



THE
PEOPLE'S
LEARNING TRUST

TEACHER
RECRUITMENT PACK

WELCOME

At The People's Learning Trust, we are confident that every student can achieve their greatest ambitions. Our academies play a crucial role in shaping their life prospects, and we believe in fostering leadership and autonomy to prepare our learners for the future.

Our commitment to inclusivity, collaboration, and excellence ensures that all children receive the support they need to thrive academically and personally.



How we will help children achieve:

We aim to ensure the highest standard of teaching across our Trust.

Our strategies include:

- *increasing the number of academies rated outstanding by Ofsted;*
- *providing robust support and challenge to schools for rapid improvement;*
- *diminishing attainment gaps between student groups to achieve whole school success.*

Our trauma-informed, attachment-aware approach supports all students, including those in referral units who may have felt isolated in the past. We develop curricula that go beyond content, focusing on foundational literacies, character qualities, and competencies.

Our commitment to excellence:

The People's Learning Trust ethos is "That will do, won't do. For us, it is the best or nothing," aligning with the mission of Everton Football Club, "Nil Satis Nisi Optimum". Our dedication to safeguarding, inclusivity, and the highest expectations drives our determination to cultivate success for our young people.





Join us:

We believe in strong community and citizenship values. Our staff benefit from strategic support while each academy retains its unique identity. By joining TPLT, you will be part of a collaborative network committed to educational excellence and community impact. Our links with Everton Football Club and Everton in the Community highlight our dedication to holistic student development. We offer a dynamic environment where professional growth, support, and shared expertise drive success.

If you share our passion for creating positive educational outcomes and making a difference, we invite you to join us and contribute to our mission of excellence and inclusivity.

Our Mission:

We are committed to creating a compassionate, collaborative, and innovative environment where inclusivity, trust, positive relationships, and a love of learning empower individuals to excel and contribute positively to our global community.

Our Values:

- **Inclusivity:** Emphasises equality, inclusion, and nurturing, ensuring everyone is valued and supported.
- **Collaboration:** Promotes teamwork, mutual support, and positive relationships, fostering a cooperative environment.
- **Respect:** Essential for communication and trust, ensuring everyone is treated with dignity and consideration.
- **Trust:** Foundational for building strong, positive relationships and effective collaboration.
- **Community:** Encompasses the sense of belonging, caring environment, and relationships, fostering a supportive and inclusive atmosphere.

Our Goals:

We are confident that every student can achieve their greatest ambitions. Our academies play a crucial role in shaping their life prospects, and we believe that fostering leadership and autonomy is the best way to prepare our learners for the future.





ABOUT TPLT

The People's Learning Trust is proud to be part of the Everton family. Our approach to education and the learner experience embodies the philosophy of Everton Football Club, which has been a tremendous source of support and inspiration.

From the outset, we collaborated with a range of stakeholders to establish the core values that underpin our Trust.

Our Founder Schools - Everton Free School and Football College, Waterside Academy, Oldfield Primary School, Meadow Primary School, and Bidston Avenue Primary School - have been instrumental in shaping the Trust's development, contributing actively to our shared vision and strategic direction. The Bridge Short Stay School has also received an academy order to convert and join our growing Trust. In addition, we are currently engaged in due diligence with a number of schools who are interested in joining us, ensuring that strong alignment of values and aspirations is established on both sides before formal partnership begins.

We are committed to an inclusive approach that recognises and supports the needs of our staff. While our academies retain their unique identities, they also benefit from the strategic guidance of the Trust. A strong sense of community is fundamental across all our academies, with a focus on citizenship that extends beyond local and national borders, encouraging our learners to embrace their roles as global citizens.

Our reach extends throughout the Liverpool City Region and beyond, offering access to a wide range of academies across various sectors. We believe that people are stronger together, thriving when they

embrace diversity and use differences to foster positive change.

The Trust's role is to unite people, promote positive communication, enhance understanding and tolerance, build trust, and improve lives.

At The People's Learning Trust, we value our people and strive to ensure that everyone within the Everton Family feels recognised, valued, and happy in their roles. Equality and diversity are central to our ethos. We believe in equal opportunities for all, ensuring that no one is discriminated against in any area of diversity.

Our Trust is committed to recruiting the best leaders, teachers, and support staff because we know that our talent is our greatest asset. We select teachers who can motivate, inspire, and support our students, understanding that our success depends on the performance of our people. We treat all staff equally, with a strong focus on the continuous development of their skills and knowledge. Best practice is shared across the Trust, the Liverpool City Region, and beyond.

Our culture of shared learning and development nurtures creativity, making our Trust a place where everyone can grow and succeed. Our environment is where educators aspire to work and where the school leaders of tomorrow emerge.



THE ROLE SUMMARY

Job Title: Teacher

Salary: M1 - UPS3 (£32,916 - £51,048)

Contract: 0.5FTE, Fixed Term (minimum of one year)

Location: Meadow Primary School

Start Date: 01.09.2026

Accountable to: Headteacher



TEACHER: JOB DESCRIPTION

Main Purpose of the Role

- To provide outstanding teaching and learning in Year 4.
- To lead whole-school curriculum development, ensuring a broad, ambitious, and inclusive curriculum for all pupils, with particular focus on disadvantaged and SEND pupils.
- To coordinate the work of the EYFS Team, English and Maths Teams, and foundation subject leaders.
- To lead the Curriculum Senior Leadership Team (SLT) to drive school-wide improvement.

Key Responsibilities

Teaching and Learning

- Deliver consistently high-quality teaching in Year 4.
- Plan, assess, and adapt lessons to meet the needs of all pupils, ensuring progress for every child.
- Model best practice in pedagogy, assessment, and classroom management.

Curriculum Leadership

- Lead the development, evaluation, and embedding of the school's curriculum to ensure breadth, ambition, and alignment with the National Curriculum.
- Coordinate EYFS, English, Maths, and foundation subject leaders to secure coherent progression and high standards across all phases.
- Provide leadership and support to colleagues in curriculum design, planning, and assessment.
- Ensure the curriculum provides pupils with the knowledge, skills, and cultural capital they need to succeed in life.
- Monitor, review, and refine curriculum provision for disadvantaged and SEND pupils, ensuring equality of opportunity.

Staff Development and Collaboration

- Lead the Curriculum SLT to drive continuous improvement.
- Support staff development through mentoring, coaching, and modelling effective practice.
- Share expertise within Oldfield and across the wider trust, contributing to school-to-school improvement.





Standards and Accountability

- Monitor and evaluate teaching, learning, and curriculum outcomes.
- Report on the effectiveness of curriculum provision to senior leaders and governors.
- Contribute to whole-school strategic planning and improvement priorities.



PERSON SPECIFICATION

This table lists the essential and desirable requirements needed in order to perform the job effectively. Candidates will be shortlisted based on the extent to which they meet these requirements.

Essential: Requirements without which the job could not be done

Desirable: Requirements that would enable the candidate to perform the job well

Evidence: A - Application form, I - Interview, R - Reference, LO - Lesson Observation

Qualifications & Professional Development	Essential	Desirable	Evidence
Qualified Teacher Status	✓		A
Additional professional development		✓	A

Experience	Essential	Desirable	Evidence
Proven ability as an excellent teacher in KS2	✓		A / I / LO
Evidence of effective teamwork	✓		A / I / LO
Experience of Assessment for Learning		✓	A / I / LO

Professional Knowledge, Understanding & Skills	Essential	Desirable	Evidence
Understanding of quality and high standards in teaching and learning	✓		A / I / LO
Inclusion and strategies for engaging all learners	✓		A / I / LO
Child protection and safety	✓		A / I / LO
Effective organisational skills	✓		A / I / LO
Ability to work effectively with parents, carers, agencies and the community	✓		A / I / LO
Recent attendance at INSET and CPD	✓		A / I / LO
Evidence to show professional development	✓		A / I / LO
Ability to work with and support colleagues and the Senior Leadership Team	✓		A / I / LO
Understanding the restorative approach to behaviour management	✓		A / I / LO
Working in partnership with parents.		✓	A / I / LO

Specific Knowledge, Understanding and Skills	Essential	Desirable	Evidence
Creative approach to teaching and learning	✓		I / LO
Competent user of IT	✓		A / I / LO
Ability to promote good behaviour through a positive approach in accordance with school's policy.	✓		A / I / LO
Good communication skills in a variety of situations	✓		A / I / LO
Support the school's agenda for improvement	✓		A / I / LO

Curriculum	Essential	Desirable	Evidence
National Curriculum and it's assessment	✓		I / LO
Seek innovative approaches to learning and teaching	✓		A / I / LO
Uses the curriculum to support the ethos and values of the school	✓		A / I / LO
Use the community to enhance children's learning		✓	A / I / LO
Cross-curricular approaches to teaching and learning		✓	A / I / LO

Professional Values	Essential	Desirable	Evidence
Concern for the personal welfare and safeguarding of children	✓		A / I / R
Willingness to support the management of the school	✓		A / I / R
Show enthusiasm, patience, understanding and a sense of humour	✓		A / I / R
Display sensitivity and empathy with the needs of children	✓		A / I / R
Show flexibility, self-evaluation and adaptability for change	✓		A / I / R
Ability to cope with pressure and workload	✓		A / I / R
Be able to prioritise and manage time well	✓		A / I / R
Have excellent interpersonal skills	✓		A / I / R
Contribute own interest to the life of the school		✓	A / I / R

HOW TO APPLY

The People's Learning Trust values equality and diversity and is committed to safeguarding and promoting the welfare of children and young people. As such, we expect all staff and volunteers to share this commitment.

Applicants will be subject to safer recruitment practices, including satisfactory references and an enhanced DBS check.

For more information about the role, or for an informal chat, please reach out to Rachel Andrews, School Business Manager (admin@meadow.cheshire.sch.uk).

SUBMITTING YOUR APPLICATION

Applications should be submitted via our recruitment platform, MyNewTerm. Applicants are encouraged to complete the online application form in full and use the supporting statement section to clearly demonstrate how they meet the criteria set out in the job description and person specification.

We do not accept CVs. All applications must be submitted through MyNewTerm by the advertised closing date.

Closing date for applications is **Wednesday 17th June 2026 at midday.**

Interviews will take place on **Thursday 2nd July 2026**

DATA PROTECTION

Protecting your personal data is of the utmost important to the Trust and we take this responsibility very seriously. Any information obtained by the Trust is held and processed in accordance with the relevant data protection legislation. The data you provide with us will be securely stored by the Trust in accordance with the General Data Protection Regulation (GDPR).

You do have the right to object to us processing your data in this way.

If you believe you have the relevant qualifications, skills, knowledge and personal attributes, then we would welcome an application.





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