



Teacher of English

Level: MPS /UPS

Crossway Enhanced Provision, part of Haywood Academy

Closing date: 27th May 2026

Interview: TBC

Start date: TBC



BUILDING FUTURES TOGETHER



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

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



At Crossway Enhanced Provision, we work hard to create environments that are welcoming, caring, calm, safe and purposeful.

- Are you the kind of teacher who does not give up on young people; even when they have given up on school?
- Can you stay calm when behaviour is challenging; build trust when it has been broken; and keep your expectations high every single day?
- Can you find ways to make English work for children it has not worked for before?

Then welcome to Crossway:

a special place where we aim to:
Engage, Experience, Empower.



About the role:

We are looking for a resilient, skilled and committed Teacher of English to join our team. You will work with children in Key Stage 3 and Key Stage 4 who have been excluded from mainstream settings or are disengaged with school and need a different approach to their education.

This provision operates as part of Haywood Academy within the City Learning Trust.

Our children often arrive with disrupted educational experiences and a range of additional needs. Some will present with extremely challenging behaviour; many will have experienced trauma or adverse childhood experiences. Our approach is therefore grounded in trauma-informed practice, an understanding of the issues children face and restorative ways of working; this means consistency, patience and strong relationships are essential. Relationships come first; learning follows.

We work differently here. Classes are small; the curriculum is flexible and bespoke; and every day is built around our mission to engage, enrich and empower young people.

This is not an easy role. It requires adaptability, creativity and resilience.

However, it is a role where you can genuinely change the direction of a young person's life.

What you'll be doing:

- Building strong, consistent relationships that support both behaviour and learning;
- Managing behaviour through calm, consistent, trauma-informed and restorative approaches;
- Working closely with pastoral staff, leaders and external agencies to support each child;
- Teaching English in a way that is engaging, creative and relevant; helping children rediscover interest in learning;
- Moving beyond traditional approaches when needed; making learning meaningful, accessible and motivating;
- Adapting lessons to meet a wide range of needs, including significant gaps in literacy;
- Re-engaging children with reading, writing and communication;
- Planning learning that extends beyond the classroom, including real-world and partnership-based experiences;
- Tracking progress in a meaningful way; recognising that success looks different for each child;
- Celebrating small wins because here, they matter.

We are looking for someone who:

- Is a qualified Teacher of English with strong subject knowledge;
- Has experience working with children who present with challenging behaviour;
- Understands trauma-informed practice and the impact of adverse childhood experiences;
- Can remain calm, consistent and confident when situations are difficult;
- Is flexible, creative and willing to do things differently;
- Can make English engaging for children who may have switched off from education;
- Has high expectations and believes every child deserves a second chance;
- Is resilient, reflective and able to start again each day;
- Wants to make a genuine difference to young people who need it most.



What we offer:

- A dedicated and experienced team who understand the work and support each other;
- Clear and supportive leadership within the provision and across Haywood Academy;
- The backing of the City Learning Trust; a collaborative family of academies committed to putting children first;
- A strong focus on professional development, including NPQs and bespoke Trust programmes;
- Opportunities to work with external agencies and specialist partners;
- Small class sizes that allow for personalised support, strong relationships and a flexible approach to learning;
- Strong pastoral systems that support both children and staff;
- Wellbeing provision, including counselling and dedicated wellbeing time;
- On-site parking and a distinctive working environment in a historic, creative setting;
- Competitive pension, salary sacrifice and benefit schemes;
- Real opportunities for progression as the provision continues to grow and develop.

At Haywood Academy and across the City Learning Trust, we are committed to unlocking potential and building futures. This role is a chance to do exactly that: one child at a time.

Safeguarding:

The City Learning Trust is 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: Teacher of English

Thank you for your interest in Crossway Enhanced Provision (part of 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.

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.



Person Specification

Qualifications and Training
Qualified Teacher status - essential
Degree in English or a related subject - essential
Commitment to safeguarding and promoting the welfare of children and young people - essential
Training in trauma-informed practice, ACEs or restorative approaches - desirable
Experience of working with excluded children or in an alternative setting - desirable
Evidence of ongoing professional development - desirable
Experience
Experience of teaching English at Key Stage 3 and Key Stage 4 - essential
Experience of working with children who present with challenging behaviour - essential
Experience of building positive, trusting relationships with children who may be disengaged from education - essential
Experience of adapting teaching to meet a wide range of needs, including gaps in literacy - essential
Experience of working with children who have been excluded or are disengaged with school - desirable
Experience of working with external agencies or multi-disciplinary teams - desirable
Skills and Abilities
Ability to build strong relationships with children, colleagues and external partners - essential
Strong subject knowledge and the ability to teach English in a way that is engaging, creative and accessible - essential
Ability to re-engage children with learning and rebuild confidence in literacy - essential
Strong behaviour management skills, delivered in a calm, consistent and relational way - essential
Ability to apply trauma-informed approaches and an understanding of ACEs in practice - essential

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

Ability to adapt teaching quickly in response to changing situations and individual needs - **essential**

Ability to assess and respond to progress in a personalised and meaningful way - **essential**

Ability to work effectively as part of a close, supportive team - **essential**

Ability to design and deliver a bespoke or alternative curriculum - **desirable**

Experience of literacy interventions or alternative pathways - **desirable**

Ability to incorporate real-world learning opportunities into teaching - **desirable**

Personal Qualities

Resilient, patient and emotionally intelligent - **essential**

A commitment to be part of a team of dedicated professionals - **essential**

Calm, consistent and fair, with clear boundaries - **essential**

Reflective and open to feedback and development - **essential**

Flexible and adaptable in a fast-changing environment - **essential**

Committed to high expectations and second chances for every child - **essential**

Motivated by making a difference to children who need it most - **essential**

Creative in approach and willing to try new strategies - **desirable**

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

The City Learning Trust is committed to safeguarding our young people. All applicants and candidates will be subject to all relevant checks and procedures in accordance with our safeguarding policy.



City Learning Trust

Inspiring Outstanding Achievement

