



Teacher of Science

Maternity Cover – fixed term 12 months

Trentham Academy, part of the City Learning Trust

Salary: MPS/UPS

Closing date: 16th March 2026

Interview: Week commencing 23rd March 2026

Start date: September 2026



City Learning Trust

Inspiring Outstanding Achievement

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



At the heart of Trentham Academy are our core values, which shape every aspect of school life:

- Respect
 - Responsibility
 - Optimism
 - Integrity
- Do you believe that great science teaching builds curiosity, confidence and critical thinking?
 - Do you enjoy helping young people make sense of the world around them; from atoms to ecosystems, from equations to experiments?
 - Do you want to work in a school where relationships matter and leadership supports you to do your job well?

Trentham Academy is a consistently oversubscribed secondary school, recognised as having a strong leadership team and a caring, supportive pastoral team. Our students are at the centre of everything we do. Staff work hard, support one another and give generously of their time because they care about the young people in front of them.

We are seeking to appoint a passionate and committed Science Teacher to join our strong and collaborative department.

About the role:

You will teach Science across Key Stages 3 and 4; delivering well-planned, engaging lessons that enable pupils of all abilities to succeed. You will contribute to a department that values clarity, subject knowledge and teamwork.

Science outcomes at Trentham are strong; we want someone who will build on this by combining high expectations with strong relationships and consistent routines.

What you will be doing:

- Planning and delivering high-quality Science lessons across KS3 and KS4
- Teaching in line with the department curriculum and assessment model
- Using assessment effectively; identifying gaps and adapting teaching accordingly
- Creating a calm, purposeful classroom environment
- Supporting pupils of varying abilities; including those with additional needs
- Contributing to intervention, revision and enrichment activities
- Working collaboratively with colleagues to share practice and resources
- Communicating effectively with parents and carers about progress and next steps
- Upholding the academy's behaviour policy consistently and fairly



Working at Trentham Academy:

You will be part of a staff team who go above and beyond for students. Visitors regularly comment on the warmth of relationships across the school. Leadership is visible and supportive; professional development is taken seriously; and staff wellbeing matters.

Our facilities are not new, though we are proud of our recently opened state-of-the-art hockey pitch. What defines Trentham is not the building; it is the people inside it.

If this sounds like a place where you would thrive professionally and contribute meaningfully, we would be pleased 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.trenthamacademy.coop

Professional responsibilities:

- Fulfil the professional duties of a teacher in line with the School Teachers' Pay and Conditions Document and Teachers' Standards
- Contribute positively to the ethos and values of the academy
- Participate in CPD and performance development
- Maintain accurate records and meet reporting deadlines
- Uphold safeguarding and child protection responsibilities at all times

Safeguarding:

Trentham 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.



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It is my pleasure to introduce Trentham Academy. I am immensely proud of this academy and delighted to be its Principal. Trentham Academy has the strength, character and further potential to be a leading centre of education both nationally and globally.

At the heart of Trentham Academy are our core values:

- Respect
- Responsibility
- Optimism
- Integrity

These principles shape every aspect of school life and guide our commitments to nurturing both academic excellence and personal growth. While we are proud of our strong academic outcomes, we believe that education is about far more than exam results.

Our students benefit from a rich and varied curriculum that sparks curiosity and ambition, complemented by a wide array of extra-curricular opportunities to help them develop into confident, capable and well-rounded individuals. This includes opportunities created through the Character and Arts Foundation – a unique organisation, brought to life by the City Learning Trust, for the children of Stoke-on-Trent.

At Trentham Academy, students use their individual iPads and we have a strong emphasis on digital literacy and communication embedded throughout the curriculum, we are equipping our young people with the skills they need to thrive in an ever-evolving world.

We are proud of our excellent staff, who are dedicated to nurturing every student's potential. Our inclusive ethos ensures that all young people feel supported, valued, and empowered to succeed. We also offer outstanding opportunities for student leadership, helping our learners develop the skills and confidence to shape their own futures.

At Trentham Academy, we care deeply about every student's journey. We want the very best for each individual – academically, personally and socially - so that they are prepared for lifelong success.

If this describes a learning environment that you want to be a part of, I look forward to meeting you and hearing about how you can contribute to the future success of our academy and its students.

Emma Wagg
Principal, Trentham Academy



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Person Specification

Qualifications

ESSENTIAL

- Qualified Teacher status
- Degree in Science or a related subject

DESIRABLE

- Specialism in Biology, Chemistry or Physics
- Evidence of further professional study

Experience

ESSENTIAL

- Experience of teaching Science in a secondary setting
- Experience of planning and delivering lessons that support pupils of varying abilities
- Experience of using assessment to inform teaching

DESIRABLE

- Experience of teaching across KS3 and KS4
- Experience of contributing to intervention or revision programmes.

Knowledge and understanding

ESSENTIAL

- Secure subject knowledge across secondary Science
- Understanding of curriculum and assessment requirements at KS3 and KS4
- Knowledge of effective behaviour management strategies
- Understanding of safeguarding and statutory guidance

DESIRABLE

- Knowledge of recent curriculum developments in Science.

Skills and abilities

ESSENTIAL

- Ability to explain complex scientific concepts clearly
- Strong classroom management; able to establish routines and expectations
- Ability to build positive relationships with students and colleagues
- Good organisational skills; able to manage workload effectively
- Confident use of IT to support teaching and assessment

DESIRABLE

- Ability to contribute to curriculum development
- Experience of leading an area of responsibility within a department

Personal qualities

ESSENTIAL

- High expectations for student's attainment and progress
- Calm, consistent and fair
- Reflective and open to professional development
- Team-orientated and willing to contribute to wider school life
- Committed to inclusion and equality of opportunity



Dear Colleague,

Re: Teacher of Science

Thank you for your interest in Trentham Academy.

Trentham 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; where you can 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 CPD for all staff who work with children. We also have a considerable 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 this (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



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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.

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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 experience 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.





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