



RECRUITMENT PACK

Class Teacher

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Our Academy



I am proud and privileged to be the Headteacher of Newsome Junior Academy and I am delighted to welcome you on behalf of the children, staff and Governing Body.

We are all passionate about making a difference and aim to inspire our children to become confident, resilient and enthusiastic learners. Our key values are at the heart of our provision: challenge, perseverance, pursuing success, respect, responsibility, courage and kindness and, as part of Impact Multi-Academy Trust, we work hard to create an inclusive environment where hearts and minds connect.

We place great importance upon working in partnership with parents and carers and are committed to building strong links within the community.

If you would like to be part of our dedicated team, we would love to hear from you.

Best Wishes,

Jane Fraser
Headteacher



Job Description

Post:	Class Teacher
Salary:	MPS
Hours:	32.5 hours
Contract:	Permanent
Responsible to:	The Headteacher
Closing Date:	Wednesday 17 June 2026 at 9am
Interview Date:	Friday 19 June

Duties and Responsibilities:

- 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
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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	Essential	Desirable	How Identified
Qualifications	<ul style="list-style-type: none"> • QTS status or equivalent 	<ul style="list-style-type: none"> • Further relevant qualifications 	<ul style="list-style-type: none"> • Application • Certification
Knowledge and experience	<ul style="list-style-type: none"> • Knowledge and understanding of teaching and learning • Knowledge of and sympathy with education in a multi-cultural society • Knowledge and understanding of developments and initiatives in education • Enthusiasm for your subject 	<ul style="list-style-type: none"> • Teaching experience to at least KS2 • Experience of working with other members of staff • Experience of working with bilingual children • Experience of working with SEN children • Good IT skills 	<ul style="list-style-type: none"> • Application • Interview • References • Observation
Interpersonal skills	<ul style="list-style-type: none"> • Approachable, flexible and willing to accept change • Effective communicator both verbally and written • Will seek advice and support when necessary • Able to work as a member of a team • Able to build relations with children, staff, parents and governors 		<ul style="list-style-type: none"> • Application • Interview • References
Practical and intellectual skills	<ul style="list-style-type: none"> • Have a clear understanding of how children learn and what makes an effective learning environment • Have excellent organisational and planning skills • Able to maintain confidentiality 	<ul style="list-style-type: none"> • Experience of working with parents • Able to offer curriculum strengths 	<ul style="list-style-type: none"> • Application • Interview • References
Disposition and attitude	<ul style="list-style-type: none"> • Honest and reliable • Pleasant and friendly manner • Polite and punctual • Calm and able to respond to the changing demands of school and school life • Flexible and willing to adapt to changing circumstances 		<ul style="list-style-type: none"> • Application • Interview • References



Training	<ul style="list-style-type: none"> ● Recent and relevant INSET ● Willing to undertake further training and development as necessary 		<ul style="list-style-type: none"> ● Application
Circumstances	<ul style="list-style-type: none"> ● Able to attend evening and weekend meetings as required ● Commitment to working as part of the whole academy team and supporting the vision and aims of the Academy and Trust 		<ul style="list-style-type: none"> ● Application



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, 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

Colleague Voice and wellbeing is really important to us. 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.

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 Newsome Junior Academy or find out more about the role, please contact our Administrator Marc Cowperthwaite on 01484 540509 or by email office@newsomejuniors.co.uk

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