

Applicant Pack



Lead Teacher of
Chemistry

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TO BE
PART OF

THE
Pinnacle
LEARNING TRUST

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.

About the Science Faculty

The Science Faculty is an experienced, strong and dynamic team consisting of 11 specialist teachers, including four TLR holders (a Lead Teacher of Biology, Chemistry, Physics and Health and Social Care) 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 works very closely to support one another but encourage good, quality-assured teaching practices. The successful candidate would be joining a department committed to getting the very best out of every student, with a strong focus on ensuring all learners make excellent 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.

Our Key Stage 3 curriculum has 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. At Key Stage 4, our students have the option to study Triple Science and Health and Social Care, courses that are highly sought-after. There is capitation allocated for the delivery of these subjects.

Our sophisticated data tracking systems at both key stages allow 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, social media 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.

As the Lead Teacher of Chemistry, you will be driven, passionate and ambitious about leading all aspects of Chemistry at Key Stage 3 and 4, whilst teaching all Science disciplines at Key Stage 3 and up to Combined Science level, to a high standard. You will be an outstanding practitioner, who inspires the team and students in our context whilst shaping the delivery of the curriculum to the highest standard.

Job Description & Person Specification

Job Description- Lead Teacher of Chemistry

Purpose of the Role

- To take a leading role, under the direction of the Curriculum Leader, in establishing the aims and objectives of the Chemistry curriculum, which reflect the overall aims and objectives of the College and the Curriculum Policies determined by the Governing Body and Principal.
- To keep up-to-date on national developments in Chemistry, to communicate relevant information and updates to the Faculty, and to ensure a response to such developments.
- To lead, manage and develop the Chemistry curriculum, ensuring the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students, in accordance with the aims of faculty policies, the school and the curriculum policies determined by the Governing Body and Principal of the school.
- To assist with the management and development of all staff teaching Chemistry.
- To undertake the professional duties and responsibilities of a teacher holding a Teaching and Learning responsibility, as set out in the current School Teachers' Pay and Conditions document.
- To undertake the professional duties outlined above by having regard to National Teaching Standards.

CORE RESPONSIBILITIES

1. Curriculum Development for Chemistry

- To have responsibility for the forward planning of the curriculum, in line with the Faculty Improvement Plan.
- Working with the Curriculum Leader to ensure that suitable schemes of work are prepared.
- To oversee the use of data within the curriculum, in conjunction with the Curriculum Leader, to inform intervention.
- To have up-to-date knowledge of the National Curriculum and/or GCSE or equivalent specification.
- To provide information, as necessary, to the Senior Leadership Team, Curriculum Leader, parents, teachers and governors about the curriculum, student progress, and exam results.
- To promote the work of the subject through parents' evenings, assemblies, cross curricular opportunities and links with the community.

2. Student Progression in Chemistry

- Work with the Curriculum Leader to have oversight of the learning of all students.
- Work with the Curriculum Leader to monitor student attainment, progress and behaviour and implement strategies where improvement needs are identified.
- Work with the Curriculum Leader to oversee the organisation of student groupings.
- To liaise with the Curriculum Leader to ensure all aspects of internal and external exams are managed effectively.
- To lead on the provision of extended learning opportunities, including extra-curricular activities, ensuring that any visits are organised in line with College policy.
- To ensure that Schemes of Work have regard to continuity and progression for students.

Job Description

3. Leadership and Management of Chemistry

- Work with the Curriculum Leader to line manage staff teaching Chemistry
- To support the Curriculum Leader in, inducting, developing, deploying, motivating and appraising staff to ensure that they have clear expectations of their roles, and that high standards are achieved and maintained.
- To assist in the development of support staff in delivering the curriculum.
- To work with the Curriculum Leader to ensure:
 - o The completion of work scrutiny
 - o The production of assessment materials
 - o All data is quality assured to ensure consistency and validity
 - o A bank of homework resources are available and used
 - o The VLE is developed to support learning
- To assist where necessary in the performance management of staff.
- To work with the Curriculum Leader to monitor the performance of staff, including through the use of monitoring data, examination results, work scrutiny and lesson visits.
- To work with the Curriculum Leader to manage capitation and equipment efficiently within the limits, guidelines and procedures laid down, and keeping appropriate records.
- To ensure that staff are treated fairly and equitably and that there is no discrimination.
- To ensure the Health and Safety Policies and Practices, including Risk Assessment throughout the Faculty are in-line with national requirements and are updated where necessary.

4. Teaching and Learning in Chemistry

- To take a lead role in the development of Teaching.
- To promote excellence in teaching and learning to ensure all students develop their potential.
- To exemplify in own practice outstanding teaching skills and to ensure that good practice is shared.
- Work with the Curriculum Leader to evaluate the standards of all staff, providing feedback and identifying areas for improvement where appropriate.
- To assist in the development and implementation of strategies to improve teaching.

GENERAL

To undertake an appropriate programme of teaching in accordance with the duties of a classroom teacher.

To undertake the duties of a Form Tutor when required to do so.

To attend regular meetings for professional support and to develop effective departmental management.

ADDITIONAL

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

This job description, in consultation with you, may be changed by the Principal to reflect or anticipate changes in the job commensurate with the grade and job title.

	Essential	Desirable	Method of Assessment
Experience			
Experience of successfully delivering Biology, Chemistry and Physics to at least Combined Science level	✓		Application
Proven success as a Teacher of Chemistry, within a secondary educational setting, to at least GCSE Chemistry (Triple Science level)	✓		Application
A proven track record as a leader with previous or current Teaching and Learning responsibilities within Science	✓		Application
Evidence of relevant leadership CPD, e.g. NPQML		✓	Application
A commitment to undertaking relevant CPD, e.g. NPQLT	✓		Application
Experience of working as a GCSE Science Examiner, preferably in Chemistry (any examination board, although we currently follow Edexcel)		✓	Application
Commitment to safeguarding and promoting the welfare of children	✓		Application
Skills and Knowledge			
Ability to inspire, motivate, support and challenge students	✓		Application/Interview
Exhibit current knowledge and understanding of educational policy	✓		Application/Interview
Promote equality and inclusive practices	✓		Application/Interview
Demonstrate analytical understanding and use data effectively to drive continuous improvement	✓		Application/Interview
Effective team work within the department and school, and ability to build networks and work with a range of partners	✓		Application/Interview
Education and Qualifications			
Qualified Teacher Status (QTS)	✓		Application
Educated to degree level or equivalent in a science related subject	✓		Application
Attitude and Personal Qualities			
Actively demonstrate a passion for the value of education	✓		Application/Interview
Demonstrate honesty and integrity	✓		Application/Interview
Self-motivated, enthusiastic and energetic	✓		Application/Interview
Excellent communication and interpersonal skills	✓		Application/Interview
Resilient	✓		Application/Interview
Ability to develop and maintain effective working relationships	✓		Application/Interview
Excellent organisational skills	✓		Application/Interview
Prioritise, meet deadlines and perform effectively under pressure	✓		Application/Interview
Demonstrate 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

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:**

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