

Applicant Pack



Tutor for PE & Health
& Social Care



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.

Job Description & Person Specification

Purpose of the post:

To teach across the key stages, either on a full-time or part-time permanent basis, suitable for an ECT or those with experience.

Summary of Main Duties and Responsibilities

Core Purpose:

- To ensure the highest possible provision in the curriculum area and work with the curriculum leader and lead teacher to ensure the curriculum is effective, delivering strong outcomes for students.
- 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 ensure effective communication so that information about planning and student progress is effective.
- To undertake the duties of a form tutor if required to do so.
- To undertake the duties and responsibilities specified by the current School Teachers Pay and Conditions Document (STPCD).

Core responsibilities:

- To assist in the development of appropriate resources, medium term plans, feedback policies and teaching strategies in the department and contribute to the department's improvement plan and its implementation.
- To take part in the school's professional development programme on a pro-rata basis.
- To engage actively in the performance management process.
- To ensure the effective/efficient deployment of classroom support including LSAs and, where appropriate, technician.
- 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 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, subject to whether or not these take place on the agreed working days.
- To assist the Curriculum Leader/Lead Teacher to identify resource needs and to contribute to the efficient/effective use of physical resources.
- To communicate, as appropriate, with the parents of students.
- To manage student behaviour in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To teach students according to their educational needs, including where additional needs are evident.
- Attend departmental meetings if these take place on a working day.
- Attend appropriate Parents' Evenings if these take place on a working day (if it doesn't, you may choose to attend and receive additional remuneration for doing so).
- 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 comply with the Trust's health and safety policy and undertake risk assessments as appropriate.

Relationship Governance Support

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 Principal or designated alternate. As this is a new role, this final point is important to note as the requirements of the position might need to evolve. A flexible approach to the position is therefore required.

Relationship to other posts within the academy:

Supervision received: Subject Leader, Curriculum Leader

	Essential	Desirable	Method of Assessment
Education and Qualifications			
Knowledge of the Subject National Curriculum	✓		Application/Interview
Qualified Teacher Status (QTS)	✓		Application/Interview
Educated to degree level or equivalent in relevant subject	✓		Application
Active participation in and commitment to ongoing professional development	✓		Application
Commitment to safeguarding and promoting the welfare of children	✓		Application/Interview
Knowledge and Experience			
Strategies for raising 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, hold others to account and plan appropriate teaching and learning.	✓		Application/Interview
Demonstrates behaviour management skills	✓		Application/Interview
Promotes equality and inclusive practices	✓		Interview
Effective team work within a department or school	✓		Application/Interview
Skills and Attributes			
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
Resilient	✓		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

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:**

pinnaclelearningtrust.org.uk
hr@pinnaclelearningtrust.org.uk

0161 287 8001

