Teacher of Science

Haywood Academy, part of the City Learning Trust
Level: MPS / UPS

Closing date: 30th November 2026
Interview: 3rd December 2026
Start date: TBC

Haywood Academy
Dream, Believe, Achieve

City Learning Trust
Inspiring Outstanding Achievement

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.

- Do you believe that every young person deserves the chance to dream big?
- Do you help them believe in themselves, even when the world doesn't?
- Do you teach in a way that helps them not just achieve grades, but purpose, pride and belonging?

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



About the role:

We're looking for a passionate, resilient and values-driven classroom teacher to join our team. This isn't a role for the faint-hearted: but it is a role for the big-hearted. You'll be part of a community where your presence will matter more than you may ever fully realise.

Because here at Haywood, our students need you. Many face barriers that go beyond the classroom. What they don't need is pity: they need people who see their potential, believe in them fiercely, and won't give up. They deserve teachers who understand that success isn't only about results, but about building confidence, belonging, and the belief that their future can be different.

If you're passionate about building a better future for the young people of Stoke-on-Trent: this is the place for you.

What you'll de doing:

- Inspiring, supporting and challenging young people in your subject area
- Building trusting relationships that form the foundation of learning
- Creating a classroom that feels safe, respectful and full of opportunity
- Celebrating every win: from lightbulb moments to simply showing up on a tough day
- Living our values of Dream, Believe, Achieve in every lesson, every interaction, every day
- Working with a leadership team that backs you, develops you, and believes in you
- Playing a key part in a community that acts like a family

The kind of person we are looking for:

- A qualified teacher who brings skill and soul to the job
- Someone who sees beyond behaviour to the child underneath
- A professional who believes in high expectations and second chances
- A teammate who's willing to muck in, lift others up, and never stop learning
- Someone who knows that helping a young person believe in themselves is the first step to helping them achieve



What we offer:

- A community with heart, courage and purpose: where staff and students grow together
- A strong, experienced leadership team who lead with vision, compassion and integrity
- A culture rooted in kindness, respect and a deep belief in what's possible
- The support of an award-winning Multi-Academy Trust, committed to inclusion, aspiration and transformation
- A shared commitment to our motto: Dream, Believe, Achieve — for every student and every member of staff
- CPD that builds your career and wellbeing that protects your energy
- The chance to give kids not just an education, but a future

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 became a teacher

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

If you would like a tour of the Academy, please get in touch.

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: 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 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

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.

Professional Growth with the City Learning Trust

We don't have a traditional performance management model at City Learning Trust. Our World Class Framework sets out our ambition for a world-class workforce, and Professional Growth is central to how we work towards it.

Development is personal. What is useful for one colleague may not be useful for another, so we want people to have the flexibility to explore the areas that matter to their work, their interests and the children they work with. That means making time for professional learning, working with and learning from colleagues, and recognising that development can happen in many different ways.

The breadth of City Learning Trust creates opportunities too. We work with children and young people from 2 to 19, across a range of contexts, backgrounds and needs. There is expertise throughout the Trust and we want colleagues to be able to learn from it, share their own knowledge and make connections beyond their immediate role or setting.

Professional Growth can also take colleagues in directions beyond their day-to-day role. Enrichment is an important part of the experiences we provide for children and young people. Our Character & Arts Foundation, unique to City Learning Trust, creates further opportunities for colleagues to use their interests, knowledge and expertise in different ways.

Our World Class Framework gives us a shared direction, but Professional Growth recognises that there are many ways to get there. If there is something you want to learn, explore, share or develop that will improve children's learning, outcomes or experiences, we want to help you do it.

Working together

We believe we should always be enough and that we are better together.

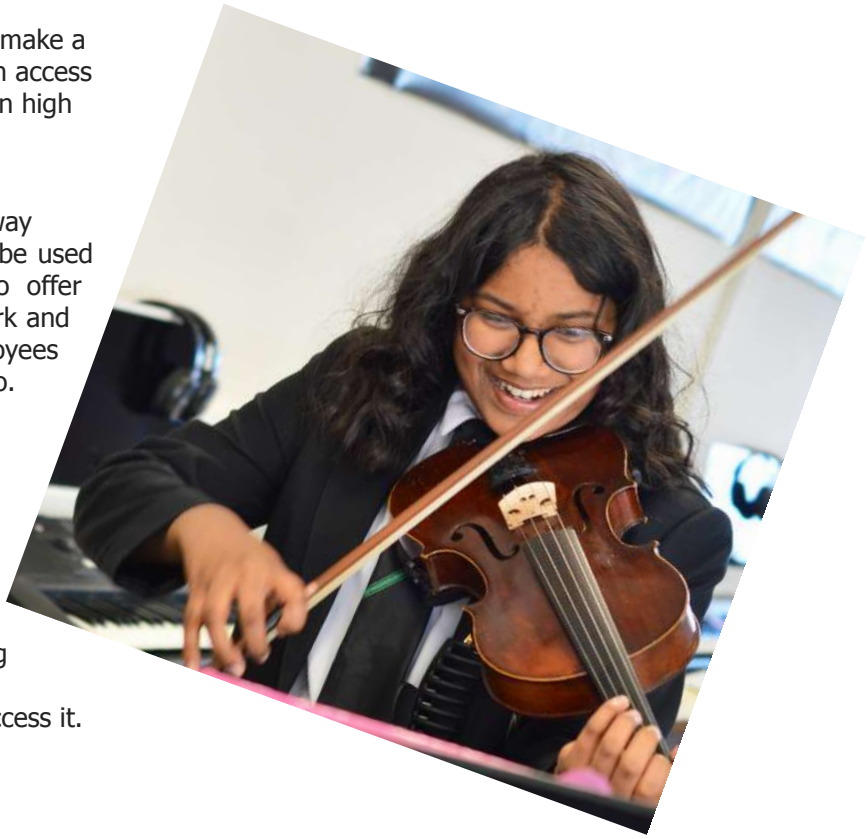
Working at CLT can be demanding. We want people who take responsibility, respond well when the pressure is on and are prepared to get involved. But being professional also means recognising when you need support and being willing to accept it.

The same applies in the other direction. When you have the capacity, knowledge or experience to help someone else, we expect you to offer it. Across the Trust there is a wealth of expertise to draw on, and we are at our strongest when people share it freely.

Being Always Enough doesn't mean doing everything yourself. Being Better Together means knowing when to ask, when to offer and recognising that, at different times, we will all do both.

Benefits that make a difference

Our benefits package includes savings that can make a difference to everyday spending. Colleagues can access discounts at supermarkets and many well-known high street retailers, alongside discounted gym memberships and a range of other offers.



Our scheme's cashback card provides another way to save on everyday purchases and can often be used alongside existing retailer discounts. We also offer salary sacrifice schemes, including Cycle to Work and new and recycled technology schemes. Employees also have access to the Electric Car Scheme, too.

Health and wellbeing

Our enhanced Employee Assistance Programme provides confidential support 24 hours a day, 7 days a week.

We also provide access to a wider range of mental health and wellbeing support, including counselling and training. Support is there when colleagues need it, with clear routes to access it.

Having a voice

The people doing the work often know where things could work better, and we want them to tell us.

Colleagues have opportunities to share their views, suggest changes and help improve how we work across City Learning Trust. We value people who think about what they are doing, ask questions and speak up constructively.

Person Specification

Qualifications and Experience
Qualified Teacher Status - **essential**
Degree - **essential**
Successful teaching experience - **desirable**
Experience of teaching post-16 - **desirable**
Skills and Knowledge
Sound subject and curriculum knowledge - **essential**
Knowledge of effective teaching and learning strategies - **essential**
A good understanding of how children learn - **essential**
Ability to adapt teaching to meet students' needs - **essential**
Ability to build effective working relationships with students and adults in the Academy - **essential**
Knowledge or guidance and requirements around safeguarding students - **essential**
Knowledge of effective behaviour management strategies - **essential**
Good ICT skills particularly using ICT to support learning - **desirable**

Person Specification contd…

Personal Qualities
A commitment to getting the best outcomes for all students and promoting the ethos and values of the academy - **essential**
High expectations for students' attainment and progress - **essential**
Ability to work under pressure and prioritise effectively - **essential**
Commitment to maintaining confidentiality at all times - **essential**
Ability to work effectively as part of a team - **essential**

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

The City Learning Trust and Haywood Academy are 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.





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