



THE
PEOPLE'S
LEARNING TRUST

Teacher of Post 16 (Maternity Cover)
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.

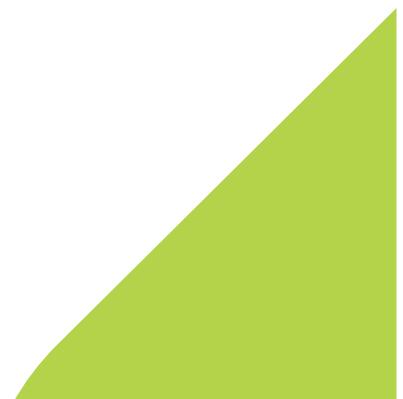
Our strategies include:

- 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

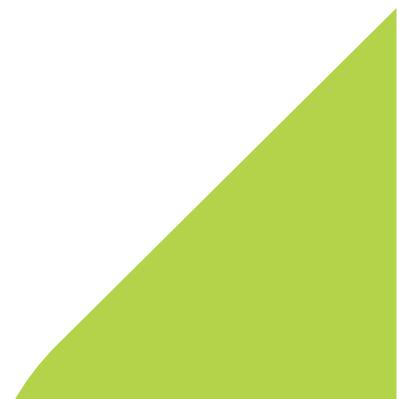
when they embrace diversity and use differences to foster positive change.

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

The post holder will assist with the development of post 16 pathways across all sites. The role will require the deployment of innovative and engaging approaches to teaching, learning and assessment for all students and a commitment to developing our football offer through coaching and developing teams.

Contract: Full Time, Fixed Term (minimum of one year)

Salary: M1 – M6 (£32,916 – £45,352)

Location: Various sites across Merseyside

Responsible to: Assistant Head of College

Responsible for: N/A

Start date: As soon as possible



JOB DESCRIPTION

Key Accountabilities (and specific duties / responsibilities)

- To teach students according to their educational needs, including the setting and marking of work carried out by the students in college and elsewhere.
- To assist in the development of appropriate syllabuses, resources, schemes of work, assessment policies and teaching strategies in the curriculum area and subject area.
- To keep up to date with current relevant education developments, policy and new technologies to enhance the quality of services.
- To plan and prepare courses and lessons.
- To contribute to the whole college and school planning activities.
- 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.
- To undertake a designated programme of teaching.
- To ensure a high-quality learning experience for students which meets internal and external quality standards.
- To prepare and update subject materials.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus.
- To maintain discipline in accordance with the college's procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To undertake assessment of students as requested by external examination bodies, subject area and school procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.
- To attend all appropriate meetings.
- Work such hours as may reasonably be required for the proper fulfilment of duties, including some evenings.

- Undertake any other duties or one-off tasks at the reasonable request of the SLT, Principal or CEO.

Pastoral Support

- To work flexibly depending on the needs of students, parents/carers, and other stakeholders.
- To follow up, report and record incidents either encountered directly and/or referred by colleagues.
- To contribute and work to resolve conflicts when encountered.
- To liaise with senior colleagues when necessary, in regard to individual student's personal and educational development.
- Be available to support and participate in lunchtime and after-school clubs/meetings in order to facilitate engagement of pupils with a range of activities.
- To follow the behaviour policies, procedures and guidelines at all times.
- To maintain strict confidentiality of information at all times

Developing Strong Working Relationships

- Create and maintain good working relationships among all members of the school community.
- Sustain and develop their own motivation, as well as supporting colleagues in their own motivation and development.
- Foster a service orientated, 'can do', approach and a culture of support within teams, ensuring that there are mutually supportive working relationships between academic and support staff.

Teaching

- To plan, prepare and deliver lessons according to the relevant subject area.
- Ensure that the curriculum and lessons delivered match the needs of all students.
- To promote a high standard of teaching and learning, monitoring academic standards and ensuring that student learning is effective and continuous. This will include assessment, recording and reporting.
- To ensure the development of literacy, numeracy and ICT skills where relevant and appropriate.

Safeguarding Students

- Monitor potential safeguarding student's risks and work with the College Designated Safeguarding Leads to promote safer working practice throughout the College.



- Understand The People's Learning Trust & Everton Free School and Football College safeguarding policy, procedures and best practice guidelines. Use this understanding to ensure safer recruitment, safe working practices, appropriate reporting of concerns and contribute positively to an anti-bullying environment.
- To be responsible for promoting and safeguarding the welfare of all students and young people attending or associate with the College.

The above list is not exhaustive or exclusive. The role requires the post holder to be professional, co-operative and flexible in line with the needs of the School & College.

The post holder is required to undertake additional duties as may be reasonably expected within the scope and grading for the post.

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

Qualifications & Professional Development	Essential	Desirable	Evidence
Appropriate degree, teaching qualification and QTS (or equivalent).	✓		A / I
Qualified Football Coach – UEFA B Licence	✓		A / I
Qualified Football Coach – UEFA A Licence		✓	A / I
Knowledge and Experience	Essential	Desirable	Evidence
Experience of teaching Sport subjects and units to Post 16 students, e.g. NVQ / BTEC.	✓		A / I / R
Experience of successfully managing challenging behaviour and helping young people to grow in confidence with a positive vision for the future.	✓		A / I / R

Have experience of supporting aspects of inclusion. Meeting successfully the needs of pupils with complex special educational, social and emotional needs.	✓		A / I / R
Demonstrate a sound knowledge and understanding of current educational issues relating to the specialist subject area.	✓		A / I / R
A good knowledge and understanding of effective practices to safeguard children and young people.	✓		A / I / R
Skills and Abilities	Essential	Desirable	Evidence
Ability to work effectively with, and relate to, earn the trust of young people, families, carers, and all relevant external agencies.	✓		A / I / R
Excellent teaching skills and an ability to enthuse and engage students.	✓		A / I / R
The ability to identify the challenges and barriers that many young people experience and to engage in strategies to help them overcome these.	✓		A / I / R
Ability to champion imagination, creativity and flexibility to reflect the needs of each individual.	✓		A / I / R
Ability to be an inspirational role model with a commitment to the highest possible achievements of all.	✓		A / I / R
Ability to enthuse and engender a desire for learning in students and adults.	✓		A / I / R
Outstanding organisation, interpersonal and communication skills (including written, oral and presentation skills).	✓		A / I / R
Ability to translate vision into practice.	✓		A / I / R
The ability to build a collaborative and creative learning culture.	✓		A / I / R
The ability to tackle difficult issues and take difficult decisions and convey outcomes clearly and sensitively.	✓		A / I / R
Personal Attributes	Essential	Desirable	Evidence

Good time management & personal organisational skills.	✓		A / I / R
Good interpersonal and communication skills.	✓		A / I / R
Courageous, with relentless energy, resilience and passion in pursuit of the vision, treating challenges as opportunities and creating new targets from setbacks.	✓		A / I / R
A belief that a personalised curriculum matched to the talents, aptitudes and interests of young people is a powerful tool for affecting change and bringing success.	✓		A / I / R
Believe that all students and young people can succeed both socially and academically.	✓		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, you are welcome to contact Rebecca Stevenson (School Business Manager) via email rebecca.stevenson@evertonfreeschool.com

SUBMITTING YOUR APPLICATION

Completed applications should be submitted via MyNewTerm.

Interviews will take place in April / May.

KEY BENEFITS

- Flexible working hours and opportunities.
- CPD offer.
- Access to an Enhanced Tailored Health Plan through Simplyhealth (support with everyday healthcare costs such as dental check-ups and treatment, routine eye examinations and prescription eyewear, physiotherapy treatments and 24/7 access to GP and mental health support).
- Opportunity to purchase personalised further annual health benefits at a reduced cost (such as Private Medical Insurance, Dental Insurance and Cycle to Work Scheme).

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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