



Teacher of Science:

Haywood Academy

part of the City Learning Trust

Level - MPS (potential TLR for suitable candidate)

Closing date: 10th May 2024

Interview: w/c 13th May 2024

Start date: TBC



**United by our
values, we place
children and young
people first in
everything we do.**



Dear Colleague,

Re: Teacher of Science

Thank you for your interest in Haywood Academy.

Haywood Academy has a dedicated and talented team of staff who are committed to ensuring that the young people in its care are supported and nurtured to achieve the very best they can. Staff work closely with all of the Academies in the Trust to improve outcomes and life chances for our young people and enjoy a particularly effective relationship with CLT central staff, who work across all of the Trust's Academies.

If you want to work in a partnership of Academies committed to cooperation and collaboration; unlock talent and fulfil potential, then this post is just right for you. In return, you will be supported and encouraged to develop further and enjoy a long and rewarding career working across the City Learning Trust.

The successful candidate will demonstrate excellent practice to ensure that all of our young people have the richest quality of education we can provide. We would like a candidate who has a passion to develop standards, pedagogy and practice, will be child-centred and able to inspire young people to be the best that they can be.

You will join the Trust at an exciting time, we have a unique, bespoke Professional Growth programme and remain committed to 100 hours of CPD for all staff who work with children. We also have an extensive professional support package available to all CLT employees, to ensure you can be the best you can be for our young people every day.

As Chief Executive Officer, I am proud to provide strategic leadership in line with the culture, ethos and values of the Trust and its member Academies. The Trust Board has unwavering expectations to deliver the highest quality educational experiences and outcomes for the children and young people in its care.

If you are interested in having an informal conversation about this opportunity and/or wish to arrange a visit to the Academy please contact Marie Faichney, HR Director, who will arrange such (01782 853535). The letter in support of your application should be no more than 2 sides of A4. You may, if you wish, submit a CV with your application but not instead of it. Please send your application to HR@citylearningtrust.org.

Carl Ward

Chief Executive Officer



It is both a great privilege and a huge honour to be the Principal at Haywood Academy. At Haywood Academy we aim to inspire our young people.

I am very proud to say that I was born and educated in Stoke-on-Trent with a family history of miners and pottery workers. It's said that in Stoke-on-Trent we don't shout about our city, but I believe that we certainly have lots of personality, bags of pride, a rich cultural heritage, and hardworking, caring communities. In my opinion Stoke-on-Trent is a wonderful place to be educated, to live and to work.

At Haywood Academy, we aim to inspire our young people.

I am determined that the academy delivers an education that reflects our values. We are ambitious for our young people to unlock their potential by working together and remaining committed to our local community. We want our young people to be innovative, brave and creative, as well as being kind and having respect for others. We are proud to be the first Kindness Matters academy in Stoke-on-Trent, and we foster an ethos of care in a warm, friendly atmosphere. We have the highest expectations of ourselves, as well as for our young people.

Every child at Haywood Academy is respected as an individual and we promote a 'can do' culture to ensure that our young people achieve great things. The academy provides inspirational experiences for our students, whether through academic work, competing in sports, participating in the performing arts or through a plethora of trips and visits. We are delighted to be part of the Character and Arts Foundation, and as such our students are able to participate in life-affirming and life-changing opportunities each term.

Our wider curriculum offer covers a range of topics including current affairs, fundamental British values and links to further education, careers, apprenticeships and local businesses. Such experiences help to shape our young people as they go through our academy and beyond to further education, training or employment and then on into their adult lives.

We pride ourselves in being committed to ensuring that the academy's community is at the heart of everything we do. Daily, I am reminded how blessed the academy is to have extremely talented and dedicated staff that always go above and beyond for our young people to ignite their minds, touch their hearts and develop their talents and skills.

I strongly believe that education can unlock the potential of all children to achieve their hopes, dreams and aspirations. Here at Haywood Academy we encourage our young people to dream big, work hard and have no ceiling on their aspirations. I am passionate that all young people should have the opportunity to achieve great things, and be happy.

If you would like to part of a vibrant, successful and happy school, committed to enhancing the experiences and chances of young people in Stoke-on-Trent, then we would love to hear from you.

Adele Mills

Principal, Haywood Academy



Haywood Academy

We are a successful academy that provides high quality education for the young people of Burslem, and the surrounding area in Stoke-on-Trent.

We are popular and oversubscribed with approximately 1200 students on roll. Between 11-16, each year group has 210 students on roll.

Each year around 500 students apply for 210 places in Year 7.

The academy has been consistently graded as 'Good' by Ofsted. Its latest inspection was in April 2023 where it received an extremely complimentary report. Haywood was the founding member of the City Learning Trust and was the first convertor Academy in the City of Stoke on Trent.

The academy is also the only academy in the country to win two national awards of excellence from the DfE in the same year, the Regional Pupil Premium Award and the Regional Character Education Award.





City Learning Trust

The City Learning Trust is a family of academies sharing resources and expertise: united by our values, we place children first in everything we do.

We believe in the power of collaboration and cooperation to unlock talent and fulfil potential. We want all children and young people within our Trust to be the best that they can be and are firmly committed to achieving our mission to create a world class education system for the communities we serve.

Children in the City Learning Trust have the best opportunities to develop their education and skills. Our mission is to provide the strongest start in life to enable our community to contribute in their own futures. We don't just want them to be employed, we want them to believe that they can change the world with their choices. There are no limits for any of our children as we inspire them to be lifelong learners and fully rounded citizens so they can adapt in an ever-changing world.

In our Trust, education is linked up from 3 to 19. Skills and qualifications are allied to an increasing understanding of the value of continuous learning and social responsibility as well as tolerance, kindness and compassion.

In recognition of our Professional Growth Package, opportunities for children through the Character and Arts Foundation and our leadership programme we were awarded Multi Academy Trust of the year in December 2023.

Our values are important to us and guide the work we do:

Ambition: Our academies aim to unlock the potential for all learners to achieve their dreams, hopes and aspirations.

Cooperation: We value working together in teams, supporting each other, and sharing expertise and accountability to improve standards.

Commitment: Our academies are a family of Academies with a common bond, dedicated to the communities that they serve.

Creativity: We encourage innovation and the use of imagination and original ideas in all our Academies.

Leadership: We believe in listening to, inspiring and empowering our learning communities so that they can achieve their true potential.

Respect: We value all people and organisations abilities, qualities and achievements, and operate using the principles of equality, equity and solidarity.

The Trust is on a journey from Good to Great. Through cooperation and collaboration, we develop sustainable partnerships that will provide a legacy for tomorrow's generation. This enables our member academies to become greater than the sum total of their parts.

The City Learning Trust is a registered charity and a DfE sponsor. We have a range of strategic partners and work closely with a number of multi-academy trusts to raise standards.

Professional Growth with the City Learning Trust

Our Professional Growth model offers a unique and comprehensive package of support for our teachers, education support staff and leaders. It is the first of its type across the country and puts professional learning at the heart of your professional development.

The City Learning Trust offers a minimum 100 hours committed time to you to advance your own professional skills for the good of our children. We have two priorities:

- **World class experience and outcomes for our young people - always**
- **Developing and recruiting great staff to unlock and deliver for young people - without fail**

The City Learning Trust understands that you cannot have one without the other. To be able to give our children what they need, we must give you everything that you need to be the best that you can be in this demanding profession.

The programme is bespoke to your individual needs and is built around you. The work you undertake will be connected to your performance management cycle to ensure that you can truly focus on mastering improvements.

All City Learning Trust employees also have access to a range of benefits, discounts, salary sacrifice schemes and well-being support packages to allow them to be the best they can be for our young people – always.

During the 100 hour commitment, you will have the opportunity to:

- Network with colleagues across the Trust;
- Undertake professional research into your area of development;
- Arrange professional discussions for coaching and mentoring;
- Participate in monthly seminars;
- Use the time to progress your own national professional qualifications;
- Arrange visits to our partner academies;
- Participate in holistic well-being opportunities.



Building Talent programme

The City Learning Trust has developed its own talent management strategy as part of its Professional Growth commitment.

We are entirely committed to nurturing the talents of our workforce's aspirations to have as broad an impact as possible for the benefit of our young people.

If you have a particular goal in mind for your career, we are committed to supporting you in your Professional Growth journey.

Rewards and Recognition

This is key to the development of our City Learning Trust culture.

As an employee of ours, you will be recognised for your efforts through:

- Access to a range of salary sacrifice schemes, extending from healthcare benefits to discounts on personal electronic devices;
- Regular engagement to consult with you about your experience as a colleague in the City Learning Trust and your opinions on how we could do things differently;
- Recognition from a whole Trust awards event that celebrates your success and commitment across the year.



Job Description

Job Purpose:

The teacher will:

- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document
- Meet the expectations set out in the Teachers' Standards

Job Duties & Responsibilities

Teaching

- Plan and teach well-structured lessons to assigned classes, following relevant plans, curriculum and schemes of work
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment
- Adapt teaching to respond to the strengths and needs of pupils
- Set high expectations which inspire, motivate and challenge pupils
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge
- Participate in arrangements for preparing pupils for relevant assessments

Whole-school Organisation, Strategy and Development

- Contribute to the development, implementation and evaluation of the academy's policies, practices and procedures, so as to support the academy's vision and values
- Make a positive contribution to the wider life and ethos of the academy
- Work with others on curriculum and pupil development to secure co-ordinated outcomes
- Provide cover, if appropriate, in the unforeseen circumstance that another teacher is unable to teach

Health, Safety and Discipline

- Promote the safety and well-being of pupils
- Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment

Professional Development

- Take part in the academy's performance management procedures
- Take part in further training and development in order to improve own teaching

Communication

- Communicate effectively with pupils, parents and carers
- Provide appropriate feedback to stakeholders, where appropriate and relevant

Working with Colleagues and Other Relevant Professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the academy
- Develop effective professional relationships with colleagues
- Be an ambassador for the academy, and for the City Learning Trust

Personal and professional conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside academy
- Have proper and professional regard for the ethos, policies and practices of the academy, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities

Safeguarding

- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our Safeguarding and Child Protection policies
- Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary
- Promote the safeguarding of all pupils in the academy

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the Headteacher /Principal or Line Manager.



Person Specification

Qualifications & Experience

Qualified Teacher status

Degree

Successful teaching experience - **desirable**

Experience of teaching Post-16 - **desirable**

Skills and Knowledge

Sound subject and curriculum knowledge

Knowledge of effective teaching and learning strategies

A good understanding of how children learn

Ability to adapt teaching to meet pupils' needs

Ability to build effective working relationships with pupils and adults in academy

Knowledge of guidance and requirements around safeguarding children

Knowledge of effective behaviour management strategies

Good ICT skills, particularly using ICT to support learning - **desirable**

Person Specification

Personal Qualities

A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the academy

High expectations for children's attainment and progress

Ability to work under pressure and prioritise effectively

Commitment to maintaining confidentiality at all times

Commitment to safeguarding and equality

Ability to work effectively as part of a team

NOTE: This job description may be amended at any time in consultation with the postholder



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