

Teacher LKS2



RECRUITMENT PACK

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Our Academy



It is with great pleasure that I welcome you, on behalf of the children, staff and governors, to Warley Road Academy; a school educating children from 2 to 11 years old.

We provide a welcoming, caring, supportive and secure environment in which all children are valued. Our child-centred approach builds relationships, confidence and teamwork alongside a commitment to developing every child into resilient and reflective individuals who are proud of their academic achievements and personal successes.

As part of Impact Education Multi Academy Trust, we are passionate about making a difference to all children, whatever their starting points, allowing them to flourish academically and personally. Working in collaboration across the Trust, we have a dedicated and knowledgeable staff and leadership team who have high aspirations and want the best for every child in their care.

We will always have time to talk about children's education and development and warmly welcome parents, carers and the wider community to work alongside us in fostering the readers, writers and problem solvers of the future.

Best wishes,
Mrs Sarah Tindal
Headteacher



Job Description

Post:	Teacher LKS2 (Maternity Cover)
Overview:	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
Salary:	MPS/UPS
Hours:	32.5 hours
Contract:	Fixed term maternity cover from 01/09/26 to 31/03/27
Start Date:	1 September 2026
Responsible to:	Headteacher
Closing Date:	Friday 1 May 2026 at 9am
Interview Date:	Tuesday 19 May 2026

Duties and Responsibilities

Teaching

- To carry out the professional duties of a school 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 & gifted and talented children
- To actively promote 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 performance management
- To keep up to date with national developments and initiatives and participate in appropriate INSET
- To undertake any supervisory duties that are necessary for the health and safety of the children e.g. break times

Curriculum

To be responsible for the development & co-ordination of a curriculum area, ensuring that requirements of the National Curriculum are being met

- To ensure programmes of study are appropriate to the needs of the children and that they are making adequate progress
- To keep up-to-date with new initiatives, attending INSET and disseminating information to staff
- To monitor and evaluate teaching and learning as identified in the School Improvement Plan
- To monitor planning to ensure consistency across year groups and progression throughout the school
- To collect and scrutinise samples of work, identifying development points for whole school improvement
- To give professional support to staff as required
- To assemble and maintain resources, ensuring that these are high quality and appropriate
- To liaise with the governors, where appropriate, and play an active part in the development of the School Improvement Plan
- To periodically review whole school provision

NQT's are not expected to lead a curriculum area in their first year.

This job description is not necessarily a comprehensive definition of the post. It will be reviewed annually.

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 	<ul style="list-style-type: none"> • Teaching experience at both key stages • 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 • 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 		<ul style="list-style-type: none"> • Application



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 ten 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.

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 outlined below:

- 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 is really important to us. We 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 Warley Road Academy or find out more about the role, please contact Andy Meehan on 01422 353724

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

Impact Multi Academy Trust is committed to the welfare and safety of all our pupils and as such DBS and employment checks will be carried out.