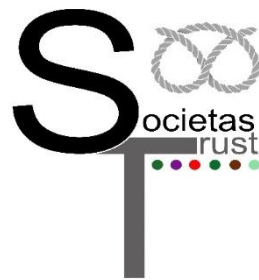




The Societas Trust



Recruitment Pack

Part Time Level 5 Permanent Early Years Practitioner (Mon, Tue, Wed)

Closing Date: Monday 1st June 9.00 a.m.

Interviews: Week Beginning: 8th June 2026

Visits to the school are welcome

Thursday 14th May 4.00 pm

Monday 18th May 4.00 pm

Wednesday 20th May 4.00 pm

To arrange an appointment for a visit please contact the school - Mrs Hunter by email office@gladstoneprimary.org.uk, or contact by telephone

01782 957267

“Great Learning Opportunities For All”

<https://www.societastrust.org.uk/>

Message from the CEO of the Trust

Dear applicant

Thank you for your interest in the position Permanent Part-time level 5 Early Years Practitioner at Gladstone Primary Academy, which is part of the The Societas Trust. Our Trust currently consists of:

Alsagers Bank Primary Academy

Ash Green Primary Academy

Ball Green Primary Academy

Burnwood Primary School

Carmountside Primary Academy

Ellison Primary Academy

Gladstone Primary Academy

Goldenhill Primary Academy

Oaklands Nursery School (Associate member)

Sandford Hill Primary School (Associate member)

Summerbank Primary Academy

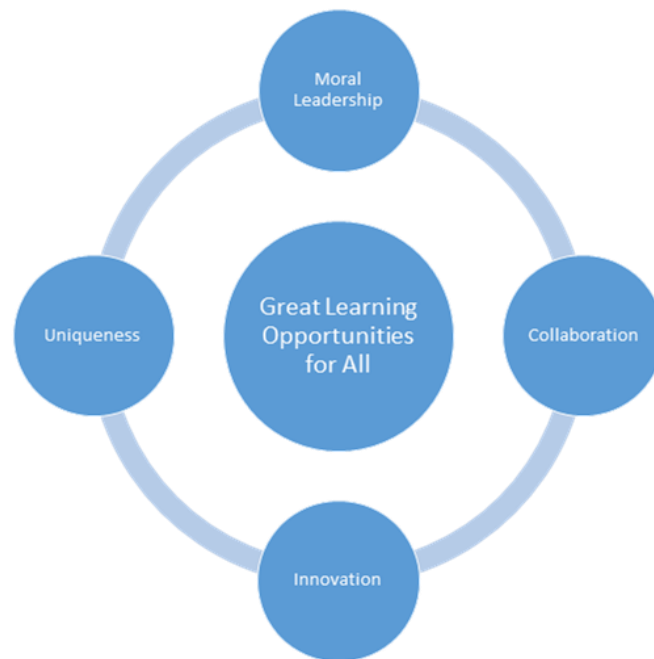
The Societas Trust is a successful partnership between ten schools in North Staffordshire. We share a belief that the needs of children are best met when schools collaborate and cooperate and are able to maintain close links with the communities they serve. Whilst it is crucial for us to support the development of the unique identity of each school in the partnership, we also believe that by developing and promoting innovative and creative approaches to learning and teaching across the trust, we will ensure that our children have the very best opportunities to excel academically and develop socially. We believe that children learn best and thrive in environments that promote and foster self-belief, the love of learning and high expectations of themselves and others. I would like to extend my very best wishes to all the pupils, teachers, governors and parents/carers across The Societas Trust for their future success.

Jon Lovatt



Vision and Values of The Societas Trust.

'To create a sustainable, professional community, where all learners are valued and encouraged to achieve their potential, and all individuals are respected.'



Whilst our shared drivers and values, depicted above, underpin the ethos and culture of the Trust, each setting is also valued as an individual entity with its own special identity. So, at Societas:

All settings work collaboratively, not competitively – there is no lead setting;

Each setting retains its own senior leadership team and business manager;

Each setting retains its own local governing board.

Our shared values include:

*Honesty
Transparency
Trust
Challenge*

Integrity
Accountability
Respect
Moral Leadership
Professional regard
Collaboration
Physical Health and Well-Being for all

Our Settings

[Alsagers Primary Academy.](#)



Alsagers Bank Primary Academy is proud to have become part of The Societas Trust in September 2021.

Alsagers Bank Primary Academy is a small, semi-rural primary school located on the outskirts of Newcastle under Lyme with 157 pupils on role from Nursery to Year 6. (September 2024). We have 7 classes throughout the school and 28 staff. We work closely with Bee Active Childcare who provide 2 year old provision on our site and Bee Active who offer holiday club provision to the local community during all school holidays.

Our main school building, which dates back to 1836, is set within generous grounds with large school fields on which a dedicated area to Forest Schools has been developed and this theme of Forest Schools is reflected in our school corridor decoration.

[Ash Green Primary Academy](#)



Ash Green Primary Academy is a nurturing environment where all children feel valued, happy and secure. As a family, we learn together, laugh together and take care of each other in a school community which is passionate about caring for the body, heart and mind. Equality, fairness and respect are paramount as is our unshakeable belief that all children have an entitlement to world class opportunities regardless of background.

We aspire for all children to have a love of learning, be curious about the world we live in and to have the confidence to try new ideas and take risks. Children embrace unique talents as well as ensuring that we are 'achieving the best, together'. All within our school family take pride in the role they have by striving for excellence and not perfection. These core values mean that all children achieve their personal bests by having high expectations of themselves and others. A carefully designed curriculum and assessment system, bespoke to our school context, allows our children to make sense of the world and their place in it, as well as respecting and valuing other individuals and communities.

Ash Green has strong collaborative links with all settings within The Societas Trust. The team are outward facing in their pursuit of self-sustaining school improvement.

[Ball Green Primary School](#)

Ball Green Primary School



Every child. Every chance. Every day.

Ball Green Primary School is a welcoming, medium-sized school and nursery serving the Norton, Ball Green and nearby communities. We take pride in building strong, supportive relationships with children, families and the wider community, creating a respectful and caring environment where everyone can thrive together.

Our vision is to be a "school of smiles," where every child is happy and given the opportunity to grow and improve every day. We focus on nurturing the whole child through an inclusive, fair and consistent approach. Our goal is to prepare every child socially, emotionally and academically for success in the modern world.

We offer tailored support, including nurture groups and alternative provision for children needing extra help. From April 2026, we will expand our support with a new specialist provision for children facing social, emotional and mental health challenges.

Our curriculum is designed to deepen knowledge, skills and vocabulary through a progressive, text-based approach. We encourage cross-curricular learning and outdoor activities to inspire children, while integrating technology to prepare them for the future. At Ball Green, we aim to create confident, well-rounded learners who are ready to embrace their diverse futures.

[Burnwood Community School](#)



Burnwood Community School is a fast paced, exciting and creative school that works hard to ensure that the whole school community is supported. The achievement of our children is our top priority and everyone supports our ethos and school mission statement of 'working together to achieve our best'.

At Burnwood we support and challenge every child, to be resilient, to work hard and to do their best. We work collaboratively across the Trust and beyond to promote a culture in which openness to peer and external scrutiny are balanced by an expectation that we share talents, strengths, and expertise.

All members of the school team share the school values and have the drive to secure rapid and sustained improvement whilst also developing the culture and ethos of the school. We prioritise staff wellbeing and are deeply

[Carmountside Primary Academy](#)



Carmountside Primary Academy is a happy, warm and friendly school serving Abbey Hulton and the wider community to ensure that all children achieve more than they ever thought possible. We have a hardworking, dedicated team who provide the best for our children so they leave us having developed into confident, healthy individuals with the strength of character that enables them to achieve their full potential. We are committed to raising standards and have consistently high expectations of our children both academically and socially.

We are proud of the wide range of opportunities we offer our children. We aim to make learning enjoyable, allowing every individual to succeed in a safe, secure environment. Through our broad and balanced curriculum, we strive to create life-long learners with a hunger for knowledge whilst developing skills and values to become tolerant and respectful young people. We believe that every child has the right to quality education and that this is achieved when parents and schools work together in partnership.

[Ellison Primary Academy](#)



Ellison Primary Academy is a busy but friendly academy, where lots of exciting learning happens. We place great emphasis on children enjoying their learning experience, as well as reaching the highest possible standard of achievement. It's not just about remembering dates and facts...it's also about igniting an interest in learning that will last a lifetime. This would not be possible without our wonderful teaching and support staff. They are dedicated to making sure that all our children enjoy their time here and reach their full potential.

Our school vision is, 'Developing a caring family of creative, critical and collaborative learners'; this is achieved in our highly supportive and caring environment, where children feel safe to make mistakes, learn from those mistakes and become confident, independent learners.

[Gladstone Primary Academy](#)



Gladstone is a two-form entry Primary School situated in Longton with we currently have over 470 pupils on roll. The school was built in 2009 and we have fantastic facilities in our impressive 'state of the arts building and grounds'. Gladstone is a nurturing school where everyone's contribution is valued. We have a talented and dedicated team and a forward thinking and ambitious Governing Board. Our fantastic pupils are well mannered and polite and play an active role in the running of our school and our parents are very supportive and work well with us. We serve as a hub for our local community.

[Goldenhill Primary Academy](#)



At Goldenhill Primary Academy, we are dedicated to providing a strong foundation for every child to thrive, both academically and personally. Our mission is to help each pupil reach their full potential in a nurturing and supportive environment. Central to our ethos are values of respect, exemplary behaviour, and inclusivity, which we foster in all members of our school community, regardless of age, gender, religion, or ability. At Goldenhill, we truly believe in 'Developing the Individual.'

Our provision is designed to inspire a genuine love of learning, which we see as the cornerstone of academic success. We are committed to continuously improving outcomes for all our pupils, ensuring they are well-equipped to meet the challenges ahead. As a fully inclusive school, we warmly welcome students with special educational needs and disabilities, and are dedicated to providing the support they need to flourish.

[Oaklands Nursery School](#)



We are one of the last 2 remaining standalone Local Authority Maintained Nursery Schools in Staffordshire. We work closely with The Societas Trust as an associate partner, which is comprised of 8 primary settings in North Staffordshire, including Ellison Primary Academy. We provide education for children aged two to five years with a caring, passionate and experienced staff team.

At Oaklands, we put the children at the heart of all we do, providing a truly child centred, creative and holistic approach to early years education. Our approach nurtures and empowers children to be curious, make their own choices and become confident and resilient individuals. Through this approach, we aspire to foster a lifelong love of learning. Staff are exceptionally skilled at knowing each child's interests, needs and next steps. The partnership with the Trust makes a positive difference to leaders, staff and children due to the enhanced range of opportunities, training and support provided.

[Sandford Hill Primary School](#)



Sandford Hill Primary School is a large, two-form entry school situated in Longton, where every child is valued, nurtured and inspired to succeed.

At the heart of our school community is our motto—*Thoughtfulness, Respect and Hard Work*. These values shape daily life at Sandford Hill and can be seen in the kindness our children show one another, the strong and supportive relationships between staff and pupils, and the close partnerships we build with families and the wider community.

We pride ourselves on providing a safe, inclusive and stimulating environment where children feel happy, confident and ready to learn. Our dedicated and passionate staff team is committed to ensuring that every child receives a rich, broad and balanced curriculum. Learning at Sandford Hill is designed to be engaging, meaningful and enjoyable, encouraging curiosity and a love of learning that lasts a lifetime.

We believe that every child has unique talents and potential, and we work hard to ensure that all children are supported and challenged to achieve their very best.

[Summerbank Primary Academy](#)



Summerbank is a large, multicultural primary school situated in the north of Tunstall.

We provide children with an engaging, high quality, all round education in a vibrant, well-resourced and inclusive environment. We see our school as a family and we take pride in creating a caring and supportive ethos where each member thrives, our motto is 'together we grow'.

Children in our school are happy, polite and keen to learn and our talented and creative staff work hard to make sure every child has the opportunity to reach their full potential. Our curriculum is relevant and engaging and is taught well, this along with high expectations and a committed staff team ensures that children have good progress and attainment.

We are privileged to have a school community where a high proportion of our children and families originate from different areas across the world, bringing together a richness of culture and language which we celebrate at Summerbank. We want our children to take advantage of all the opportunities life has to offer - we plant the seed to grow their dreams.

Employee Benefits.

As a valued member of staff or governor at The Societas Trust, not only will you be part of an organisation that is dedicated to ensuring 'Great Learning Opportunities for All', which is embedded in our core values of Moral Leadership, Collaboration, Uniqueness and Innovation, you will also have access to a wide range of employee and governor benefits enabling you to thrive. These include:

- Automatic enrolment into guilt edged pension schemes: Teachers' Pensions Scheme for teachers; Staffordshire Local Government Pension Scheme for all other staff
- Cancer and Chronic Illness Support*
- Child Care Vouchers
- Counselling*
- Cycle To Work Scheme
- Discounted Gym Memberships
- Food Sensitivity Testing*
- Financial Wellbeing Support*
- Integrated GP Services*
- Long Service Award after 25 years' continuous service*
- Menopause Support*
- Mindfulness Support and 'Mastering Mindfulness' courses*
- Nurse Support*
- Physiotherapy*
- Private Medical Operations
- Recognition of relevant continuous service on appointment
- Staff Workshops, including Health Screening and Stress/Mindfulness Workshops
- Virtual Gym*
- Weight Management*
- Wellbeing Day - an additional day off work for your wellbeing
- Wide Range of Continuing Professional Development and Career Progression Opportunities

*These benefits are also available to our governors

(Please note that terms and conditions apply to some benefits)



Wellbeing



SOCIETAS TRUST (GLADSTONE PRIMARY ACADEMY)

JOB DESCRIPTION



JOB TITLE:	PART TIME PERMANENT EARLY YEARS PRACTITIONER (3 DAYS PER WEEK)
GRADE:	LEVEL 5: POINT 7-12

Job Description

The main purpose of this role is to support children across the Foundation Stage with their early learning and development skills. The post holder works under the direction of and is deployed by the class teacher and will be line managed by the Class teacher/Foundation Stage Leader.

This post holder will need to provide occasional emergency short term cover for a class (up to 2 days during any short-term absence). The post holder may be required to guide and assist lower grade staff during any cover i.e. apprentices or work experience students.

The post holder will have the responsibility for formal assessments of the children with whom they work and be accountable for their progress alongside the class teacher.

The post holder will be required to hold a full and relevant childcare qualification at level 3 or above.

Key Duties / Responsibilities

1. To work with individual or small groups of children of all abilities, under the direction of the class teacher/Foundation Stage Leader
2. To provide classroom 'short term' emergency cover up to (and including) 2 days during any short – term absence and provide regular PPA cover within the team.
3. To act as a key worker for a group of children and establish and build positive relationships with the children, parents and carers
4. Implementing IEPs for children with SEND
5. Participate in the planning and evaluation of the learning activities with the teacher/team, providing feedback to the teacher on pupil progress
6. Keep children's individual Profiles, Learning Journeys and SEN folders (if applicable) up to date and to hand
7. Under the direction of the class teacher/SENCo lead group interventions for children with SEND
8. To work with outside agencies and, where appropriate, attend key appointments with a child i.e. Speech and Language
9. Under the direction of the class teacher/SENCo share information about pupils with other staff, parents / carers, internal and external agencies, as appropriate
10. Support learning by arranging/preparing resources for lessons/activities under the direction of the teacher or in accordance with an intervention being delivered, setting up activities/ indoor and outdoor provision before or at the end of the school day
11. Support pupils by nurturing their social and emotional well-being, reporting problems to the teacher or appropriate link staff

12. To develop the language and communication skills of the children by modelling language and appropriate interactions in line with the Stoke Speaks Out Agenda
13. Assess children against the Foundation Stage Profile and keep an evidence base of progress, contributing to the class teacher's assessment procedures
14. Set up and clear away resources ensuring that they are clean and tidy and that appropriate risk assessments have been carried out
15. Attend to the children's personal needs, including assisting the children with personal care
16. Work with the class staff to maintain a clean, safe and inspiring learning environment, contributing to display work both in and out of the classroom
17. Support other less experienced staff i.e. work experience students or apprentices
18. Assist in escorting and supervising pupils on educational visits, out of school activities or to outside agency appointments i.e CAMHs or Speech and Language
19. Attend relevant training and staff meetings where appropriate
20. Support the induction of new children into the setting and where applicable conduct home visits and visits to other settings alongside the Home / School Link Worker and / or Class teacher
21. Adhere to all academy and Trust policies
22. Be qualified in Level 1 Safeguarding
23. To maintain confidentiality in relation to pupils' personal circumstances in line with GDPR regulations
24. Contribute to wider academy life by attending events e.g. discos, film nights, fayres, parents evenings, performances, after school clubs
25. Attend to any other reasonable duties required by the Headteacher

SOCIETAS TRUST (GLADSTONE PRIMARY ACADEMY)



JOB SPECIFICATION

JOB TITLE:	PERMANENT PART TIME EARLY YEARS PRACTITIONER (3 DAYS PER WEEK)
GRADE:	LEVEL 5: POINT 7-12

Minimum Essential Requirements

Personal Qualities

- Patience, nurturing, understanding and a sense of humour
- Good team player
- Willingness to take an active role in the wider life of the school

Qualifications and Experience

- The post holder will be required to hold a full and relevant childcare qualification at level 3 or above.

Knowledge

- An understanding of the varied needs of children as they develop both socially and academically
- Knowledge of behaviour management techniques that support school and classroom practices.
- Knowledge and compliance with policies and procedures relevant to safeguarding and health and safety
- Have a secure knowledge of the EYFS curriculum and assessment

Skills and Aptitudes

- A commitment to promoting equal opportunities and promoting individual needs
- Ability to deliver interventions as appropriate
- Awareness of confidentiality
- Ability to work as part of a team
- Ability provide occasional cover as part of the Foundation Stage team
- Able to manage time effectively, working within time frames and meeting deadlines
- Ability to be flexible to the needs of the children
- Effective communication, interpersonal and organisational skills
- Ability to use IT to support pupils learning
- An ability to fulfil all spoken and written aspects of the role with confidence through the medium of English

Training and Professional Development

- Willingness to take part in appropriate training and personal and professional development

Job Specification

JOB SPECIFICATION LEVEL 5 EARLY YEARS PRACTITIONER

Criteria	Essential	Desirable	How identified
Qualification	<ul style="list-style-type: none"> The post holder will be required to hold a full and relevant childcare qualification at level 3 or above. 	<ul style="list-style-type: none"> Evidence of further study 	Application Interview
Application	<ul style="list-style-type: none"> x 2 references. Well-structured supporting letter outlining skills, knowledge and expertise that has prepared the candidate for this post. High standard of presentation. 	<ul style="list-style-type: none"> Visit to the school 	Application References
Experience	<ul style="list-style-type: none"> Experience working within an EYFS setting. 	<ul style="list-style-type: none"> Experience working within a Primary School Setting. 	Application Interview References
Knowledge	<p>Knowledge and understanding of:</p> <ul style="list-style-type: none"> The EYFS curriculum and linked documents. A wide range of adaptive teaching methods. An attractive, well-ordered and stimulating environment, purposeful and safe learning environment. Effective use of strategies, including ICT and other learning resources. Prioritising tasks under pressure, and always maintaining high professional standards and work to deadlines. Knowledge of Special Educational Needs Code of Practice 	<p>Knowledge of:</p> <ul style="list-style-type: none"> Knowledge of Stoke Speaks Out. Children's speech and language development. Working with other professionals to meet the needs of the children. 	Application Interview References
Skills and aptitudes.	<ul style="list-style-type: none"> Show a commitment to promoting equal opportunities and promoting individual needs Ability to deliver interventions as appropriate Awareness of confidentiality Ability provide occasional cover as part of the Foundation Stage team 	<ul style="list-style-type: none"> Record keeping for all children. 	Application Interview References

	<ul style="list-style-type: none"> • Able to manage time effectively, working within time frames and meeting deadlines • Ability to be flexible to the needs of the children • Effective communication, interpersonal and organisational skills • Ability to use IT to support pupils learning • An ability to fulfil all spoken and written aspects of the role with confidence through the medium of English 		
Relationships with Parents and the Wider Community.	<ul style="list-style-type: none"> • Understanding the importance of learning outside the school context. • Liaising effectively with parents 		Application Interview
Manage own Performance and Development	<ul style="list-style-type: none"> • Understanding the importance of school policies and practices. • Maintaining the ethos of a school by encouraging good discipline, respect within the classroom. 	<ul style="list-style-type: none"> • Taking responsibility for own professional development • Contributing to the corporate life of the school through effective participation in school events. 	Application Interview
Relationships with others.	<ul style="list-style-type: none"> • Establishing effective working relationships with professional colleagues • Working as part of a team 		Application Interview References
Support to the School.	<ul style="list-style-type: none"> • Promoting and safeguarding the welfare of children. • Being aware of, supporting and ensure equal opportunities for all. • Contributing to the overall ethos/work/aims of the school. • Participating in training and other learning activities and performance development as required. 	<ul style="list-style-type: none"> • Undertaken training on the safeguarding of children • Safeguarding Level 1 and Prevent training within the last 3 years • Having a developing knowledge of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality 	Application Interview References

		and data protection.	
Other requirements	<ul style="list-style-type: none"> • All post holders will be required to undertake an enhanced DBS check. Individuals on the children's barred list (and adults barred list where relevant) should not apply. • A willingness to take on any additional responsibilities, which might from time to time be determined by the Headteacher. • Having a warm, sensitive, nurturing and flexible approach with a good sense of humour. • Showing a commitment to the school and a passion for teaching • Good communication skills • Setting a good example through presentation and personal/professional conduct 		DBS check Application Interview References

Application Guidance:

If you decide to apply for this post applicants are required to complete an application form, CVs will not be accepted. Your formal letter of application (supporting statement) should be no more than 1000 words and should include:

- Why you are attracted to the post
- How your experiences and achievements address the job description and personal specification
- What skills and attributes you can bring to the contribution of the Academy Team

For further details and to request an application form please email office@gladstoneprimary.org.uk or visit the academy webpage.

- Visits to the Academy are strongly encouraged prior to application, to arrange please call the office on 01782957267
- Deadline for applications: June 1st at 9.00am
- Interviews: Week Beginning: 8th June 2026

If you have not received communication from the academy inviting you for interview within **5 working days** of the closing date of the post, you can assume that you have not been shortlisted on this occasion. We thank you for your interest in our organisation and would encourage you to apply for suitable vacancies in the future.

Safeguarding:

Gladstone Primary Academy is committed to the safeguarding and welfare of children and young people and expects all its employees to share this commitment. This post is exempt under the Rehabilitation of Offenders Act (1974) and all shortlisted candidates will be asked to complete a criminal record self-declaration and be subject to references and online social media checks. Appointment to the post will be subject to a satisfactory enhanced check by the Disclosure & Barring Service.

To comply with Asylum and Immigration legislation you will be required (if appointed) to provide one or more documents from the Immigration Act 2006 - List A and B. You must provide proof of current and valid permission to be in the United Kingdom and valid permission to do the type of work offered. Further information is available at: www.bia.homeoffice.gov.uk/employers/

For More information about The Societas Trust, please visit our website:

<https://www.societastrust.org.uk/>