



**JOINING  
OUR  
TRUST**

# Belong Inspire Challenge Celebrate



## Our Vision, Mission, Ethos & Values

### Vision

*Transforming the life chances of all our young people*

### Mission

We seek to achieve our vision with a relentless determination to show our children and young people and others we support, both within and beyond our trust what is possible by:

- Expecting excellence and achieving the highest standards for young people; encouraging them to have the highest aspirations for themselves.
- Providing innovative training to colleagues so they are the best they can be.
- Working collaboratively to ensure best practice across trust schools and colleges and more widely so we continuously learn from one another.
- Building a portfolio of experiences and network of partners to enrich children and young peoples' experiences.
- Providing a strong central services offer to allow leaders and teachers to focus on education.

### Ethos

We aim to provide extraordinary opportunities for everyone, achieving a sense of belonging and significantly improving life chances.

### Values

Underpinning our daily activities are our key values:

**Belong • Inspire • Challenge • Celebrate**

We aim to:

- **Celebrate children and young peoples' uniqueness** and inspire each one to flourish and become responsible, successful citizens who contribute positively to their communities and wider society.
- **Offer exceptional learning environments** which allow our colleagues, children and young people to thrive.
- **Develop outstanding leadership** at all levels.
- **Promote and celebrate diversity and inclusion** by nurturing a sense of belonging in our academies and our trust.



**Nick Lowry**  
Chief Executive Officer

# Welcome

## to the Pinnacle Learning Trust

I am delighted to introduce you to The Pinnacle Learning Trust. I hope you will find this booklet useful in providing you with information about our trust; its vision and values and what it is like to be a part of this organisation, whether that is as a school or college, as a member of staff, someone involved with governance or as a parent/carer or student.

Everyone involved with our trust works incredibly hard to ensure we provide the young people in our care with the very best teaching and support, to enhance and transform their lives, developing them as individuals and providing them with knowledge, skills and experiences that will support their successful progression.

This booklet provides details about the background to our trust, what we stand for and what it is like to work with us. I very much hope you will take the time to read these details and I would welcome an opportunity to discuss any aspect of our work further with you. We recognise that our strength and success come from working in partnership, both within and beyond our trust, and we take great pride in the support we offer to promote learning and success in colleagues and students beyond our trust through our Research School and other professional development work, in addition to our involvement with a range of local and national partnerships and organisations.

Thank you for taking the time to find out more about our trust.

**Nick Lowry**  
Chief Executive Officer, The Pinnacle Learning Trust

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## Our Trust

Founded in 2017, The Pinnacle Learning Trust is a thriving multi-academy trust operating across all phases of education to the age of nineteen. We currently comprise of five academies:

- **Broadfield Primary** (2-11)
- **Werneth Primary School** (3-11)
- **Alexandra Park Junior School** (7-11)
- **The Hathershaw College** (11-16)
- **Oldham Sixth Form College** (16-19)

We established our trust in order to build upon our shared belief that young people in Oldham and the local area should have access to excellent educational provision and to provide new and additional ways in which we can further improve on our strengths and provide support to other schools and colleges, both within and beyond our trust. Our collective aim, articulated through our vision, **‘transforming the life chances of all our young people’**, is to raise aspirations and achievement across our academies through the development of outstanding practice based upon partnership.

We benefit from being able to support the whole educational journey by providing opportunities for students across the phases, helping to make transition points easier, both for those within and beyond the trust. Our purpose is to provide excellent academies for our children and young people which establish a culture of high aspirations, and provide and nurture an ethos whereby they learn by example and grow morally and socially.

Our colleagues are key to helping us achieve our vision and mission, therefore, we want to work with teachers and support staff who fundamentally support these and whose own motivations, strengths and values are in line with what we strive to achieve at The Pinnacle Learning Trust.

In return we are committed to:

- Inspiring and nurturing our staff to be the best they can be by focussing on lifelong learning and career pathways to enable staff to grow and develop in our trust.
- Challenging and supporting our staff to carry out their roles whilst maintaining a positive work life balance.
- Celebrating diversity and belonging so that staff feel valued and proud to be a member of our trust.

Our trust has a strong reputation for the provision of outstanding professional development and benefits from being a vital part of our local Teaching School Hub, (East Manchester Teaching School Hub) in addition to having been awarded Research School status. Our expertise in professional development is invaluable to staff and students in every one of our academies, in addition to supporting improvement beyond our trust and providing fantastic development opportunities for our staff team.

# What our colleagues say about us



Our academies conduct annual staff surveys through an external survey platform (Edurio), here are some of the overall trust results:

**84%**

of our colleagues said that they would recommend the PLT as a good place to work (11% above national benchmark).

**90%**

said they feel respected by their colleagues.

**82%**

were satisfied with the communication between colleagues and leadership - 13% above benchmark.

Positive responses to the question 'How informed do you feel about issues regarding specific students that may affect your work' were 24% above benchmark

Colleagues describing student behaviour as 'Good' or 'Extremely Good' - 15% above national benchmark.

**75%**

of colleagues would recommend their academy as a good place for their children to study - 7% above benchmark.

Positive responses to the question 'How appreciated by the leadership do you feel?' were 16% above national benchmark.

“ I have been working for Alexandra Park and the Pinnacle Learning Trust for 3 months now. It has been such a positive experience from the beginning! All of the staff with whom I work, be it from the school or the Trust, are so supportive and have been so welcoming. It is an environment where I feel that I will thrive, as I feel valued, respected and part of a team of fabulous colleagues. I am genuinely so glad I got the job! ”

**Mandy Stevenson, Office Manager, Alexandra Park Junior School**

“ Joining Oldham Sixth Form College has been an incredibly welcoming experience. The support from colleagues and leadership has made settling in seamless. What stands out the most about OSFC is the sense of community. Staff genuinely care about each other and about making a real difference to students' futures. ”

**Diane Coombes, Course Leader for Geography and Geology, Oldham Sixth Form College**

## Awards

Our trust was delighted to be the winner of the MAT Excellence Awards for **Wellbeing Trust of the Year** for our support of our colleagues, as well as our children and young people.

Based on our staff survey results we have won the following **Edurio Awards**:

- Trust Value (2024 and 2025) - awarded to the top 10 trusts in the country where staff feel confident that being part of the trust is highly beneficial and where trusts have demonstrated exceptional efforts in fostering a positive environment where staff feel they are supported, valued, and receive meaningful benefits as part of the organisation.
- Staff Choice: Oldham Sixth Form College (2024 and 2025) Broadfield (2024) - awarded to the top 10 academies where staff recommend them as great places to work.
- Career Development: Werneth Primary School (2025) - the top ranked academy in the North West for career development.

# Looking after our staff

We recognise that our colleagues are our most valuable resource and looking after them is the best way to benefit our students. We strive to create a workplace where everyone has a sense of belonging and is proud to be a member of our trust. We celebrate diversity and inclusion by encouraging an understanding of our communities, faiths and cultures.

We are committed to looking after your wellbeing and supporting you in your work. We know how hard our colleagues work to deliver exceptional results, so we make sure we recognise their achievements and support their wellbeing. Our trust has a range of measures to support colleagues and their wellbeing, such as:

- **Social and Wellbeing Activities**
- **Staff wellbeing days**
- **Free flu vaccinations**
- **Employee Assistance Programme**
- **On-site access to the HR Team**
- **Long service awards at 15 and 25 years and 35+ years upon leaving**
- **Nationally agreed pay scales, terms and conditions**
- **Competitive holiday entitlement for support staff**
- **Defined benefit pension schemes with generous employer contributions**
- **Free use of on-site gyms (Hathershaw & OSFC)**
- **Free eye tests for DSE Users**
- **NHS Health Checks**
- **OSFC Sports Campus - Full-size 4G state-of-the-art all-weather football pitch**



# Training & Development

Our People Strategy aims to achieve our trust vision and values, by 'inspiring our workforce and nurturing them to be the best they can be by focussing on lifelong learning and career pathways to enable colleagues to grow and develop in our trust'.

Our trust invests in each member of staff, offering them professional development opportunities, including an extensive in-house professional development offer for both teachers and support staff, in areas such as: Leadership, Teaching and Learning, Mental Health First Aid and role specific training.

All new teachers to our trust have access to a mentor programme to help staff to settle into their new role and a comprehensive Early Career Teacher programme to support and develop new entrants to the teaching profession.

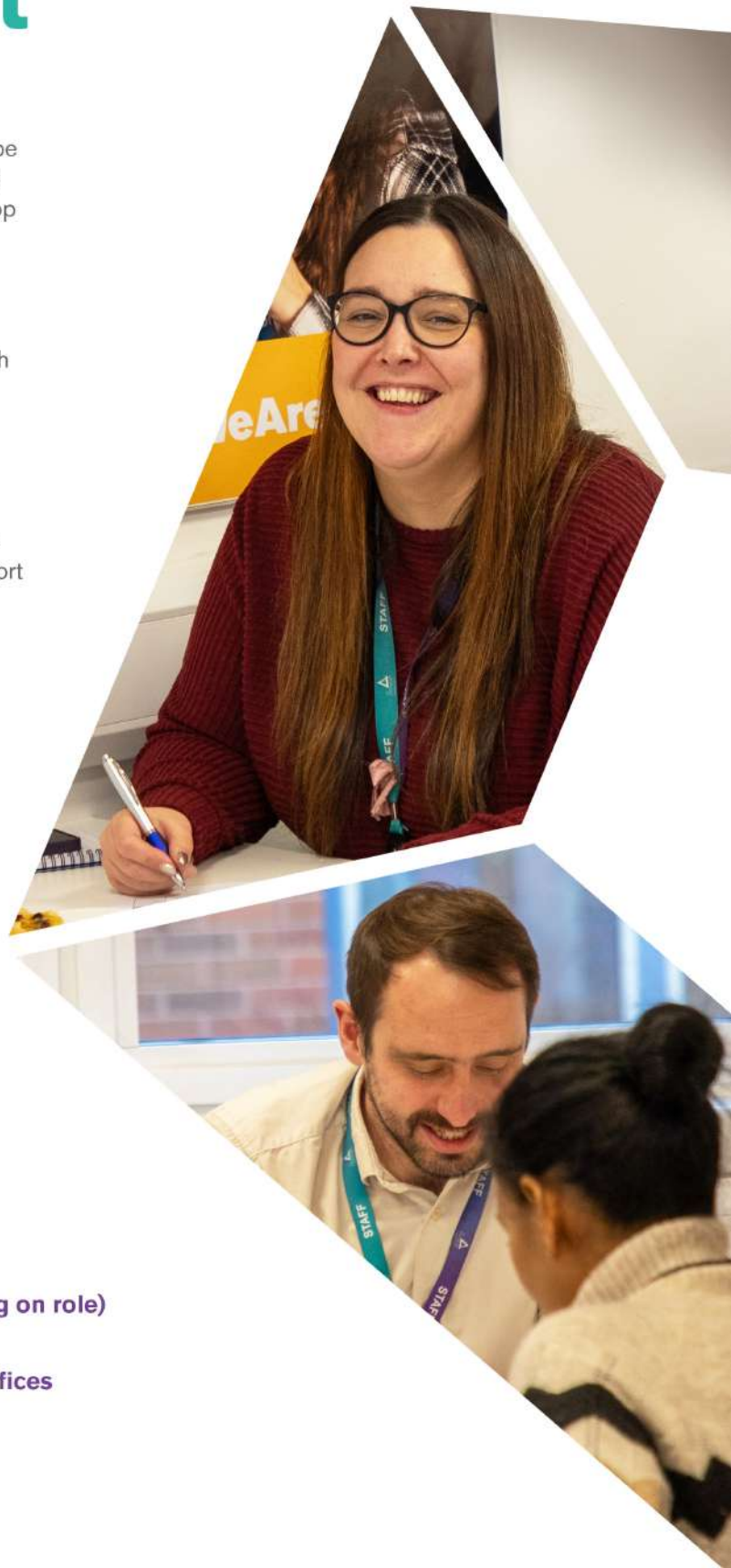
In addition, our staff have the opportunity to contribute to the professional development of others through our designation as Evidence Leads in Education for the Research School; our strategic partnership with the East Manchester Teaching School Hub; delivery of school-to-school support; facilitation of professional development programmes; and support for trainee teachers.

Each academy has a professional development programme to support colleagues in their roles.

## Resources

We have invested heavily in resources to offer the best learning and working environment, including:

- **All teachers and some support staff (depending on role) allocated a Chromebook or laptop**
- **Well-equipped classrooms, workspaces and offices**
- **Free tea and coffee**
- **Comfortable staff room with a kitchen**
- **Free on-site parking**
- **Electric vehicle charging points**
- **Cycle to work scheme and secure bicycle parking**



# Trust Leaders' Views



“ I am very proud of the many achievements of our staff, community and all of our children. We set high expectations for all our pupils and strive for 'Every child to be achieving, every day' so that our children make excellent progress across all areas of the curriculum.

Our teaching team, Governors and everyone at The Pinnacle Learning Trust has a driving determination that everyone, children and staff, can reach their full potential at Werneth Primary School. The Werneth Primary School team have designed an exciting and enjoyable curriculum that aims to ensure that all children develop their knowledge, vocabulary, skills and understanding during their time with us. This will be achieved through the hard work of our brilliant children and staff and the partnerships we develop with our families. ”

**Jonathan Bell, Executive Principal,**  
Werneth Primary School, Director of Primary School Development



“ I know I am biased, but Hathershaw is truly a great place to work. I started working here in 2006 as an Assistant Principal and have been provided with so many opportunities as well as in the trust more generally.

As Principal, it is my duty to ensure my colleagues are well supported, valued and happy in their work. Life in a secondary school is busy and so staff well-being is a priority. We regularly review staff workload, provide breakfast on a Friday and celebrate the success of colleagues on a weekly basis through our GEM Awards – 'Going the Extra Mile'. I welcome the opportunity to hear from prospective applicants or meet you at interview. ”

**Mark Giles, Principal,**  
Hathershaw College



“ Oldham Sixth Form College is an amazing place to work. Our college has a proud tradition of transforming lives - we want our students: to have as broad a range of opportunities as possible to develop their knowledge and skills; to be successful in all areas of their lives in college and fulfil their aspirations for the future; to develop a passion for education and have fun in their learning and to play a full part in our community and celebrate our diversity and inclusivity. We would love you to come and join us and if you do we will do everything we can to develop you and support you and your wellbeing. ”

**Suzannah Reeves, Principal,**  
Oldham Sixth Form College



“ As the Principal of Broadfield Primary I'm very proud to lead a school which is an inclusive and vibrant environment where every child is valued and encouraged to reach their full potential. With a dedicated staff team and a rich, diverse, bespoke curriculum, we promote academic excellence while celebrating the uniqueness of our community. Our Broadfield values guide pupils to become lifelong learners, and we are committed to supporting their academic, pastoral, and wellbeing needs—because Together We Can Achieve.

As part of the Pinnacle Learning Trust, we benefit from collaboration with other aspirational schools, enhancing opportunities for all pupils. We value strong partnerships with parents, recognising that children thrive when home, school and other agencies work closely together.

I am proud that we have a low turnover of staff and we attribute that to our collaborative and supportive atmosphere including regular reviews of workload and support for well-being. We value the contributions and commitment of all our staff and, collectively, strive to have a positive impact on all children who attend Broadfield. ”

**Elizabeth Moran, Principal,**  
Broadfield Primary School



“ Joining the Pinnacle Learning Trust in April 2024 has already brought huge benefits to our school. The transition was smooth and collaborative, and we've built strong, supportive relationships. Our staff are accessing high-quality CPD, leadership support, and valuable external input to drive improvement. Trust services have strengthened our operations, including HR and recruitment. Pupils are enjoying wider opportunities, such as eco events and secondary transition activities. Being part of a wider educational network has enriched our teaching, enhanced safeguarding practices, and opened exciting pathways for continued growth and collaboration. ”

**Jenny Seabright, Principal,**  
Alexandra Park Junior School

## Community Views



“ The Pinnacle Learning Trust is a shining example of educational excellence, demonstrating remarkable ways of working, a deep commitment to partnership, a strong focus on professional development, and a genuine dedication to collaboration across educational phases. Their impact on the lives of students and the wider community is enormous and I am proud to recognise their invaluable contribution to education in Oldham. ”

**Matt Bulmer,**  
Director of Education, Early Years and Skills for Oldham Council

# Supporting our Community and Charity Events

The Pinnacle Learning Trust strives to make a positive difference to the local community and the lives of all the young people we work with.

You will also have the opportunity to get involved with the regular charity events that take place at each academy. We have recently been involved in the fundraising for the following:

- **Dr Kershaw's Hospice**
- **Sands**
- **Comic Relief**
- **Oldham Foodbank**
- **Maggie's Oldham**
- **A Bed Every Night**
- **Breast Cancer Now**
- **Annual Manchester 10k run for a chosen charity**

## Academy groups

There are fantastic student groups at some of our academies, such as:

- **Equality and Diversity**
- **LGBTQ+**
- **Interfaith Group**
- **Trust Staff Engagement Group**

## Interested in starting a group?

Let us know, we would love to hear about how we can support you.



# What we look for

We are looking for motivated and highly performing teachers and support staff who fundamentally support our vision, mission and values. We value candidates who demonstrate a strong commitment to diversity, equity, and inclusion in all aspects of their work. Our colleagues are deeply passionate about transforming the lives of all our children and young people, regardless of their background or needs. We're looking for team players who thrive in a collaborative environment and are eager to contribute to our supportive and inclusive community.

Working in education isn't always easy, so resilience and adaptability are essential qualities that all of our colleagues need to possess, together with a positive and proactive attitude.

When applying, you might find it helpful to think about your own motivations, strengths and values and compare them with what we strive for at The Pinnacle Learning Trust.

**Transforming**  
the lives of young people  
through academic excellence  
and outstanding support



# Accessibility information

The Pinnacle Learning Trust is committed to:

- Provide a learning, working and social environment which is accessible, inclusive, safe and welcoming and addresses the needs of our community.
- Being flexible and adaptive to the needs of our diverse community, ensuring inclusivity.
- Continuously attracting, retaining and developing a diverse community where everyone can attain and succeed to the best of their ability.
- Raising awareness, promoting equality and ensuring less favourable treatment or harassment is not tolerated.

Our accessibility provisions include:

- Step-free access to the building, all key meeting rooms and bathrooms, and an accessible workstation.
- Accessibility dogs are welcome.
- Papers and materials can be presented in different formats.
- A sign language interpreter can be accessed for interviews.
- Reasonable adjustments can be made to support attendance at interviews and also to working patterns and environments, depending on need.

Further information:

- We expect all colleagues to work on-site, although working from home is possible on occasion but would not be the norm.
- We have a flexible working policy, so part-time working can be requested.
- Applicants with a disability are invited to contact HR in confidence at any point during the recruitment process to discuss steps that could be taken to overcome operational difficulties presented by the role, or if any adjustments or support are required regarding the recruitment process.
- We are proud to be a Disability Confident employer, which encourages employers to think differently about disability and take action to improve how we recruit, retain and develop disabled people.



# How to Apply

We hope this brochure has given you an insight into what we offer to teaching and support staff, and what it will be like to work at our trust. If you're ready to make your application, head to <https://www.pinnaclelearningtrust.org.uk/Vacancies/>, or take a further look around our trust and academy websites to find out more about us, explore our news stories and discover more about our culture.

We're committed to building a diverse and inclusive team, and we encourage applications from all qualified individuals.

1. Make your application online, ensuring you submit it by the closing date



2. We will process your application confidentially and objectively



3. If successful, you will hear from us within 3 weeks inviting you to an interview



4. We will take account of any specific needs you let us know about, e.g. assistance with access, sign language interpreters



5. On the day of your interview you will receive a schedule for the interview and any tasks to be undertaken



6. Make your application online, ensuring you submit it by the closing date



7. You will be informed of our selection decisions within 3 working days of your interview



8. If you are successfully appointed, we will give you clear explanation of terms and conditions and you will have 24 hours to accept



9. We will confirm any offer of employment in writing to you within 7 working days of verbal acceptance

