



Learning Support Practitioner

Haywood Academy, part of the City Learning Trust

Level: 5

SCP: 7 - 12

Salary: £18,646 per annum

Hours of work: 30 hours per week, term time only

Closing date: 27th February 2026

Interview: TBC

Start date: TBC



United by our values, we place children and young people at the heart of all we do.

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At Haywood Academy, we work hard to create environments that are welcoming, caring, calm, safe and purposeful.

- Are you calm and cheerful, and want to make a difference to young people and their learning?
- Can you spot when "I don't get it" really means "I don't want to try"?
- Do you know how to calm teenage dramas, celebrate small wins, and turn "I can't" into "I can"?

Then welcome to Haywood:
a special place where we
Dream, Believe, Achieve.



About the role:

We are looking for a caring, enthusiastic and resilient Learning Support Practitioner to join our team. You will support pupils across a range of subjects - in the classroom, in small groups and sometimes one-to-one - helping them to grow in confidence, independence and ambition. develop confidence.

Haywood Academy is a school where the challenges are real and the rewards are significant. As a learning mentor, you will be one of the adults who makes our school feel safe, supportive and full of possibilities.

What you'll be doing:

- Supporting pupils in lessons, making learning accessible and achievable ;
- Providing tailored help for individuals or small groups who need extra support ;
- Encouraging positive attitudes, resilience and belief in their own ability ;
- Working closely with teachers to plan support that makes a real difference;
- Being a trusted adult who listens, guides and motivates pupils through challenges ;
- Helping pupils to celebrate successes — big and small.

The kind of person we are looking for:

- Has patience, empathy and a sense of humour;
- Understands that learning at secondary level can be tough, and knows how to encourage pupils to keep going;
- Can stay calm, positive and solution focused - even when teenagers test your limits;
- Wants to make a genuine difference in the lives of young people;
- Works well as part of a supportive team.



What we offer:

- A welcoming and dedicated school community;
- Training and professional development to help you grow in your role;
- A supportive team that has each other's backs;;
- The reward of knowing you have helped a young person take the next step forward.

And yes, we offer:

- A supportive team you can rely on
- A reason to get out of bed (even on a Monday)
- The kind of job that reminds you why you want to work with children and young people

If this sounds like your cup of tea, we'd love to hear from you!

If you want to know more about us and the work our Trust is doing, keep reading, or visit our website - www.haywoodacademy.co.uk

Safeguarding:

Haywood Academy and the City Learning Trust are committed to safeguarding and promoting the welfare of children and young people. All appointments are subject to safer recruitment checks, including an enhanced DBS check. All staff are expected to act in line with statutory safeguarding guidance at all times



Dear Colleague

Re: Learning Support Practitioner

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 bespoke 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 the 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 the 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.

Dr Carl Ward

Chief Executive Officer



United by our values, we place children and young people at the heart of all we do.

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

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City Learning Trust

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, understanding 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.

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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 comprehensive CPD package for you to advance your own professional skills for the good of our children. We have two priorities:

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

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 CPD programme 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 #CLTTogether events;
- 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.



Person Specification contd...

Knowledge, Education and Training
Good standard of general education, including English and Maths - essential
Commitment to safeguarding and promoting the welfare of children and young people - essential
Relevant qualification in mentoring, youth work, behaviour support or a related field - desirable
First aid training, or willingness to attend training - desirable
Training in supporting children with social, emotional or mental health needs - desirable
Relevant Experience
Experience of working with or supporting young people - essential
Experience in building positive, trusting relationships with children - essential
Experience of encouraging positive behaviour and supporting children through challenges - essential
Experience of working in a school or similar environment - desirable
Experience of supporting children with complex or additional needs - desirable
Experience of delivering small-group interventions or wellbeing sessions - desirable
Skills and Abilities
Strong communication and listening skills - essential
Ability to remain calm, patient and professional in challenging situations - essential
Ability to motivate, encourage and guide young people - essential
Ability to work well as part of a team and use initiative when needed - essential
Ability to keep accurate records and maintain confidentiality - essential
Ability to run structured mentoring or wellbeing sessions - desirable
Ability to develop and use resources for social, emotional or academic support - desirable

Personal Qualities

Empathetic, supportive and able to build trust quickly - **desirable**

Resilient, positive and solution-focused - **desirable**

Reliable, consistent and committed to the role - **desirable**

Flexible and able to respond to the needs of different children - **desirable**

A strong belief in the potential of every young person - **desirable**





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