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[www.primarylearningtrust.com](http://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



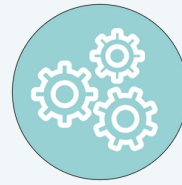
**Belonging**



**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](#)





## Play Worker

Location: Ryders Hayes School

Contract Type: Permanent

Salary: SCP 2 - 7 (£23,656 - £25,584 FTE)

Closing Date: Monday 12th May at 9am

Interview Date: Monday 19th May

Start Date: ASAP

Hours: 8 ¼ hours per week (3:30pm-5:45pm - Mon) 3:30pm-5:00pm - Tue-Fri) Term Time Only

### JOB DESCRIPTION

To provide high-quality care and engaging activities for children attending the before and after-school club, ensuring their safety, wellbeing, and enjoyment. The role involves working collaboratively with the team to create a welcoming, stimulating environment that supports children's development and encourages positive behavior.

### KEY RESPONSIBILITIES

#### Childcare and Supervision

- Supervise and engage with children during club sessions, ensuring their safety and wellbeing.
- Assist in providing a range of creative, recreational, and physical activities appropriate to the age and interests of the children.
- Foster a positive and inclusive environment, encouraging good behavior and social interaction.

#### Activity Planning and Delivery

- Assist in planning and delivering a balanced program of activities that promote learning and play.
- Adapt activities to meet the individual needs of children, including those with additional needs.

#### Health and Safety

- Maintain a safe and clean environment by following health and safety procedures and reporting any concerns.
- Administer basic first aid if required (training provided if necessary).
- Ensure all equipment and resources are used safely and appropriately.

This job description has been prepared for the purpose of the Multi Academy Trust organisation and may change through consultation as the role and the needs of the MAT develop and evolve. The post-holder will be expected to carry out any reasonable request from the Head of School.

# Job Specification

<i>Job Specification</i> <i>Play Worker</i>		
Qualifications, Skills, Experience & Knowledge	Essential	Desirable
To have achieved Level 2 TA standard or equivalent	✓	
Hold Maths and English GCSE grades 4 or above	✓	
Food hygiene training		✓
First Aid training		✓
Previous experience working with children in a school or childcare 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](mailto: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](mailto:r.johal@ryders-hayes.co.uk).

Please return your application form to [r.johal@ryders-hayes.co.uk](mailto: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

Gilpin Crescent  
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