



LEARNING
ACADEMIES TRUST

EYFS LEADER RECRUITMENT PACK

HOOE PRIMARY ACADEMY

BELIEVE YOU CAN, TOGETHER WE WILL

www.learningat.uk 01752 914160 @ hr@learningat.uk

About the Learning Academies Trust

The Learning Academies Trust was originally formed by three Plymouth primary schools in November 2016 and has grown from there. In terms of pupil numbers, the Trust is now the largest primary school MAT, or Multi Academy Trust in the city of Plymouth.

The Learning Academies Trust is a family of schools dedicated to delivering outstanding education to all our children, whatever their starting point or background. Our Trust's mission is:

Together we will... work with our children, families, and communities to provide exceptional learning opportunities for all our children

All of our schools are committed to the following values:

Aspiration Excellence Collaboration Inclusivity Kindness Respect



We know that with great leadership, inspirational teaching, caring pastoral support and hard work, every child in every one of our schools can succeed. By joining our Trust, you will become part of an inspiring group of people, committed to shaping a great future for our city's children.

The Learning Academies Trust is comprised of 18 Primary Schools across the city of Plymouth and delivers exceptional education to approximately 5000 children and employs over 900 members of staff. Each school has a unique identity and set of values but are joined together in their aspirations for their communities. For more information about the Trust, our schools and what we do, check out our website www.learningat.uk

A message from our Chair of the Trust Board...

Thank you for your interest in joining Learning Academies Trust. Whether you are at the beginning of your career or bringing years of experience, we are delighted that you are considering becoming part of our community.



At Learning Academies Trust we are committed to providing outstanding education that prioritises our children's needs. Our Trust is proudly made up of 18 primary schools, each united by a shared belief in the power of education to transform lives. Central to our mission is a deep and enduring commitment to improving the life chances of disadvantaged children, and this shapes our strategic decisions and every aspect of our culture. We know that when a child is given the right support, challenge and care, there is no limit to what they can achieve—and every member of staff plays a vital role in making this a reality.

Our values— **Collaboration, inclusivity, kindness, and respect**—are at the heart of who we are. They guide how we work with one another, how we engage with our children, families, and communities, and how we face challenges and opportunities together. These values are grounded in our shared sense of **purpose, ambition, and care**, driving us to strive for excellence while nurturing a culture where every individual is seen, heard, and supported.

As a Trust, we believe in investing in our people. When you join us, you join a team that celebrates professional growth, encourages innovation, and places strong relationships at the centre of its work. We want every colleague to feel valued and empowered to make a meaningful difference.

If you share our ambition and feel inspired by our mission, we look forward to welcoming you. Together, we can continue to create exceptional schools where all children—and all staff—can thrive.

Mrs Debbie Taylor

A message from our CEO...

This is an exciting time to be considering a career with us at the Learning Academies Trust. As a Primary phase family of local schools, we have high expectations to deliver the very best for our children.



If you are passionate about working with us and the children in our schools, we'd love to hear from you. Information about the role and the school you are applying for are detailed in this pack and for wider Trust wide news and information, please check out our website or Twitter feed [@learningatceo](#).

If you would like any further information or a conversation about the Trust, then there is no better way than to do this in person.

Please contact our Trust HR Team to arrange a time to talk hr@learningat.uk

Mr Simon Spry

About Hooe Primary Academy

Headteacher: Mrs Kate Lewin

Location: 40 Hooe Road, Hooe, Plymouth, PL9 9RG

Approximate number of students: 200

Approximate number of staff: 35



Message from the Headteacher

Hooe Primary Academy is a single form entry school serving families from Hooe, Turnchapel, Mount Batten and the wider Plymstock communities.

We are very proud of everything our school has to offer and we continue to work hard to be a central point in the local community with the children at the heart of everything.

We have a strong reputation for high academic achievement and standards of behaviour, which is well supported by our families. There is a very positive feel within the school as we strive to be happy, passionate and ambitious in everything we do.

We believe that our pupils should clearly understand their responsibility for their own learning so that they value their education and the opportunities, excitement and joy that learning provides. In return, we offer a dedicated team of staff who work hard to provide a broad range of opportunities and experiences within a safe, stimulating and friendly learning environment. We greatly value and actively promote the partnership between home and school because we understand that it is only through joint support that every child will reach their full potential.

We have a well-maintained school building and fantastic grounds, which include an environmental area, outside classroom, sports field and adventure play areas. We are incredibly fortunate with the location of the school enabling a range of wider opportunities for our pupils such as bell boating on Hooe Lake, walks in Radford Woods and painting seascapes at Jennycliff.

We believe that Hooe Primary offers a distinctive and special educational experience, which we are very proud of. We hope that further investigation of our website will reflect this, but we also know that this is best experienced first-hand. We strongly encourage visits during the school day so you can see us in action and meet our fantastic pupils.

Kate Lewin, Headteacher

EYFS Leader Job Description

Job Title	EYFS Leader
Location	Hooe Primary Academy
Responsible to	Headteacher
Job Type	Permanent
Salary FTE	MPS – UPS + TLR2a
Actual Annual Salary	£32,916 – £51,048 + £3,527
Hours/weeks	1.0 FTE
Closing Date	9am, Friday 15 th May 2026
Interview Date	W/C 18 th May 2026
Start Date	1 st September 2026

Job Summary

In addition to:

- Fulfilling the professional responsibilities of a teacher, as set out in the [School Teachers' Pay and Conditions document](#)
- Meeting the expectations set out in the [Teachers' Standards](#)

The EYFS leader, under the direction of the headteacher, will take lead responsibility of the EYFS to secure:

- High-quality teaching
- Effective use of resources
- Improved standards of learning and achievement for all

Key Roles and Responsibilities

Strategic direction

- Develop and implement policies for the EYFS in line with our school's commitment to high-quality teaching and learning
- Have a good understanding of how well the EYFS is being delivered and the impact on pupil achievement
- Use this understanding to feed into the school development plan and produce an action plan for the EYFS
- Promote pupils' spiritual, moral, social, cultural, physical and mental development alongside British values
- Consult pupils, parents and staff about the EYFS and its effectiveness, and assess the feedback against the school's vision, values and aims
- Work with the special educational needs coordinator (SENCO) to ensure the curriculum meets the needs of all pupils, including disadvantaged pupils and those with special educational needs and/or disabilities
- To support the SENCo to ensure early identification of SEND, make early referral and secure funding from LA and develop interventions
- Work closely with parents and carers/ induction procedures for termly intake

- Understanding of the funding processes/ ratios
- Work with subject leaders to understand how their subject is developed at the EYFS
- Liaise with the Trust and Local Authority on EYFS-related projects and activities
- Share outstanding EYFS practice, knowledge and expertise throughout the school as appropriate
- Have a pedagogical approach which is research led and leads practice

Leading the curriculum

- Develop and review regularly the vision, aims and purpose for EYFS
- Monitor changes to EYFS teaching, learning and school improvement, and share with staff as appropriate
- Oversee the planning of a curriculum that:
 - Is diverse and inclusive
 - Meets the needs of all pupils and the requirements of the EYFS framework
 - Is well sequenced to promote pupil progress towards the early learning goals (ELGs)
 - Is effectively and consistently implemented across the EYFS through a clear pedagogical approach
- Make sure there is an effective system of assessment that meets the requirements of the EYFS framework and tracks the progress of pupils to check the curriculum has a positive impact on learning
- Have an overarching responsibility for pupils' achievement and standards in the EYFS
- Understanding of language development stages, including blank levels

Leading and managing staff

- Hold regular team meetings on the EYFS to keep staff informed of developments or changes
- Provide support to staff regarding teaching and learning, resources, and planning in the EYFS
- Monitor teaching and learning to assess how well the EYFS is being implemented and how well it is delivered across the school
- Provide feedback to staff based on the above observations to identify training needs and provide continuing professional development (CPD) in the EYFS
- Take a leading role in inducting new EYFS staff and making sure they uphold expected values and teaching standards
- Coach and model team teaching
- Support teachers to make accurate assessments, manage internal and external moderation, and complete external moderation exercises
- Monitor staff wellbeing, working with senior leaders to address wellbeing challenges as appropriate
- Develop a strong, research led pedagogical approach/ understanding of child development

Efficient and effective deployment of resources

- Provide support with textbooks and library books in the EYFS
- Create a safe, welcoming environment and take care of the classroom accommodation
- Audit the indoor and outdoor learning spaces in the EYFS to evaluate the quality of the overall learning environment
- Ensure resources used are diverse, inclusive and accessible
- Provide support with classroom displays for the EYFS across the school to ensure they are stimulating, of high quality, and inspire curiosity in pupils
- Support continuous provision in the EYFS, which allows pupils to play independently and gives

them a sense of ownership over their environment

- Audit, check and manage resources to ensure they are up to date and match pupil and curriculum needs
- Manage the EYFS budget effectively to ensure it is spent on resources that add value and enhance the learning experience
- Prepare appropriate resources for remote learning to ensure the EYFS can be delivered at home

Additional Information

- The post holder is required to uphold and promote the school’s policy on Data Protection and GDPR, to be mindful of their responsibilities under the act/s in processing personal data and of the implications of unauthorised disclosure.
- As part of the wider duties and responsibilities, the post holder is expected to promote and actively support the Trust’s responsibilities towards safeguarding.
- This post is subject to an Enhanced Disclosure and Barring Service Check for Regulated activity.

Person Specification

Job Title	EYFS Leader
Location	Hooe Primary Academy
Salary FTE	MPS – UPS (£32,916 – £51,048)

Attributes	Essential	Desirable
Qualifications and training	<ul style="list-style-type: none"> • Degree • Qualified teacher status • Early Years professional status/ NPQEYL/ NPQSL or willingness to undertake one 	<ul style="list-style-type: none"> • Read, Write Inc trained • Lead Read, Write Inc
Experience	<ul style="list-style-type: none"> • Successful experience of EYFS leadership • Teaching experience • Understanding of child development from 2 years • Experience of leading a national curriculum subject area with whole school impact • Experience of developing and leading a team 	<ul style="list-style-type: none"> • Experience of developing or improving nursery provision or EYFS practice • Experience of leading Read, Write Inc sessions • Experience of RWI leadership
Skills and knowledge	<ul style="list-style-type: none"> • Expert knowledge of the EYFS statutory framework and handbook • Ability to apply research-informed practice to develop and improve EYFS provision. • Understanding of high-quality teaching and learning strategies in the EYFS, and the ability to model this for others and support others to improve 	<ul style="list-style-type: none"> • Understanding of Ofsted expectations relating to EYFS and early years provision

	<ul style="list-style-type: none"> • Understanding of highly effective practice in: Play-based learning • Sustained shared thinking • Supporting language and communication and the ability to model this for others and support others to improve. • Awareness of local and national organisations that can support delivering the EYFS • Ability to build effective working relationships with staff and other stakeholders • Ability to adapt teaching to meet pupils' needs • Ability to build effective working relationships with pupils • Knowledge of guidance and requirements around safeguarding children • Good IT skills • Effective communication and interpersonal skills • Ability to communicate a vision and inspire others • To work collaboratively with LAT colleagues/ other EYFS leads/ LAT Lead • Child development knowledge • Knowledge of EY research and clear pedagogy • Good communication with parents 	
<p>Personal qualities</p>	<ul style="list-style-type: none"> • Commitment to getting the best outcomes for all pupils • Demonstrates curiosity, reflection and a strong motivation to engage with research and best practice. • Uphold and promote the ethos and values of the school • Ability to work under pressure and prioritise effectively • Commitment to safeguarding, equality, diversity and inclusion 	

Working for our Trust

By working within our Trust, you will be part of a team of people who want to make a difference in the lives of the children and communities we serve. Whether you are joining us in a teaching capacity or a support service position, you will become vital in helping to shape the futures of the next generation for our city.

The Learning Academies Trust strives to be an employer of choice in the southwest. We are committed to developing our employees to their full potential and take great pride in the availability of learning and development resources for our staff. From training days to an extensive package of e-learning courses, you will have a wealth of opportunities available to develop your skills and experience.

Employee benefits



In January 2020, the Learning Academies Trust became the first education employer in Plymouth to achieve the Livewell Southwest Wellbeing at Work Bronze Award. The Trust is committed to supporting the wellbeing of all staff and is proud to work closely with official bodies to ensure we have a holistic approach to staff wellbeing.

As a Learning Academies Trust employee, you will have access to a growing list of benefits to support you both professionally and personally. Our benefit package includes:

- Free counselling services for personal or professional support
- Cycle Scheme
- Employee Newsletter
- Regular recognition awards
- DSE Eyecare scheme
- iHASCO online training courses
- Annual flu vaccination
- Annual health check
- Discounted gym membership

How to apply

If you believe you can demonstrate the dedication, skills and passion required, we look forward to receiving your application. Please click the link to submit your application form. Please note – we do not accept CVs. Completed applications should be submitted prior to the closing date.

Please note, the closing date is for guidance only. Successful applicants will be invited to interview at the earliest available opportunity. Learning Academies Trust reserves the right to close the vacancy early if a suitable candidate is found.

With 18 schools, we are regularly looking for passionate people to join our teams. If there are no vacancies currently, but you would like to register your interest for future vacancies, please join our talent pool and we will be in touch as soon as we have a suitable position.