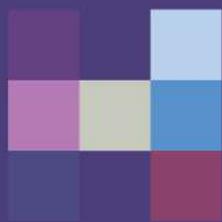




HATHERSHAW COLLEGE





Principal's Introduction

Susie Fraser
Principal

It is my pleasure to welcome you to the Hathershaw College and I am delighted that you are with us on this exciting journey. I am really proud of our school community, defined by ambition and a relentless commitment to our values: being Responsible, Respectful and Ready to Learn.

At Hathershaw, pupils are celebrated as individuals and so are you. We believe that when pupils and staff feel valued for who they are, excellence follows. We take huge pride in our community, both inside and beyond our school gates and believe that this enriches our curriculum and pastoral care. You bring with you more than just your qualifications and your experience and we can't wait to see the contributions that you will offer.

As Principal at Hathershaw College, it is my pride and pleasure to lead our diverse and inclusive community where every pupil can thrive, belong and achieve. We value our partnerships with our parents, families and wider community and seek to work alongside other experts so that we continue to ensure all pupils experience success.

We have the highest of expectations of all of our pupils but this relies on the dedication and commitment of all of our staff who are driven by the same vision and purpose of excellence for all. As a member of the Hathershaw team, you will experience many moments of joy, immense pride and knowledge that you are part of something exceptional.

Welcome!

S Fraser



Our Mission, Vision & Values

Our Mission

The College's mission is encapsulated in our motto 'Together We Succeed'. At The Hathershaw College we are committed to three core principles:

- To maximise the life chances of all students within our care
- To recognise the potential of every individual to achieve excellence
- To value and celebrate the diversity of our community

Our Vision

Our Vision sets a highly ambitious agenda, specifically designed to address local challenges within our community. At The Hathershaw College we aim to:

- Ensure Outstanding Progress: irrespective of their starting points, effectively closing the attainment gap and lifting those facing disadvantage from educational and social poverty
- Cultivate High Expectations: In a borough of high deprivation, unemployment and levels of progression to higher education that are below the national average
- Deliver an Ambitious Curriculum: that offers breadth and depth, balancing academic and vocational subjects to accelerate progress for an intake that is often significantly lower than the national average
- Mitigate Literacy Barriers: improve reading proficiency to counter low literacy levels on entry and support the high proportion of EAL students
- Prioritise Wellbeing: by ensuring students stay physically and mentally healthy in a community where 1 in 10 children and young people are affected by mental health problems
- Deliver a curriculum rich in spiritual, moral, social and cultural experiences, celebrating the diversity of our multi-cultural school community and promoting British values
- Create Lifelong Learners: develop students into confident, resilient and adaptable lifelong learners who are equipped for employment and progression in a 21st Century global economy

Our Values

Our values are embodied in The Three R's, a clear set of expectations that creates a culture where students thrive. These values uphold the fundamental British Values of tolerance, mutual respect, the rule of law and freedom. It is about students becoming well-rounded and happy individuals, allowing them to have a positive impact on the community in which they live. It is about pride in our school and the partnership between students, staff, parents and the community to achieve their best.

RESPONSIBLE - RESPECTFUL - READY TO LEARN

Welcome to The Hathershaw College

The Hathershaw College, based in Oldham, serves more than 1,000 pupils aged 11-16 years across 5 year groups. The Academy proudly serves a large number of disadvantaged pupils, with approximately 53% of the students in the academic year 25/26 being eligible for Free School Meals (FSM) or Pupil Premium (PP) funding. The student population represents the local community, with significant representation from various ethnic groups including Pakistani, White British and Bangladeshi. The Hathershaw College requires leadership that is dedicated to promoting inclusion and celebrating diversity.

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 uniqueness of everyone within our community. Our inclusive environment is built upon our core values, the Three Rs: Responsible, Respectful, and Ready to Learn.

The Hathershaw College is built around providing students with exceptional experiences. The foundation of the Hathershaw Experience is a curriculum that provides results, and they are consistently one of the top performing schools in Oldham. But the Hathershaw experience goes far beyond this.

"Pupils are confident that there is always somebody to talk to should they have concerns."

"Leaders are highly ambitious for pupils. They are determined that Hathershaw College will provide pupils with life changing opportunities."

OFSTED 2021

"Pupils feel safe. They are very appreciative of the care and support that they receive from all adults at the school."

1955

Hathershaw Technical Highschool opens

1966

Hathershaw becomes a comprehensive school

1977-78

Hathershaw opens entry to ages 11-18

1970

Hathershaw is reorganised as an 'upper school' for pupils aged 14-18, supporting Greenhill Fitton Hill junior schools

1978

Headteacher John Cole credited with transforming Hathershaw School, setting it up to a school closer to what we know today

1981

The schools first community sports hall was built

2000-2003

Hathershaw becomes a Technology College and is admitted to the specialist schools trust 'Value Added' club

2011

Gains academy status

2005

The school expands it's sports facilities and becomes the first dual specialism school in England, specialising in sport and technology

2017

Founding member of The Pinnacle Learning Trust, along with OSFC



2026

The school will unveil a brand new 4G pitch facility, enhancing both student and community access to high quality outdoor sports provision (sponsored by The Football Association)

About The Role

Main Purpose of the Job

To support the work of the senior team, leading a whole school area of responsibility, whilst also contributing to the leadership of a curriculum area and retaining responsibility for an aspect of subject specific provision.

Summary of Main Duties and Responsibilities

- Develop and maintain a curriculum that is ambitious, coherent, and logically sequenced to ensure students gain the knowledge and skills they need for future success
- Lead on the evaluation of the implementation and impact of the intended curriculum
- Lead on the strategy for whole school assessment design, ensuring the effective implementation of an approach that is robust and rigorous and leads to the reporting of meaningful and useful assessment data
- Provide development, training and support for curriculum leaders to ensure effective implementation of the agreed curriculum
- Work alongside the senior leadership team and other leaders to ensure that the curriculum meets the needs of all pupils, allowing pupils to thrive, achieve and succeed

Key Leadership Tasks

- Make a significant contribution to the leadership of a culture that aligns with the Academy's values and ethos
- Lead the development and implementation of specific strands of the Academy Improvement Plan, reporting to stakeholders where appropriate
- Ensure the SEND policy is implemented and remains a high priority for all colleagues
- Maintain up-to-date knowledge of national and local policy alongside evidence informed practice that can support school improvement
- Develop and maintain personal expertise and leadership and to share this as required
- Provide effective line management of specific curriculum areas to ensure successful outcomes
- To contribute to the performance management process as an appraiser for selected colleagues within your own subject specialism.

Teaching and Learning

To promote whole school excellence in teaching and learning to ensure all students develop their potential. To work with the curriculum leader in your subject specialism to ensure that teaching is in line with whole school expectations.

To contribute to the monitoring of whole school and subject-specific performance, designing interventions as required to close gaps in achievement.

To contribute to the whole school and subject-specific quality assurance.

To develop and implement strategies to improve teaching where needs are identified, and to support and monitor staff needing extra support, whether this is in your own subject area or beyond it.

To promote a wide range of pedagogical approaches to teaching.

To exemplify in your own practice outstanding teaching skills and to ensure that good practice is shared.

General Duties

Maintain confidentiality and observe data protection and associated guidelines where appropriate

Undertake such duties and responsibilities at a similar level as directed by the Principal

Undertake duties in line with those expected of other senior leaders

Requirements of All Trust Staff

- Promote and uphold the Trust mission statement, values and strategic aims and objectives
- 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.
- Attend briefings and staff meetings as required
- Participate in the Trust's performance management processes and undertake professional development and training as required
- Be a positive role model and take responsibility for promoting good standards of behaviour and conduct of students
- Undertake other duties that are in accordance with the purpose and grade of the post as agreed with the Principal

Whilst every effort has been made to ensure that the job description is comprehensive there will of course be a range of other tasks and responsibilities that are required to be carried out. These will be at the request of the Principal and commensurate with the nature of the duties outlined above and with the remuneration provided.

Line managed by:

The Principal



Person Specification

Method of Assessment Key
 Application Form & Supporting Letter - A
 Interview - I
 Reference - R
 Enhanced DBS Clearance - DBS

| Experience | Essential (E) Desirable (D) | Method of Assessment |
|---|--------------------------------|-------------------------|
| Substantial teaching experience in a secondary school setting | E | A/I |
| Experience of leading whole-school initiatives or improvement strategies | E | A/I |
| Involvement in curriculum development and assessment | E | A/I |
| Experience of analysing data to monitor and report on student and staff performance. | E | A/I |
| Experience of managing a budget | D | A/I |
| Successful experience of managing change | E | A/I |
| Experience of delivering a creative and effective curriculum that is appropriate to the needs and interest of students, the local area and the national agenda. | D | A/I |
| Experience of building partnerships with other educational institutions and/or industry professionals. | E | A/I |
| Skills and Knowledge | | |
| Proven Leadership and Management skills and ability to inspire, challenge and empower others. | E | A/I |
| Knowledge of Ofsted framework and school accountability measures | E | A/I |
| Effective communication and well developed written and oral skills. | E | A/I |
| Good organisation skills and ability to prioritise own work and the work of others. | E | A/I |
| Understanding of safeguarding, child protection, and inclusion | E | A/I |
| Understanding of data analysis to drive school improvement | E | A/I |
| Knowledge of behaviour management systems and pastoral care | E | A/I |
| Education and Qualifications | | |
| Good Honours Degree | E | A |
| Qualified Teacher Status. | E | A |
| Evidence of continued professional development (e.g. NPQSL/NPQH or working towards) | D | A |

| Attitudes and Personal Qualities | Essential (E) Desirable (D) | Method of Assessment |
|---|--------------------------------|-------------------------|
| Commitment to the School Mission, culture, ethos and values | E | A/I/R |
| Willingness to support the SLT in the management of the School. | E | A/I/R |
| Ability to think creatively and respond flexibly to new challenges and opportunities | E | A/I/R |
| Excellent interpersonal skills and ability to establish and maintain good working relationships with others | E | A/I/R |
| Confidence in ability to deal with problems as they arise in a professional manner | E | A/I/R |
| Ability to take difficult decisions and present these openly and honestly to staff | E | A/I |
| Ability to multi-task, work under pressure and meet deadlines. | E | A/I/R |
| Active participation in continuous professional training and development | E | A/I |
| Suitability to work with children. | E | A/I/R |
| Commitment to equality of opportunity and anti-discriminatory practice. | E | A/I |
| Suitability to work with children | E | DBS/R |
| Sensitivity to community issues. | E | A/I |
| Empathy with the 16-19 year age group and the provision of a quality service for young people | E | A/I |



How To Apply



Thank you for your interest in The Hathershaw College. We really look forward to receiving your application.

All applicants are requested to submit an application form and provide a supporting statement via MyNewTerm. Applicants must:

- Complete all sections of the MyNewTerm application form in full
- Use the supporting statement to show us how your knowledge, skills and experiences align with the person specification

MyNewTerm be accessed through our website <http://www.pinnaclelearningtrust.org.uk/vacancies/>

The Application Deadline Is 12 noon on 24 April 2026

References will be obtained after shortlisting and prior to the interview where it has been indicated that it is acceptable to do so. Please ensure that the contact details provided on your application form are correct.

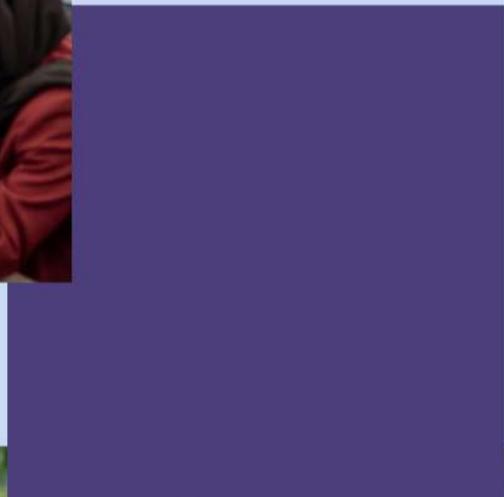
Shortlisting will take place on 28 April 2026

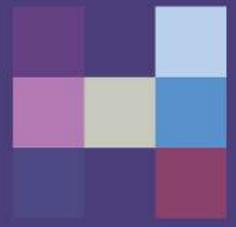
Provisional interview date is on 6 May 2026

Prospective candidates are welcome to visit the school on 16 or 17 April 2026. Please contact Cathy Green (cgr@hathershaw.org.uk) to arrange a visit.

Commitment to Safeguarding

As part of our safeguarding commitment and promoting the welfare of children, any offers of employment will be subject to satisfactory DBS checks as part of the pre-employment procedures on all potential new employees. The Pinnacle Learning Trust is an Equal Opportunities Employer and welcomes applications from underrepresented groups and ethnic minorities.





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

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

0161 287 8001

