

Applicant Pack



Educational
Communicator



Welcome from the HR Central Services Team

We are delighted you have expressed interest in a vacancy with The Pinnacle Learning Trust. Please take the time to read the 'Join the Pinnacle Learning Trust' booklet available from our website, in order to understand the benefits of working for our trust and how you might support us in achieving our vision and values.

Should you have any questions regarding the position or the application form, please contact the Human Resources Department for assistance on 0161 287 8001.

Please ensure you submit your application by the closing date stated in the advert.

We cannot accept information held on CVs and therefore your application and accompanying statement must show all information about yourself and how you meet our requirements. The job description and person specification will assist you with this. Please provide a day-time contact number on your application form.

You should remember to include information on all your previous employment roles and qualifications gained from secondary school onwards, covering any gaps in employment which are longer than 2 months, detailing what you were doing during that time.

For teaching roles, please provide your results from the last three academic years, where available, together with your application form.

In the meantime, may we take this opportunity to thank you for your interest in working with us and we look forward to receiving your completed application.

Best regards,
HR Team

*If you require this or any of the documents in an alternate format please contact a member of the Human Resources Department.



About Hathershaw College

'Together we Succeed'

The Hathershaw college, based in Oldham , serves more than 1,000 pupils aged 11-16 years across 5 year groups. We are a founding member of The Pinnacle Learning Trust, established in September 2017, and a key driver in the Trust's mission to improve the lives and chances of young people in the local area.

In our most recent Ofsted report published in June 2026, under the new national inspection framework, our school is recognised as welcoming and inclusive, with a strong culture of respect and high expectations. Inspectors judged the school to have met the Expected Standard in Attendance and Behaviour, Inclusion and Personal Development and Wellbeing, whilst confirming that the school meets the national expected safeguarding standard.

Ofsted recognised our inclusive ethos, stating that; *"this is a community where students experience a positive sense of belonging"*. Their findings reflect the commitment of our staff, leaders and students to creating a calm, respectful and supportive learning environment, alongside our continued focus on securing the very best outcomes for all our young people. We place high value on preparing our students for future success through a comprehensive Careers Education Package that meets all the Gatsby Benchmarks. The Pinnacle Learning Trust also includes the successful Oldham Sixth Form College and we benefit enormously from this link.

We are committed to the success of our staff as much as our students. As part of The Pinnacle Learning Trust, our colleagues benefit from extensive support and high quality Professional Development with the support of the **Pinnacle Research School**. Access to INSET days, weekly in-house CPD sessions, and Trust-wide training ensures that you will be learning and developing throughout your career with us. We are also an executive partner in the East Manchester Teaching School Hub, which provides access to sector-leading, evidence-based training for both teaching and support staff.

We actively seek staff feedback to ensure The Hatherhaw College remains a place where our team feels valued and supported. We are delighted that the Pinnacle Learning Trust was winner of the **MAT Excellence Award for Wellbeing Trust of the Year 2025**, and has been recognised by **EduRio for a Trust Value Award** in 2025 for the second year running.

If you are looking to make an impact on the life chances of young people, we invite you to join our team at The Hathershaw College.

Job Description & Person Specification

Educational Communicator

Purpose of the post:

To support the accessibility and learning of students with deafness / hearing loss, alongside any other additional needs. The students within the Resource Provision for deaf children at The Hathershaw College require communication and learning support; learning will take place primarily in mainstream classrooms, but also within the Hearing Resource Centre.

Summary of Main Duties and Responsibilities

Core Purpose:

- To contribute to the work of the team for deaf students within the resource provision at Hathershaw College
- To support the inclusion and learning of deaf students, including those with additional needs
- To ensure that students from the Hearing Resource Centre receive specialist support so that they are able to access a broad and balanced curriculum.

Core responsibilities:

The post holder will be responsible for:

1. To support deaf students within the Hearing Resource Centre by:

- Providing pre and post-tutorial lessons using differentiated materials to make sure that the linguistic content and new concepts are understood
- Supporting students to use their audiological equipment effectively, including radio aids
- Signing the content of assemblies and presentations
- Providing support to Key Stage 4 deaf students to enable them to prepare and achieve throughout their GCSE courses
- Offering pastoral and careers support to deaf students
- Liaising with primary schools and post-16 settings to ensure smooth transitions to and from secondary school
- Actively promote the development of speech, language, communication and interaction skills of deaf students
- Supporting the accessibility of students during extracurricular activities
- Supporting the accessibility of students during examinations
- Facilitating and modelling appropriate social interactions with others, including with staff and peers
- Facilitating increasing opportunities to develop student independence
- Establishing high expectations and managing behaviour issues appropriately, in line with school policy
- Assisting with personal care needs as/when necessary.

2. To support deaf students in mainstream classes to ensure full access to the curriculum by:

- Communicating the content of the lesson using modified or differentiated language as well as simple written cues
- Supporting any additional needs that deaf students may have
- Keeping written notes in class for use in pre and post-tutorial sessions in the Hearing Resource Centre

Relationship Performance Report

Keeping electronic records of observations and contributing to students' individual profiles and plans

- Assisting deaf students in following written instructions and when participating in practical activities, including explanation of new vocabulary and concepts
- Modifying written materials for deaf students and creating supportive visual resources
- Ensuring that homework is recorded and understood, incorporating modifications as required
- Providing regular feedback to the Hearing Resource Centre Manager, Teachers of the Deaf, class teachers, parents, and other professionals
- Being proactive in promoting the inclusion and independence of deaf students.

3. To continue own professional development within the team.

- To undertake regular training as required
- To share good practice and support the professional development of colleagues within the Hearing Resource Centre team.

Requirements of All Trust Staff:

- To promote and uphold the Trust Mission Statement, values and strategic aims and objectives.
- To comply with the Academy and Trust's policies and procedures, including those relating to health and safety, safeguarding, welfare and security.
- To work positively and inclusively with colleagues, students, parents and other partners regardless of their gender, ethnicity, sexuality, age or disability.
- To attend briefings and staff meetings as required.
- To participate in the Performance Management Review scheme and undertake professional development and training as required.
- To be a positive role model and take responsibility for promoting good standards of behaviour and conduct in students.
- To undertake other duties that are in accordance with the purpose and grade of the post as agreed with the Executive Principal or designated alternate.

Relationship to other posts within the Trust

Supervision given to: N/A

Supervision received: Hearing Resource Centre Manager

	Essential	Desirable	Method of Assessment
Education and Qualifications			
A minimum of English and Maths GCSE (Grade C / Grade 4 or above)	✓		Application/Interview
A Levels (or equivalent)		✓	Application/Interview
Experience of learning/using sign language, and working towards or a willingness to complete, a formally recognised sign language qualification	✓		Application/Interview
'An accredited sign language qualification (Signature or alternative provider, e.g. OCSL		✓	Application/Interview
Knowledge and Experience			
Past experience in supporting deaf children.	✓		Application/Interview
Experience of working in mainstream or special education settings.	✓		Application/Interview
Previous experience of supporting students' personal care and supporting mobility.		✓	Application/Interview
Evidence of professional development relevant to the position.		✓	Application/Interview
A willingness to undertake training to meet the demands of the job.	✓		Application/Interview
Knowledge of deaf issues.	✓		Application/Interview
Skills and Attributes			
Excellent interpersonal skills, with the ability to establish positive working relationships with students and adults.	✓		Application/Interview
Ability to communicate professionally and effectively with parents/carers and a wide range of professionals.	✓		Application/Interview
Ability to manage time effectively and work without close supervision.	✓		Application/Interview
Ability to communicate effectively, both verbally and in writing.	✓		Application/Interview
Ability to modify language and the curriculum appropriately to meet the individual needs of students.	✓		Application/Interview
Ability to produce curriculum / teaching support materials.	✓		Application/Interview
Ability to plan and lead learning and extracurricular activities.	✓		Application/Interview
Ability to access basic IT packages, e.g. word processing, and a willingness to undertake further IT training.	✓		Application/Interview
Ability to record and keep accurate records.	✓		Application/Interview
Ability to work flexibly including some evening events e.g. meetings, training sessions, parents' evenings and extra-curricular activities for students.	✓		Application/Interview
Willingness to seek advice and support when required.	✓		Application/Interview

How To Apply

To apply, please click [here](#).

Additional Reasons to Join Us:

- Automatic enrolment into a Pension Scheme
- Various health and wellbeing benefits (including on site gym membership at Oldham Sixth Form College and The Hathershaw College)
- Employee Assistance Programme, offering health and wellbeing services
- Laptop/Chromebook allocated to teachers and support staff (if required)
- Cycle to work schemes available
- Free on-site parking
- Excellent opportunities for CPD and career development

Please see our Join The Pinnacle Learning Trust booklet for more reasons to work for the Pinnacle Learning Trust.

Commitment to Safeguarding

The Pinnacle Learning Trust is committed to safeguarding and protecting the welfare of children and young people and expects all staff, governors and volunteers to share this commitment. Applicants must be willing to undergo pre-employment checks. Safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced Disclosure and Barring Service (DBS) check. The Pinnacle Learning Trust is an Equal Opportunities Employer and welcomes applications from underrepresented groups and ethnic minorities.

“Educational organisations can often have a culture that is somewhat bureaucratic and punitive, but our trust isn’t like that. We have a human side, which we show in abundance, and we really support each other. Things like behaviour management, for example, are a team effort - no-one is just left on their own.”

Rebekah Sutcliffe, Trustee and former senior police officer and director in local government

PROUD
TO BE
PART OF





THE
Pinnacle
LEARNING TRUST

**To find out
more or to
apply:**

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