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www.primarylearningtrust.com

Primary Learning Trust

Candidate Pack

‘Valuing People, Inspiring Growth, Building Excellence Together.’



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About the Trust

Our History

We are a family of schools, proud to work together as one entity, fostering the ideal conditions for deep and purposeful collaboration. We are committed to creating a place where our children, people, and community can learn, work, and grow.

Primary Learning Trust was established in September 2024 when Ryders Hayes School converted from a Single Academy Trust to a Multi-Academy Trust. Ryders Hayes was a Primary Conversion Academy in 2011.

In September 2024, Ryders Hayes Academy and New Invention Learning Academy (formally New Invention Juniors) became a part of Primary Learning Trust and the founder schools.

The Trust firmly believes in building solid foundations for a sustainable future.

Primary Learning Trust has 133 employees across two schools serving 821 children with a school community of over 650 families. With 5 Member Trustees, 9 Trustees, and two Local Governing Bodies, each with 7 Governors.



“

"We take care of our people, and they take care of the mission - to educate all our primary children for life, inspired by expert professionals, in a place where everyone flourishes!"

”

Jaz Paul

CHIEF EXECUTIVE OFFICER
PRIMARY LEARNING TRUST

Our Values



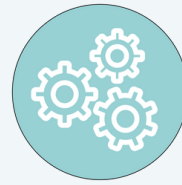
Belonging



Flourishing



**Evidence-
informed**



Colaboration



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Our Visions and Values

Mission: to educate all our primary children for life, inspired by expert professionals, in a place *where everyone flourishes!*

Vision

- A family of schools, proud to be working together as one entity, in the right conditions for deep and purposeful **collaboration**
- To **belong** to a great place to learn, work and grow.
- To improve and sustain high educational standards across the Trust, through **evidence-informed** practice.
- To continuously improve teaching and learning, ensure every pupil has the best possible education.
- To hold trust on behalf of our children, achieving the best for and from our people, so that everyone can **flourish**.
- To empower our children and our people to create a better future.
- To advance the education system, as part of our civic duty, for the wider public benefit

Values

- **Belonging:** where all our people feel connected, valued, trusted and fulfilled, with a shared purpose to achieve excellence, in a place of psychological safety.
- **Flourishing:** where all our people thrive and continue to grow through the development of their intellectual potential and live well, building strong relationships as well-rounded human beings.
- **Collaboration:** by design, to ensure that all our people are supported and openly share ideas and practice; that no school - no child - is left behind, building together the pipeline that develops the next generation of leaders, global citizens, influencers and innovators.
- **Evidence-informed:** conceptual models of quality and improvement that can be shared and embedded. Deliberate and intentional knowledge-building to create expertise through cultures and communities of improvement, using the active ingredients of professional development.



“Our goal is to create an environment where everyone feels happy and fulfilled in their roles, supported in overcoming challenges, empowered to flourish, and inspired to grow.”

(PLT Trustees)



Our Objectives

At Primary Learning Trust WE:

1. Build Adaptability, Resilience & Efficiency
2. Empower Workforce
3. Attract & Build Talent
4. Develop Data & Insight
5. Enhance Diversity & Inclusion
6. Promote Wellbeing & Work-life Balance



Build Adaptability, Resilience & Efficiency

Create an adaptable, resilient, and sustainable workforce that reflects and can continually adjust to meet the demands of the next decade while harnessing modern technologies to drive greater efficiency and effectiveness.

Empower Workforce

Maximise and nurture the use of talent across the workforce, ensuring that people's skills and talents are developed and used where they are needed most, and that individuals feel confident, empowered and supported in making full use of their skills and talents.

Attract & Build Talent

Design attractive and rewarding roles that access and retain a wide and increasingly diverse talent pool, giving them more opportunity to shape their role and become experts - masters in their field, coaching others and thus creating a pipeline of new talent.

Develop Data & Insight

Build a strong, effective and holistic people plan, enabling Trustees and Leaders to make future evidence-based decisions, founded on better people data and insight to underpin short, medium and long-term decisions relating to the people at Primary Learning Trust.

Enhance Inclusion & Diversity

Objective 5: Improve Inclusivity by developing a plan to grow a more diverse organisation to ensure that Primary Learning Trust is representative of a modern workforce, recognising and valuing differences.

Promote Wellbeing & Work-life Balance

Improve Health and Wellbeing and an enhanced sense of happiness and belonging, by enabling and supporting line-managers and leaders to proactively manage their teams, within school policies and processes, to improve communication and information sharing; facilitate flexible working and promote a healthy work-life balance.

Staff Benefits

To learn more about the benefits of joining PLT, please scan the QR codes below to read our People Strategy.



[PLT People Strategy](#)



[Living our People Strategy](#)



Level 2 Teaching Assistant

Contract Type: Permanent

Salary: SCP 4 - 11. £24,404 - £27,269 FTE

Closing Date: Tuesday 8th July 2025

Interview Date: Friday 11th July 2025

Start Date: September 2025

Hours: 31.25 hours per week. Term Time Only

Main duties and responsibilities

1. Support the delivery of learning activities under the guidance of the teacher, adapting tasks where appropriate to meet the needs of individual pupils.
2. Assist in the preparation of classroom resources and learning materials.
3. Work with individuals and small groups of pupils, including those with additional needs or English as an additional language (EAL).
4. Provide feedback to pupils in relation to their progress and achievement under the guidance of the teacher.
5. Support pupils' social, emotional, and behavioural development, promoting inclusion and independence.
6. Help maintain a positive and engaging classroom environment that supports high standards of learning and behaviour.
7. Supervise pupils during break times, lunchtimes, and on school visits or events as required.
8. Contribute to the monitoring and recording of pupil progress and provide regular feedback to the class teacher.
9. Follow safeguarding procedures and promote the welfare of all children in line with school policies.
10. Engage with whole-school life and uphold the values and ethos of the Trust, working collaboratively as part of a wider team.

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Job Specification

Job Specification <i>L2 Teaching Assistant</i>		
Qualifications, Skills, Experience & Knowledge	Essential	Desirable
To hold Maths and English GCSE grades 4 or above	✓	
Previous experience working with children in a school or childcare setting		✓
Commitment to ongoing professional development	✓	
A basic understanding of safeguarding and child protection (training will be provided)	✓	
Strong communication skills – both written and verbal	✓	
Ability to build positive relationships with children and adults	✓	
Willingness to follow instructions and take initiative when appropriate	✓	
Understanding of equality, diversity and inclusion in a school setting	✓	
Performance Attributes:	Essential	Desirable
To be flexible and adaptable	✓	
High expectations for yourself and our pupils	✓	
To be a good role model for pupils and colleagues	✓	
To be a team player	✓	
To champion our high standards of pupil behaviour and expectations of good character	✓	
To uphold the inclusive principles that are integral to our ethos	✓	
Ability to plan and deliver creative and engaging activities.	✓	
Strong interpersonal skills to work effectively with children, parents, and staff	✓	

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How to Apply

Application forms are available via the school website:
<https://www.ryders-hayes.co.uk/school/about-us/vacancies>

Please call Raj Johal, Office Manager, to arrange an informal call on 01922 683008 or email r.johal@ryders-hayes.co.uk for further details and any queries.

Application forms and further details are available by contacting the school directly at the above telephone number, by email: r.johal@ryders-hayes.co.uk.

Please return your application form to r.johal@ryders-hayes.co.uk or the school office at Ryders Hayes School.

Primary Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS check is required for all successful application

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Essentials of our People Strategy



Primary Learning Trust

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