setting targets, lesson planning and pupil feedback, including any statutory work related to EHCP's and annual reviews.
- To monitor and evaluate specific programmes / strategies and pieces of work for their impact on improving a range of outcomes for children and young people with SEND.
- Set high expectations which inspire, motivate and challenge pupils.



- Be accountable for implementing the Academy's Behaviour for Learning Policy and play an active role in the day-to-day management of pupil behaviour.
- Work collaboratively with associate staff, ensuring they are fully briefed on lesson planning and expectations to enable them to fully contribute to improving pupil outcomes.
- To organise a classroom and shared areas, including outdoor provision, which encourage and enable children to resource themselves and be independent learners, to provide a stimulating and attractive learning environment.
- To contribute to the research, training, development and dissemination of best practice, innovative practice, advice and guidance to the wider team in the SEND services, schools, parents / carers and families.
- To communicate effectively with children and young people, their parents / carers, Academy staff and professional colleagues.
- To ensure that the safety and safeguarding of children and young people is paramount at all times.
- To ensure own knowledge, practice and understanding are current and regularly updated in order to deliver quality first teaching and learning and give current and timely advice and support to the service users based on recent research and robust evidence.

Please note that this is illustrative of the general nature and level or responsibility of the work to be undertaken, commensurate with the grade. It is not a comprehensive list of all tasks that the postholder will carry out, which would be determined by the Line Manager or Senior Leaders.

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

	Criteria – Essential (E) / Desirable (D)	How Identified
Experience	<p>Evidence of successful teaching in Key Stage 3 and Key Stage 4. (E)</p> <p>Experience of teaching a range of subjects (E); preferably to include Food Technology and Religious Education. (D).</p> <p>Experience of working with primary / secondary aged pupils with special needs, including emotional and behavioural difficulties. (E)</p> <p>Experience of working in an effective team. (E)</p> <p>Experience of pastoral work in a school setting. (D)</p> <p>Experience of working with parents / carers, schools and support agencies. (D)</p>	<p>Application</p> <p>References</p> <p>Interview</p>
Knowledge & Skills	<p>A confident and skilled classroom practitioner. (E)</p> <p>Ability to effectively adapt teaching to meet the needs of all pupils. (E)</p> <p>Up to date knowledge of curriculum and current trends or developments in teaching. (E)</p> <p>Good communication, organisational and interpersonal skills. (E)</p> <p>Ability to use and promote the effective use of ICT. (E)</p> <p>An ability to build positive working relationships with colleagues. (E)</p> <p>An ability to work effectively as part of a team, and to work independently. (E)</p> <p>Ability to relate well to pupils and adults, particularly in challenging circumstances. (E)</p> <p>Ability to remain calm under pressure. (E)</p> <p>Demonstrate good co-operative, interpersonal and effective listening skills. (E)</p> <p>Maintain confidentiality in matters relating to the Academy, its pupils, parents / carers. (E)</p> <p>Ability to cope with the requirements of the post, which will include working with pupils who have emotional / behavioural / physical difficulties. (E)</p>	<p>Application</p> <p>References</p> <p>Interview</p>

	<p>An understanding of the issues relating to pupils who have additional learning needs, more able and special educational needs. (E)</p> <p>Good understanding of safeguarding issues. (E)</p> <p>Awareness of child development. (D)</p>	
<p>Qualifications & Training</p>	<p>Good honours degree. (E)</p> <p>Qualified Teacher Status, PGCE or equivalent qualification. (E)</p> <p>Evidence of further relevant qualifications or training. (D)</p> <p>Evidence of recent professional development. (E)</p> <p>Evidence of further training / development and / or willingness to participate in further training and development opportunities e.g., Team Teach, Moving & Handling, Special Educational Needs. (D)</p> <p>A full driving licence. (D)</p>	<p>Application</p>



Impact Education Multi Academy Trust

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



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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.

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.

- 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)

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.



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