

# Applicant Pack



Teacher of Science

PROUD  
TO BE  
PART OF

THE  
Pinnacle  
LEARNING TRUST



[www.pinnaclelearningtrust.org.uk](http://www.pinnaclelearningtrust.org.uk)



# 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.

We are an Ofsted recognised 'good' school, committed to high standards, and celebrating the diversity and uniqueness of everyone within our community. Our inclusive environment is built upon our core values, The Three Rs: Responsible, Respectful, and Ready to Learn.

Ofsted recognises that 'leaders have developed a broad and rich curriculum' for all pupils at The Hathershaw College. Our curriculum is designed to be challenging and diverse, ensuring students leave us with a wide range of knowledge. As a former technology college, most of our students take a technology subject for GCSE and this is a very successful area of the school.

The school has a successful personal development offer and is focused on developing the character of our students. We place high value on preparing our students for future success through a comprehensive Careers Education Package that meets all the Gatsby Benchmarks. 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.

## Science Faculty

The Science Faculty is an experienced, strong and dynamic team consisting of 11 specialist teachers, including three TLR holders (a Lead Teacher of Biology, Chemistry and Physics). In addition to this, two Science Technicians work closely with the team to implement a comprehensive and successful curriculum. A number of faculty members are examiners for Edexcel, further enhancing the curriculum delivered. The team work very closely to support one another but encourage good, quality-assured teaching practices. The successful candidate would be joining a department that has an excellent standard of teaching, evident in the consecutive years of positive outcomes, with the students making outstanding progress.

We are a well-resourced faculty, all teachers have their own laboratories, there is a welcoming work room and all staff are provided with a laptop. The budget recognises the value of the subject and allows for practical equipment and lesson resources to be updated and purchased regularly.

The college prides itself in having an exceptional training and support package that has been recognised within the Local Authority. We also embrace the opportunity to develop ITT students, working closely with local teaching schools and universities.

We have recently extended our KS4 curriculum to deliver Triple Science to our students that are passionate about science and wish to study it in more depth. Key Stage 3 has also recently been extended from two years to three years and we have embraced the opportunity to modernise and create an engaging and challenging curriculum, which not only prepares students for the challenges of Key Stage 4, but for life beyond school in modern Britain.

Our sophisticated data tracking systems at both key stages allows the progress of students to be monitored and priorities to be identified. We have extremely high expectations of our students and strive to attain the highest possible standards of achievement for all. Achievement at all levels of ability is celebrated by a wide range of means, including assemblies, twitter and our whole school rewards platform- E-praise.

Despite the good routines in place, we are dedicated to the continual improvement of our resources and delivery, including closing any gaps in performance that may arise between key groups. The Principal and Senior Team Links welcome the opportunity for new ideas to take the subject to the next level.

# Job Description & Person Specification

## Teacher of Science

**Purpose of the post:** Teacher of Science, fixed term in the first instance to cover a maternity leave. We have an excellent track record of fixed term appointments being made permanent.

### Summary of Main Duties and Responsibilities

#### Core Purpose:

- To teach students assigned to the teacher and to ensure that planning, preparation, recording, assessment and reporting meet their varying learning and social needs.
- To contribute to raising standards of student attainment.
- To monitor and assess student progress to improve their quality of learning and personal growth
- To undertake the duties of a Form Tutor when required to do so in accordance with the role description
- To undertake the duties and responsibilities specified by the current STPC document.

#### Core responsibilities:

- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Department and contribute to the department's development plan and its implementation.
- To plan and prepare courses and lessons and contribute to the whole school's planning activities and strategic objectives.
- To take part in the school's staff development programme by participating in arrangements for further training and professional development and continue personal development including subject knowledge and teaching methods.
- To engage actively in the Performance Management Review process.
- To ensure the effective/efficient deployment of classroom support
- To contribute to the process of monitoring and evaluation and review of the curriculum area/department in line with agreed school procedures and implement modification and improvement where required.
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.
- To maintain appropriate records and to provide relevant accurate and up-to-date information for MIS, registers, etc.
- To take part in marketing and liaison activities such as Open Evenings Parents Evenings, Review days and liaison events with partner schools.
- To assist the Head of Faculty to identify resource needs and to contribute to the efficient/effective use of physical resources.
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
- To communicate, as appropriate, with the parents of students and with external agencies concerned with the welfare of individual students, after consultation with the appropriate staff
- To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.

# Teaching Performance Expectations

- To teach students according to their educational needs
- Set and mark appropriate work, both in class and for homework, for students to assess progress and inform future learning
- To assess record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- Be responsible for the condition of the teaching space used and report any damage to fixtures or fittings to the Head of Faculty
- Attend departmental meetings for those subjects to which a contribution is made as a teacher, and any other meetings as reasonably directed by the Principal.
- Consult with form tutors over individual students and co-operate in any agreed courses of action.
- Attend appropriate Parents' Evenings, well prepared to discuss the work and progress of students with parents, write appropriate reports and references and ensure that any follow-up work is carried out
- Assist, as required, the Head of Faculty in the setting, marking and grading of any examinations or assessment procedures.
- Ensure the appropriate care of text and exercise books and expect a high standard of presentation in written work at all times.
- To carry out a share of supervisory duties in accordance with published rosters.
- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.
- To promote actively the school and Trust's corporate policies.
- To continue personal development as agreed.
- To comply with the Trust's Health and Safety policy and undertake risk assessments as appropriate.

## **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.

	Essential	Desirable	Method of Assessment
<b>Education and Qualifications</b>			
Qualified Teacher Status (QTS)	✓		Application/Interview
Educated to degree level or equivalent in a science discipline	✓		Application/Interview
Experience of teaching science	✓		Application/Interview
<b>Knowledge and Experience</b>	✓		
Proven success as a teacher of science within a secondary educational setting, including whilst training	✓		Application/Interview
Knowledge of the science national curriculum	✓		Application/Interview
Experience of teaching GCSE science	✓		Application/Interview
<b>Skills and Attributes</b>	✓		
Strategies for rising student achievement through effective teaching and learning.	✓		Application/Interview
Ability to inspire, motivate, support and challenge students	✓		Application/Interview
Use of assessment data to identify underachievement and plan teaching and learning.	✓		Application/Interview
Demonstrates pupil/classroom management skills	✓		Application/Interview
Promotes equality and inclusive practices	✓		Application/Interview
Actively demonstrates a passion for the value of education	✓		Application/Interview
Demonstrates honesty and integrity	✓		Application/Interview
Self-motivated, enthusiastic and energetic	✓		Application/Interview
Excellent communication and interpersonal skills	✓		Application/Interview
Ability to develop and maintain effective working relationships	✓		Application/Interview
Excellent organisational skills, prioritises and meets deadlines	✓		Application/Interview
Set high expectations for students	✓		Application/Interview
Demonstrates initiative and problem-solving skills	✓		Application/Interview
Flexible and positive approach to new challenges and opportunities	✓		Application/Interview
Excellent attendance and punctuality Record	✓		Application/Interview
Resilient	✓		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**

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

[pinnaclelearningtrust.org.uk](http://pinnaclelearningtrust.org.uk)  
[hr@pinnaclelearningtrust.org.uk](mailto:hr@pinnaclelearningtrust.org.uk)

**0161 287 8001**



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