



JOIN THE Pinnacle LEARNING TRUST



www.pinnaclelearningtrust.org.uk

Vision

Our vision is of a high achieving and locally-focused Trust with academies in all phases of education. With an understanding of the proud and vibrant communities we serve and a rigorous culture of high aspirations and strong academic performance, our focus is on creating opportunities that are transformational, improving the life chances of all our young people.

Mission

We seek to achieve our vision with a relentless determination to show our students 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 staff so they are the best they can be
- Working collaboratively to ensure best practice across schools and colleges so we continuously learn from one another
- Building a portfolio of experiences and network of partners to enrich students' experiences
- Providing a strong central services offer to allow leaders and teachers to focus on education.

Ethos

Our ethos is built upon a desire to create extraordinary opportunities for staff and students that they won't experience elsewhere, significantly improving their chances to progress, achieve, and go on to succeed in the lives and careers they want and deserve.

Values

Inspire · Challenge · Celebrate

We aim to:

- Celebrate students' uniqueness and support each one to flourish and become responsible, successful citizens who contribute positively to their communities.
- Offer exceptional learning environments which create positive and challenging spaces that allow students and staff to thrive.
- Develop outstanding leadership at all levels.
- Celebrate diversity by encouraging an understanding of our communities, faiths and cultures.

Welcome

To the Pinnacle Learning Trust

A very warm welcome to The Pinnacle Learning Trust. I am very proud to be the Executive Principal for the Trust, working closely with Trustees and the Principals of our academies. The Pinnacle Learning Trust was developed through the long-standing, strong and effective relationship between The Hathershaw College and Oldham Sixth Form College, with Werneth Primary School joining the Trust in February 2019.

We have established the 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. We aim to provide new and additional ways in which we can further improve on our strengths and provide support to other schools, both within and beyond the Trust. Our collective aim, articulated through our mission statement, is to improve the lives and life chances of young people through raising aspirations and achievement across our academies through the development of outstanding practice based upon partnership. In time, we hope the Trust will include other academies, all focused on these same principles.

We recognise that our staff are our most valuable resource and looking after them is the best way to benefit our students. All of our academies have signed up to the DfE staff Wellbeing Charter. Each academy has its own way of recognising and valuing their staff, within the overall values of our Trust.

Whatever your role and purpose in applying, I hope you find it rewarding and fruitful. We welcome your application and the possibility of working with you.



Jayne Clarke
Executive Principal, The Pinnacle Learning Trust



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 three academies, with a new school joining our Trust in April 2023:

The Trust currently comprises 3 academies:

- Werneth Primary School (3-11)
- Broadfield Primary (2-11) (From 1 April 2023)
- The Hathershaw College (11-16)
- Oldham Sixth Form College (16-19)

We benefit from being able to support the whole educational journey a young person makes by providing opportunities for staff and 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 students learn by example and grow morally and socially.

Our staff 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.



Looking After Our Staff

We recognise that our staff are our most valuable resource and looking after them is the best way to benefit our students. We are committed to looking after your wellbeing and supporting your work. We know how hard our staff work to deliver exceptional results, so we make sure we recognise their achievements and support their wellness. The college has a range of measures to support staff and their wellbeing, such as:



Staff engagement group



Staff wellbeing days



Free flu vaccinations



Free telephone counselling service



On-site access to HR



Long service rewards at 15 and 25 years



Nationally agreed pay scales, terms and conditions



Generous holiday entitlement for support staff



Pension schemes with generous employer contributions



Free use of on-site gyms (Hathershaw & OSFC)

Training & Development

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, Professional Development, Mental Health First Aid and role specific training.

All new teachers to the Trust have access to a mentor programme to help you to settle into your new role and a comprehensive Early Career Teacher programme 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; delivery of school-to-school support; as a strategic partner with the East Manchester Teaching School Hub and Science Learning Partnership Hub; CPD facilitation; and support for trainee teachers.

Resources

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



All teachers allocated a chromebook or laptop



Well-equipped workspaces, classrooms and offices



Free tea and coffee



Comfortable staffroom with a kitchen



Cycle to work scheme and secure bicycle parking



Free on-site parking

Giving Back

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.

Charity events

You will also have the opportunity to get involved with the regular charity events:

- 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

As a teacher or a member of our support staff, you will also be able to join and help lead some of our fantastic student groups, such as:

- Equality and Diversity
- LGBT
- Interfaith Group

Interested in starting a group?

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

Trust Leaders' Views



"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, Associate Principal, Oldham Sixth Form College



"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



"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, Principal, Werneth Primary School





"I am grateful to the school for providing wonderful learning opportunities to the children."

Parent, Werneth Primary, 2021

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

OFSTED, Hathershaw College, 2020



"Students flourish as individuals and become more active citizens in their communities."

OFSTED, OSFC, 2022



How to Apply

We hope this brochure has given you an insight into what we offer 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 www.pinnaclelearningtrust.org.uk/news/vacancies/, or take a further look around our website(s) to find out more about the Trust and its academies, explore our news stories and discover more about our culture.

What happens next?



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

The interview panel will assess you fairly against known appointment criteria, without discrimination



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





To find out more or to apply:

pinnaclelearningtrust.org.uk

hr@pinnaclelearningtrust.org.uk

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 **@osfc_info**

 **@WernethPrimarySchool**

 **@hathershawcollege**

 **@OldhamSFC**

 **@HathershawCollege**

 **@OldhamSixthFormCollege**



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