



THE
PRIESTLEY
ACADEMY
TRUST

“Together, creating opportunity
and aspiration for every child.”



Thank you for your interest in working with us.

Thank you for your interest in The Priestley Academy Trust. I am delighted you are considering applying for a role with us.

Established in 2016, we are a family of six primary schools located in the Manningham area of Bradford, educating more than 2500 pupils aged 2-11 and employing more than 350 staff. As a Trust we have a very low staff turnover, but when we do have the need to recruit, we look for like-minded people who thrive on creating opportunities for young people, who flourish through working in partnership and embody our Trust values of Respect, Responsibility, Excellence, Compassion and Collaboration.

Our schools and central team harness the opportunity to work closely together to nurture every child, support

every family, and celebrate success as a community.

Our core mission is to equip all pupils, including those from disadvantaged backgrounds, with the skills and confidence to succeed in life. We're dedicated to fostering a nurturing, inclusive, and ambitious learning environment where every student has access to quality education and a wide range of opportunities. This holistic approach raises academic standards and builds a strong sense of belonging and aspiration across our Trust.

We know that The Priestley Academy Trust is a great place to work – our staff retention and turnover figures speak for themselves. If you were to join us you can expect competitive salaries, bespoke professional development through our Priestley Pathways programme,



support through our Employee Assistance Programme and most importantly, support and motivation from your peers and leaders.

We are incredibly proud of what we do here at Priestley – we provide a true community not only for our pupils and their families, but also for our staff. We hope you decide to join us.

With best wishes

**MATHEW
ATKINSON,**
Chief Executive





About us

OUR MISSION

Our mission as a Trust is “**Together, creating opportunity and aspiration for every child**”. This is our guiding statement which drives our operations and strategic direction. The mission embodies our commitment to collaboration in shaping the futures of our pupils.

TOGETHER This emphasises our collaborative, team-based approach that involves everyone in our community, regardless of their age, status or experience.

CREATING We aim to transform futures through the skills and experiences of all members of our community, so they thrive in a diverse and evolving society.

OPPORTUNITY We provide our children with a range of choices that will guide their future paths, both personally and professionally, so they have the skills and knowledge to cope with everything life throws at them.

ASPIRATION We focus on personal development, ensuring that our pupils leave our schools with the confidence they need for their future endeavours.

EVERY CHILD Our commitment extends to every child who enters our doors, regardless of their background, challenges or starting points.

OUR VISION

The Priestley Academy Trust’s vision is to offer an outstanding, transformational learning experience for each student with a strong emphasis on academic excellence, character development and public service.

OUR VALUES

Our ethos is defined by a values-based approach to education where respect for human dignity is paramount. Values are important principles that drive behaviour,

OUR SCHOOLS

We are a family of six primary schools located in the Manningham area of Bradford:

ATLAS COMMUNITY PRIMARY SCHOOL

Headteacher: Lisa Simpson
<https://atlasprimary.co.uk>

GREEN LANE PRIMARY SCHOOL

Headteacher: Joanna Baxendale-Stead
<https://greenlane.bradford.sch.uk>

LILYCROFT PRIMARY SCHOOL

Headteacher: Leah Florence
<https://lilycroftprimaryschool.co.uk>

MARGARET MCMILLAN PRIMARY SCHOOL

Co-Headteachers:
Sarah Hodge and Sarah Johnson
<https://mmps.bradford.sch.uk>

MIRIAM LORD PRIMARY SCHOOL

Headteacher: Bryan Harrison
<https://miriamlord.co.uk>

WESTBOURNE PRIMARY SCHOOL

Headteacher: Jo Marwood
<https://westbourne.bradford.sch.uk>

influence our attitudes and actions, and become our framework for living.

They affect our sense of self and our relationship with others. Students need to learn about values and how people react to them, so that they are equipped with invaluable social skills and emotional intelligence.

- Respect
- Responsibility
- Excellence
- Compassion
- Collaboration

Likewise, as staff, we do our utmost to live by these values every day.



Working with us

Working at Priestley has many benefits. We offer competitive salaries and excellent working environments, but more importantly, we pride ourselves on the support we provide to our staff. If you join us you can expect:

- Competitive salaries
- Opportunities for professional development at all stages of your career through our Priestley Pathways Programme
- A Trust-wide commitment to a positive work-life balance
- Additional wellbeing support through our Employee Assistance Programme
- Collaboration, with many cross-Trust opportunities.

SELECTION PROCESS GUIDANCE

Please make sure you have read both the **Job Description** and **Person Specification** for your desired role before you apply. These documents can be found on the website under the job advert, where you can also find closing and interview

dates and our employment application form.

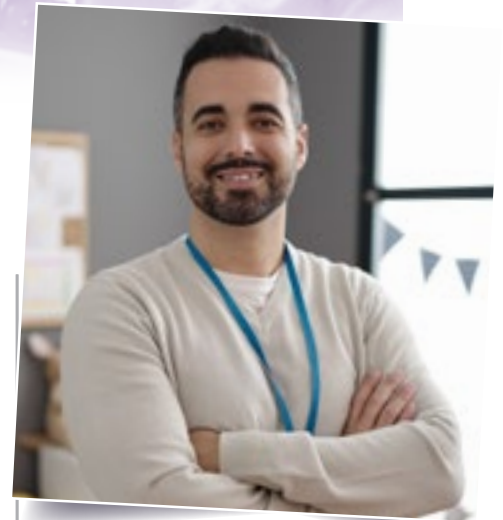
Our aim is to ensure that we recruit the right person for the job. The person specification sets out the criteria used to assess candidates through the selection process.

We are committed to safeguarding our pupils and will assess the candidate's suitability for working with children as part of the selection process. We will check the accuracy of all information and investigate any anomalies.

We take up references prior to interview and use these to verify the information you have given us. Firm offers of employment are never made without satisfactory references. All potential employees are subject to an enhanced disclosure from the Disclosure and Barring Service.

VISITS TO SCHOOLS

Visits to our schools are warmly welcomed by prior arrangement. The visit will give you an opportunity to ask questions about



the role and the school to assess if this is somewhere you would like to work.

APPLICATIONS

Please ensure that all parts of the application are completed and that you have demonstrated how your experience and skills make you suitable for the position.

SHORTLISTING

We assess all applications against the person specification criteria using the evidence you provide in your application. This is done by a panel of senior staff. Candidates who best meet the person specification will be invited to an interview via email. If you do not hear from us, you have not been successful at this stage.



Working with us

REFERENCES

We request references for all candidates, and your first reference should be your current or last employer.

INTERVIEWS

We will provide full details about interviews via email to the shortlisted candidates. If you are applying for a teaching role, you will be invited to an interview day which will consist of several tasks and activities including a formal interview. These are designed to allow you to demonstrate your skills and abilities. You will be asked to bring proof of qualifications and identity on the day.

FINAL SELECTION

Following your interview, we will use the person specification as a guide to select the most suitable candidate for our school. We will then telephone each candidate to inform them of the outcome. We will give brief feedback during this telephone conversation.

OFFER OF EMPLOYMENT

We will make you a verbal offer of employment by telephone on the day of the interview and this will be confirmed in writing. Any offer is conditional and made subject to:

- References satisfactory to us
- A satisfactory DBS check
- Satisfactory online checks
- Provision of proof of identity and qualifications

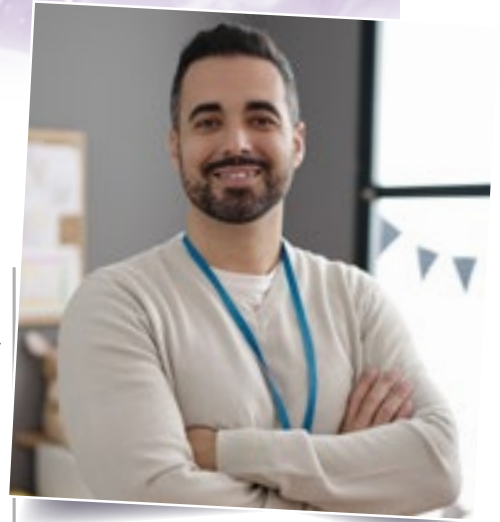
HOW TO CONTACT US

If you have any questions regarding your application, please **use the contact details found on the job advert.**

HOW TO APPLY

To apply for a role at The Priestley Academy Trust, please complete the application form (you will find the form under the job advert on our website) outlining how you meet the criteria on the job description and person specification. A continuation sheet may be used if necessary.

Your application may be accompanied by a letter,



no longer than two sides of A4. Within your letter of application, you may wish to outline your reasons for applying for the post and give an indication of what you can offer to our school.

We would request that you provide details of daytime and evening contact numbers and email addresses for use should you be called for interview.

Closing and interview dates can also be found on the job advert on our website.

THE PRIESTLEY ACADEMY TRUST

c/o Green Lane Primary School,
Green Lane, Bradford,
West Yorkshire BD8 8HT

☎ 01274 009030

✉ info@priestley.academy

www.priestley.academy



Working with us

What our current staff are saying about working within our Trust

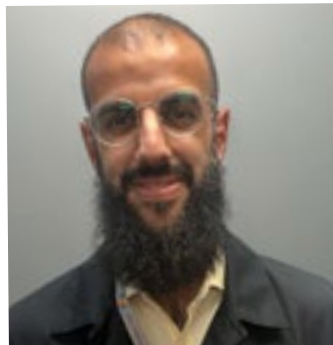


TAIRA KHALIQ

Assistant Headteacher
and EYFS and KS1 Lead,
Margaret McMillan Primary School

Priestley provides such a supportive and collaborative community of educators who are passionate about making a difference to the lives of young children.

I absolutely love my job and being part of the Trust – it is a dream come true to now be part of the leadership team at the same school where my journey began, giving back to my community and guiding the next generation of children, just as I was once supported and inspired.



WAQQAS AKHTAR

Class Teacher/Co Maths Subject Lead,
Westbourne Primary School

Priestley stands out from other MATs because of how strongly it nurtures and supports its staff, helping them to grow and develop.

There is a clear investment in people, not just in their current roles but in their long-term career development. This creates a workforce that feels valued, supported and motivated.

As a result staff naturally develop, embedding the Trust's principles and values at the heart of their practice, which helps create consistency, strong collaboration and positive outcomes for pupils across PAT.



JENNIE SNOWDEN

Director of Inclusion, Priestley
Academy Trust and Deputy
Headteacher and SENCO,
Atlas Community Primary School

What sets the Trust apart is its genuine commitment to people. There is a very real culture of inclusion, collaboration, and care that runs through everything the Trust does.

Decisions are made with children at the heart, not just policies or processes, and staff wellbeing is treated as a priority rather than an add on.

I've always felt that individuals are truly valued, listened to, and supported to grow, and that focus on relationships and community is what makes Priestley unique.

Job description

KEY INFORMATION

Job title:	Classroom teacher
Grade/Salary:	MPS
Responsible to:	Headteacher
Location:	Across the school

MAIN PURPOSE OF JOB

The job:	Take responsibility for the achievement, welfare and discipline a class of children determined on an annual basis by the Headteacher and in accordance with the duties listed below.
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ABOUT THIS JOB DESCRIPTION

Last review date: January 2026	This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the school in relation to the post holder's professional responsibilities and duties.
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KEY ACTIVITIES / RESPONSIBILITIES

STRATEGIC

1	Lead, organise and direct support staff within the classroom.
2	Participate in the performance management system for the appraisal of their own performance, or that of other teachers.
3	Communicate and co-operate with specialists from outside agencies.
4	Participate in meetings which relate to the school's management, curriculum, administration or organisation.
5	Work with school leaders to track the progress of individual children and intervene where pupils are not making progress.
6	Be able to set clear targets, based on prior attainment, for pupils' learning.
7	To assist in the development of a scheme of work, policy statement and / or subject handbook for a curriculum area (post NQT) in co-operation with colleagues and in accordance with the school policy.

KEY ACTIVITIES / RESPONSIBILITIES		OPERATIONAL
1	Keep appropriate and efficient records, integrating formative and summative assessment into planning.	
2	Teach a class of pupils, and ensure that planning, preparation, recording, assessment and reporting meet their varying learning and social needs.	
3	Report to parents on the development, progress and attainment of pupils.	
4	Plan appropriately to meet the needs of all pupils, through scaffolding and differentiation of tasks.	

KEY ACTIVITIES / RESPONSIBILITIES		ORGANISATIONAL
1	Make effective use of ICT to enhance learning and teaching.	
2	Provide a stimulating classroom environment, where resources can be accessed appropriately by all pupils.	
3	To contribute to/to be responsible for the organisation of educational visits/visitors, as necessary.	

KEY ACTIVITIES / RESPONSIBILITIES		GENERAL
1	To carry out the professional duties covered by the latest School Teachers' Pay and Conditions Document. The post holder will be expected to undertake duties in line with the professional standards for qualified teachers and uphold the professional code of the General Teaching Council for England.	
2	Promote the school's code of conduct amongst pupils, in accordance with the school's behaviour policy.	
3	Implement agreed school policies and guidelines.	
4	Support initiatives decided by the Head Teacher and staff.	
5	Maintain the positive ethos and core values of the school, both inside and outside the classroom.	
6	Effectively communicate and co-operate with the teaching and non-teaching staff of the school, Governors, Parents, Children, Advisers and other Professionals.	
7	To continue with own professional development and to participate fully in all school meetings and INSET.	

Person specification

PLEASE NOTE: THIS POST IS SUBJECT TO SATISFACTORY VETTING, INCLUDING A SATISFACTORY ENHANCED DISCLOSURE FROM DBS

QUALIFICATIONS AND TRAINING		ESSENTIAL	DESIRABLE
1	Educated to degree level	X	
2	Qualified Teacher Status (QTS)	X	
3	Other qualification related to a particular curriculum area		X

KNOWLEDGE		ESSENTIAL	DESIRABLE
1	Ability to use AfL to promote good progress for all children	X	
2	Ability to differentiate using a range of strategies to secure good outcomes for all groups	X	
3	Excellent subject knowledge in English & Maths (& EYFS for Early Years posts)	X	
4	Specialist knowledge in a curriculum area		X
5	Ability to use data to inform next steps and target support	X	
6	Understanding of the needs of bi-lingual learners and/or for whom English is an additional language		X
7	Understanding of the process for child protection	X	

EXPERIENCE		ESSENTIAL	DESIRABLE
1	Of working in the primary age either as an appointed teacher or on school-based attachment	X	
2	Of delivering the National Curriculum	X	
3	Of successful planning & assessment	X	
4	Of the transition between EY & KS1 & 2		X
5	Of deploying support staff	X	

SKILLS AND ATTRIBUTES		ESSENTIAL	DESIRABLE
1	Ability to create a classroom ethos that develops children as independent learners	X	
2	A teacher with sound ICT knowledge and skills relating to the class teaching, able to demonstrate the effective use of ICT to enhance the learning and teaching	X	
3	Must be able to keep records of pupil progress in line with school policy	X	
4	Must be able to use assessments of pupils learning to inform future planning	X	
5	Ability to plan and work collaboratively with colleagues	X	
6	An excellent standard of written and spoken English	X	
7	A commitment to collaborative working practices	X	

OTHER		ESSENTIAL	DESIRABLE
1	Believe that ALL children can achieve and be passionate about making this happen	X	
2	Be able to engage parents and encourage their close involvement in the education of their children	X	
3	A teacher with a flexible approach to work who enjoys being a good team member	X	
4	Must be able to manage own workload effectively	X	
5	Good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships	X	
6	To practice equal opportunities in all aspects of the role and around the workplace in line with policy	X	
7	An energetic and enthusiastic outlook	X	