

Applicant Pack



Lead Teacher of
Business Studies



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.

The Business and Computing Faculty

We are a well-resourced faculty with all teachers having their own well-equipped classrooms. There is also a welcoming work room/kitchen area within the faculty and all staff are provided with their own laptop.

The Academy 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.

As well as offering GCSE Business and the BTEC Tech Award in DIT, we have extended our key stage 4 curriculum to offer GCSE Computer Science, with cohorts in Years 10 and 11.

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 is celebrated through a number of channels, 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. We always welcome the opportunity for new ideas to take the subject to the next level.

The successful candidate will benefit from:

- a salary paid in accordance with national terms and conditions, with scope for career progression
- a highly competitive TLR with a recruitment and retention allowance for the right candidate
- opportunities to engage with professional development
- opportunities for further career progression
- joining an innovative, committed and supportive team
- a supportive and well considered staff well-being package
- joining a team with a sense of humour and a strong collaborative ethos.

Job Description & Person Specification

Lead Teacher of Business Studies

Purpose of the post: Leader Teacher of Business Studies

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 continuing to raise 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 lead all aspects of Business Studies provision within the faculty of business and Business.
- To produce medium term plans and resources for the teaching of Business and to lead contributions from others.
- To provide professional development to others in the faculty to support the delivery of Business.
- To take part in the school's professional development programme and apply learning from it to your own role.
- To actively engage in our staff development and improvement policy
- To ensure the effective deployment of classroom support.
- To be involved in internal quality assurance processes.
- To maintain appropriate records and to provide relevant accurate and up-to-date information for assessment and registers.
- To take part in marketing and liaison activities such as open evenings and parents' evenings.
- 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.
- To teach students according to their educational needs.
- To set work and provide feedback as required in line with the relevant policy.

Senior Attendance Coordinator

- 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 curriculum leader.
- 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 pastoral colleagues 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.
- Ensure the appropriate care of text and exercise books and expect a high standard of presentation in written work at all times.
- 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 actively promote the school and trust's corporate policies.
- To continue personal development as agreed.
- To comply with the trust's safeguarding policies, contributing to the culture of safeguarding in the school.

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.

	Essential	Desirable	Method of Assessment
Education and Qualifications			
Qualified Teacher Status (QTS)	✓		Application/Interview
Educated to degree level	✓		Application/Interview
Educated to degree level or equivalent in Business Studies	✓		Application/Interview
Knowledge and Experience			
Proven success as a teacher of Business Studies within a secondary educational setting, including whilst training	✓		Application/Interview
Knowledge of the Business Studies national curriculum	✓		Application/Interview
Experience of teaching GCSE Business Studies, including whilst training	✓		Application/Interview
Skills and Attributes			
An understanding of middle leadership within an educational context	✓		Application/Interview
A willingness to engage with relevant leadership professional development	✓		Application/Interview
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
Demonstrate behaviour management skills	✓		Application/Interview/ References
Promote 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

Leadership and governance

	Essential	Desirable	Method of Assessment
Excellent organisational skills, prioritises and meets deadlines	✓		Application/Interview
Set high expectations for students	✓		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
Resilient	✓		Application/Interview
Suitability to work with children	✓		Application/Interview/ References
Commitment to equality of opportunity and anti-discriminatory practice	✓		Application/Interview
Sensitivity to community issues	✓		Application/Interview
Ability to respond flexibility and creatively to new challenges and opportunities	✓		Application/Interview
Empathy with the 11- 16 year age group and the provision of a quality service for young people	✓		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

PROUD
TO BE
PART OF





THE
Pinnacle
LEARNING TRUST

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

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