

# Teacher for 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 eighty places for young people across Key Stages 2, 3 and 4. 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.

Mr Phillip Hannah  
Headteacher



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## Job Description

<b>Post:</b>	Teacher for KS3 & KS4
<b>Overview:</b>	The teacher of KS3 and KS4 will be expected to teach a range of subjects across in the Academy, subject specialism will be accommodated as much as possible. Teachers are expected to take part in research projects to improve the quality of education, and our coaching programme for all staff.
<b>Salary:</b>	MPS / UPS, plus SEN point; M2 minimum starting scale.
<b>Responsible to:</b>	Phase Leaders, The Whitley AP Academy.

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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.

### Responsible to: Phase Leaders

### Key Duties and Responsibilities

- Plan differentiated work for the children using The Whitley 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 students' 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 students.
- 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 support staff, ensuring they are fully briefed on lesson plans 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 and 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 and 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.

## Person Specification

	Criteria – Essential (E) / Desirable (D)	How Identified
<b>Experience</b>	Experience of working in an effective team. (E) Evidence of successful teaching at KS3 and KS4. (E) Ability to teach a range of subjects across the secondary age range. (E) Experience of pastoral work in a school setting. (D) Experience of working with Primary and Secondary aged pupils with special needs including emotional and behavioural difficulties. (E) Experience of working with parents, schools, and support agencies. (D)	Application Form  References  Interview
<b>Knowledge &amp; Skills</b>	Up to date knowledge of curriculum and current trends or developments in teaching. (E) A confident and competent classroom practitioner. (E) Ability to differentiate teaching to meet the needs of all pupils. (E) Good communication, organisational and interpersonal skills. (E) Ability to use and promote the effective use of ICT. (E)	Application Form  References  Interview

	Criteria – Essential (E) / Desirable (D)	How Identified
<b>Knowledge &amp; Skills cont.</b>	<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, and an ability to work as part of a team. (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, or 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>An understanding of the issues relating to pupils who have additional learning needs, more able and special educational needs. (E)</p> <p>Awareness of safeguarding issues. (E)</p> <p>Awareness of child development. (D)</p>	
<b>Qualifications / Training</b>	<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. (D)</p> <p>Evidence of further training / development and / or willingness to participate in further training and development opportunities e.g., Team Teach, Moving &amp; Handling, Special Educational Needs. (D)</p> <p>A full driving licence. (D)</p>	Application Form



## 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 consist of seven academies including primary, secondary, all-through, and alternative provision sectors across Calderdale and Kirklees.

### Our Trust Our Family



Our family of academies work collaboratively to create a trust **Where Hearts & Minds Connect** with value-driven partners to ensure education impacts positively on students, staff and communities we serve.

### CEO Message

I am proud to welcome you to Impact Education Multi Academy Trust. The Trust is on a mission to improve the life chances of children and young people and improve social mobility for the disadvantaged. Our vision is to be a Trust **Where Hearts & Minds Connect**; values-driven partners working collaboratively to ensure education impacts positively on students, families, communities, and staff.

Impact Academies are aligned to the Trust Mission, Vision and Aims. Our Academies have individual identities which reflect the diverse communities they serve. They have the autonomy to create, explore and learn from different practices and our Headteachers believe that leadership and personal accountability are founded on self-direction and reflection.



We believe that collaborative leadership and strong partnership development can lead to a significant positive impact on the quality of education through sharing the best collective practice.

Our values of Heart, Mind and Connect underpin everything we do and our Core Principles and Aims articulate how we will live these out.

Best Wishes,  
Mick Kay, Chief Executive Officer & Accounting Officer



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## Benefits of Joining

All staff within our Trust will receive a planned induction to ensure that your career with us gets off to the best start possible. We recognise that your development is important and working for us will mean that you have fully funded access to a suite of 63 courses with Every e-learning including safeguarding and safer recruitment training modules. Our staff can also apply to take part in a range of external development programmes, including NPQs and other role-specific CPD is also actively supported, e.g. Finance qualifications.

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:

- Car Benefit Scheme
- Cycle to Work Scheme
- Employee Assistant 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
- Westfield Health – voluntary Everyday Health Plan – e.g. claim back optical and dental payments

We also provide an online HR Policy handbook so that you can easily look up information on areas such as Maternity/Paternity leave, Attendance procedures and requesting special leave.

For further information about working for Impact Education MAT, please visit our website:

[www.i-mat.org.uk/working-for-us/](http://www.i-mat.org.uk/working-for-us/)

## How To Apply

Please download and complete the application form online and send it to the HR team at [hr@i-mat.org.uk](mailto:hr@i-mat.org.uk).