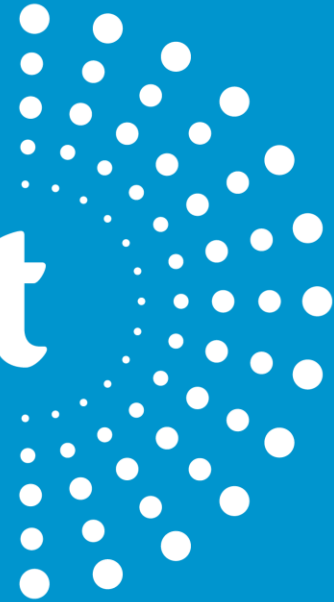


**Impact**  
**Education**  
Multi Academy Trust



# Recruitment Pack



# Message from Our Chief Executive

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.

Thank you for taking an interest in the vacancies we have, please get in touch to find out more about the exciting opportunities on offer.

Best Wishes,  
Mick Kay



# Information for Prospective Candidates

- Trust and Academy information
- Job description
- Person specification
- Application process

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.

Colleague Voice and wellbeing is really important to us. Colleagues new to the Trust will be automatically enrolled into our employee benefits platform 'Smart Hive', which provides access to 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.

- 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 and mobile phone discounts
- Retail Discounts Scheme



We listen to our people 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.

# Message from our Primary Executive Headteacher

Impact is a values driven organisation on a mission to improve the life chances of children and young people and improve social mobility for the disadvantaged. As a primary team we have developed shared resources and curriculum plans, which enable all teachers to be effective in their practice whilst reducing workload and promoting work-life balance. We are now looking for a Deputy Headteacher to join our team.

We are seeking a dedicated individual who is adventurous and creative, with flexibility, drive and ambition. Prospective candidates will be keen to join our family of schools alongside getting the most from working for the Trust. We offer support and time to grow in a role where hard work and a passion for learning will be recognised and rewarded. Thank you for your interest in Impact and I look forward to receiving your application.

Kind regards  
Lesley Heathcote

Vacancy details: **Deputy Headteacher - Newsome Junior School**

Newsome Junior School is due to join the Trust in July 2024. Newsome is actively involved in all aspects of school improvement activity, supported by the Impact primary improvement team. Newsome is seeking a Deputy Headteacher to join a dedicated team who are committed to further improvements. Newsome serves a diverse community and will be joining Impact at the same time as Berry Brow Nursery & Infant School, a school it is currently federated with. The successful applicant will be an Impact employee from 1<sup>st</sup> September 2024.





# Our Primary Academies



Our child-centered approach builds relationships, confidence and teamwork alongside a commitment to develop every child into resilient and respectful young people who are proud of their academic achievements and personal successes.

Our team of dedicated and skillful staff have high aspirations and want the best for every child in their care. We will always have time to talk about your child's education and look forward to working with our families and the wider community to nurture readers, writers, problem solvers and thinkers for the future.



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 Hill View Academy and the whole Almondbury community deserve the absolute best and I will do everything in my power to deliver that.

Personal development will be at the heart of Hill View Academy; our broad and balanced curriculum is underpinned by the core values of the 4R's: respect, responsibility, resilience and reflection.



We are a school which cares passionately about the education and welfare of our children.

We strive for all children to gain experience and values which will prepare them well for the next steps in their lives.

We want all our children to be happy, resilient and respectful members of the community, with high self-esteem, who approach learning with enthusiasm, curiosity and confidence, and through doing this, achieve high standards.



As part of Impact Education Multi Academy Trust, we are passionate about making a difference and inspiring children to be resilient and confident learners with a love for learning.

We want our children to be excited about learning and to develop their knowledge, skills and understanding across a wide curriculum. We believe in celebrating success and ensuring that children feel valued.

# Our Secondary Academies



At The Halifax Academy we are committed to an ongoing process of learning, self-reflection, adaptation and growth.

We regularly evaluate our practice and make adjustments to ensure we are providing our students with the best possible education. Our culture and curriculum put student wellbeing at the heart of everything we do.

We work hard to equip our students with the tools to become resilient young people who can take care of their own wellbeing, as well as the wellbeing of others.



Newsome Academy is a successful, oversubscribed secondary school, set in fabulous countryside in south Huddersfield.

We have just over 750 students and over 60 awesome teaching and support staff. We are very unique in the fact that we also have two specialist provisions - Hearing Impaired and Physically Impaired.

These provisions allow students to be in mainstream lessons whilst getting the specialist support, they need.



At Castle Hall we work hard every day to deliver academic excellence, develop character and raise aspirations in everything we do.

We have high expectations of students and teachers and strive to become better every day creating exceptional learners.

Learning is the most important thing that happens in the academy and our exceptional classroom culture is key to supporting exceptional learning at Castle Hall.



We are an Alternative Provision Academy serving the Calderdale area and based in Halifax.

We are commissioned by Calderdale Council to provide places for young people across Key Stages 2, 3 and 4.

An important aspect of our work is the established relationships we have with other agencies across the authority including Calderdale's SEN Team, the Virtual School, Youth Justice Services and Children's Social Care.

We believe that a holistic approach to supporting young people is vital in meeting the many diverse needs of our pupils..

# Deputy Headteacher – Job Description

## Main purpose

The Deputy Headteacher, under the direction of the Headteacher, will take a major role in:

- › Formulating the aims and objectives of the school
- › Establishing policies for achieving these aims and objectives
- › Managing staff and resources to that end
- › Monitoring progress towards the achievement of the school's aims and objectives
- › If the Headteacher is absent, the deputy headteacher will deputise, as directed by the governing board.
- › The Deputy Headteacher will also be expected to fulfil the professional responsibilities of a Headteacher, as set out in the School Teachers' Pay and Conditions Document (STPCD).

## Qualities

The Deputy Headteacher will:

- › Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- › Build positive and respectful relationships across the school community
- › Serve in the best interests of the school's pupils

## Duties and responsibilities

### School culture and behaviour

Under the direction of the Headteacher, the Deputy Headteacher will:

- › Create a culture where pupils experience a positive and enriching school life
- › Uphold educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
- › Ensure a culture of staff professionalism
- › Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in school
- › Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy

**Location:** Newsome Junior School  
(Kirklees)

**Post:** Deputy Headteacher

**Salary:** L5 – L9

**Hours:** Full time

**Contract:** Permanent

**Closing Date:** 29<sup>th</sup> April 2024

**Shortlisting:** w/c 29<sup>th</sup> April 2024

**Interviews :** w/c 6<sup>th</sup> May 2024

**Start Date:** 1<sup>st</sup> September 2024





# Deputy Headteacher – Job Description

## Teaching, curriculum and assessment

Under the direction of the Headteacher, the Deputy Headteacher will:

- › Establish and sustain high-quality teaching across all subjects and phases, based on evidence
- › Ensure teaching is underpinned by subject expertise
- › Effectively use formative assessment to inform strategy and decisions
- › Ensure the teaching of a broad, structured and coherent curriculum
- › Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- › Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum
- › Ensure the use of evidence-informed approaches to reading so that all pupils are taught to read

## Additional and special educational needs (SEN) and disabilities

Under the direction of the Headteacher, the Deputy Headteacher will:

- › Promote a culture and practices that enables all pupils to access the curriculum
- › Have ambitious expectations for all pupils with SEN and disabilities
- › Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- › Make sure the school fulfils statutory duties regarding the SEND Code of Practice.

**Location:** Newsome Junior School  
(Kirklees)

**Post:** Deputy Headteacher

**Salary:** L5 – L9

**Hours:** Full time

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**Closing Date:** 29<sup>th</sup> April 2024

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**Start Date:** 1<sup>st</sup> September 2024



# Deputy Headteacher – Job Description

## Organisational management and school improvement

Under the direction of the Headteacher, the Deputy Headteacher will:

- › Establish and sustain the school's ethos and strategic direction together with the governing board and through consultation with the school community
- › Establish and oversee systems, processes and policies so the school can operate effectively
- › Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of duty of care
- › Manage staff well with due attention to workload
- › Ensure rigorous approaches to identifying, managing and mitigating risk
- › Allocate financial resources appropriately, efficiently and effectively
- › Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context
- › Make sure these school improvement strategies are effectively implemented

## Professional development

Under the direction of the Headteacher, the Deputy Headteacher will:

- › Ensure staff have access to appropriate, high standard professional development opportunities
- › Keep up to date with developments in education
- › Seek training and continuing professional development to meet needs

**Location:** Newsome Junior School  
(Kirklees)

**Post:** Deputy Headteacher

**Salary:** L5 – L9

**Hours:** Full time

**Contract:** Permanent

**Closing Date:** 29<sup>th</sup> April 2024

**Shortlisting:** w/c 29<sup>th</sup> April 2024

**Interviews :** w/c 6<sup>th</sup> May 2024

**Start Date:** 1<sup>st</sup> September 2024



# Deputy Headteacher – Job Description

## **Governance, accountability and working in partnership**

Under the direction of the Headteacher, the Deputy Headteacher will:

- › Understand and welcome the role of effective governance, including accepting responsibility
- › Ensure that staff understand their professional responsibilities and are held to account
- › Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties
- › Work successfully with other schools and organisations
- › Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the deputy headteacher will carry out. The postholder may be required to do other duties appropriate to the level of the role.

**Location:** Newsome Junior School  
(Kirklees)

**Post:** Deputy Headteacher

**Salary:** L5 – L9

**Hours:** Full time

**Contract:** Permanent

**Closing Date:** 29<sup>th</sup> April 2024

**Shortlisting:** w/c 29<sup>th</sup> April 2024

**Interviews :** w/c 6<sup>th</sup> May 2024

**Start Date:** 1<sup>st</sup> September 2024



# Deputy Headteacher - Person Specification

		Essential	Desirable	Identified
<b>1</b>	<b>Qualifications</b>			
1.1	Qualified Teacher Status.	E		A
1.2	Evidence of further relevant professional development in school leadership		D	A
1.3	Evidence of regular and relevant professional development.	E		A
<b>2</b>	<b>Experience</b>			
2.1	Experience of working in mainstream schools covering the full Primary age range.	E		A
2.2	Experience of working with a senior leadership team to make successful school improvements	E		A/R/I
<b>3</b>	<b>Qualities and knowledge</b>			
3.1	Evidence of developing, leading and monitoring strategic plans to realise the school vision and accelerate school improvement.		D	A/I
3.2	Demonstrate excellent inter-personal skills to secure positive relationships and attitudes towards pupils, staff, parents, outside agencies and the wider community.	E		I/R

# Deputy Headteacher - Person Specification

		Essential	Desirable	Identified
3.3	Evidence of developing successful leadership and management qualities, demonstrating the ability to lead by example.		D	I/R
3.4	Knowledge of a range of strategies to bring about rapid school self-improvement and raised standards of pupil achievement	E		A/I
3.5	Evidence of being involved in curriculum development which has had a positive impact on outcomes	E		A/I
3.6	Knowledge and understanding of the importance of personal development	E		A/I
<b>4</b>	<b>Skills and Abilities</b>			
4.1	Provide evidence of ability and willingness to work collaboratively and supportively within the school team, making positive contributions to assessment and the School Improvement Plan as well as working using your own initiative.	E		A/I
4.2	Demonstrate an understanding of how to manage high workload and conflicting priorities through effective organisational skills.	E		I
4.3	Show knowledge and experience of leading and supporting other staff in school to impact on standards and achievements.	E		A/I



# Deputy Headteacher - Person Specification

		Essential	Desirable	Identified
4.4	Willingness to take on appropriate delegated tasks relevant to the post	E		I
4.5	Show a committed, professional attitude to the school, openly modelling its aims and values at all times	E		A/I
4.6	Demonstrate a working knowledge of all children's needs and how as educators we can support and nurture all children, including those most disadvantaged.	E		A/I
<b>5</b>	<b>Accountability - Systems and Processes</b>			
5.1	Experience of undertaking self-evaluation using a range of evidence including performance data and external evaluations for monitoring whole school progress to improve outcomes for all pupils.		D	A/I
5.2	Experience of establishing clear policies and practice throughout the school and implementing procedures to monitor and evaluate their impact.	E		A/I
<b>6</b>	<b>The self-improving school system</b>			
6.1	Ability to engage in a partnership with parents and carers, to enhance children's enjoyment, well-being, achievement and personal development.	E		A/I
6.2	Experience of working with professionals and colleagues in external agencies to improve outcomes for all pupils.	E		A/I
6.3	Experience of implementing innovative change which has impacted positively on outcomes for pupils.	E		A/I

# Deputy Headteacher - Person Specification

		Essential	Desirable	Identified
<b>6.4</b>	An ability to inspire and influence others to believe in the fundamental importance of education in young peoples' lives and to promote the value of education.	E		I
<b>7</b>	<b>Safeguarding children</b>			
<b>7.1</b>	Knowledge, understanding, experience of and commitment to Child Protection, safer recruitment and safeguarding policies and procedures.	E		I
<b>7.2</b>	Ability to form and maintain appropriate relationships and personal boundaries with pupils.	E		I
<b>7.3</b>	Willingness to undertake an enhanced Disclosure and Barring Service check. Please note a conviction may not exclude candidates from employment but will be considered as part of the selection process.	E		A
<b>7.4</b>	Fully supportive references.	E		A

# Application process

- To apply for this role, please follow the link below.
- To arrange a visit or find out more about the role, please contact Colette Bickerstaff, Administrator on 01484 540509
- To find out more about our Trust please have a look at our website by clicking on the link: <https://i-mat.org.uk> which has links to all our academies..
- Impact Multi Academy Trust is committed to the welfare and safety of all our pupils, and as such rigorous DBS and employment checks will be carried out.
- [Every Candidate Portal - View Job Details](#)

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