RECRUITMENT PACK
Grove House Academy

Teacher Key Stage 2
(Maternity Cover)



Our Trust



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, Kirklees and Bradford, 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 and inclusive education that impacts positively 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 through agile professional learning communities. They have access to high-quality professional development through our **Institute of 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.

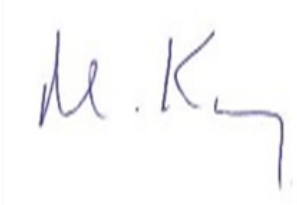
Our **values** of **Heart**, **Mind** and **Connect** underpin everything we do, and our **core principles** articulate how we will live these out across our Academies.

We have entered an important phase of our continued development having undertaken the process of merging with Pennine Academies Yorkshire, who share a strong commitment to inclusive, high-quality education, particularly for disadvantaged pupils and those with special educational needs.

This partnership has created one of the largest non-faith Trusts in West Yorkshire, with 18 academies, 8,200 pupils, and over 1,200 staff. Rooted in shared values of inclusivity, collaboration, and excellence, this is a natural partnership and an exciting time to be joining our Trust.

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.

Colleague Voice and wellbeing is really important to us. Colleagues new to the Trust will be able to access 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.

In addition, we offer the following incentives:

- Salary Sacrifice Car Scheme
- Cycle to Work Scheme
- Employee Assistant Programme (Including 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

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

Grove House Academy

Thank you for expressing an interest in our vacancy.

We are seeking to appoint dedicated, honest, and creative individuals who genuinely want to enjoy making a positive difference to the lives of the children in our community.

At Grove House Academy, we want to develop teams which promote high aspirations, enthusiasm and a commitment to providing a high-quality education for all pupils. You will be joining our school at an exciting point in our journey to drive school improvement. As a highly inclusive school, we pride ourselves on our positive culture to create happy, safe high-quality learning environments that nurture all our children and staff.

Our recent development of a complex needs provision is essential to ensure our school can support a range of additional needs within our mainstream setting. This is in addition to our resourced provision for visually impaired children. At Grove House Academy we strive to ensure that all children have equal opportunities to the curriculum without boundaries.

Our curriculum makes learning at Grove House incredibly special. We focus on the whole child, including their wellbeing, enabling our children to be happy, confident, curious students, who have excellent learning behaviours and high expectations of what they can give the world and what the world can give them.

Grove House Academy will work with you to create a bespoke programme of professional development opportunities and training, which will enhance your practice and enable you to continue to learn and grow. We pride ourselves on developing people and playing our role in building a stronger sustainable Bradford.

Visits to the school are highly recommended and our school website also holds a wealth of information about us.

We wish you every success in your application and look forward to meeting you.

Best wishes

Nicola Wade
Headteacher

Job Description

Post:	Teacher (Key Stage 2)
Salary:	MPS
Hours:	32.5 hours
Contract:	Fixed Term Maternity Cover from January to December 2027
Responsible to:	The Headteacher
Start Date:	January 2027
Closing Date:	Friday 20 November 2026 at 9am
Interview Date:	Tuesday 24 November 2026

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

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	• QTS status or equivalent	• Further relevant qualifications	• Application • Certification
Knowledge and experience	• Experienced Key Stage 2 Teacher • 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	• Experience of working with other members of staff • Experience of working with bilingual children • Experience of working with SEN children • Good IT skills	• Application • Interview • References • Observation
Interpersonal skills	• 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		• Application • Interview • References
Practical and intellectual skills	• 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	• Experience of working with parents • Able to offer curriculum strengths	• Application • Interview • References
Disposition and attitude	• 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		• Application • Interview • References

Training	• Recent and relevant INSET • Willing to undertake further training and development as necessary		• Application
Circumstances	• 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		• Application

How To Apply

To apply, please visit MyNewTerm at the following link:
https://mynewterm.com/jobs/148201/EDV-2026-GHA-46674

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.