

Learning Support Practitioner

Hours: 32.5 per week (Monday – Friday)

Level 4, SCP 4 - 7

Salary: £19,255.00 per annum (term time only)

Closing date: 24th November 2025

Interview: 26th November 2025

Start date: TBC



City Learning Trust

Inspiring Outstanding Achievement

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



Job Description

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”?

The Trentham Academy need you.

About the role:

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

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 pupil to celebrate successes – big and small.

We are looking for someone who:

- 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 to the lives of young people.
- Works well as part of a supportive team.

In return we offer:

- A welcoming and dedicated school community.
- Training and professional development to help you grow in your role.
- A committed leadership team judged ‘Outstanding’ by Ofsted.
- A support team that has each other’s backs.
- The reward of knowing you’ve helped a young person take the next step forward.

Safeguarding statement:

We are committed to safeguarding and promoting the welfare of children and young people. All applicants will be subject to safer recruitment practices, including an enhanced DBS check.

So, if you’re part technician, part magician, and totally committed to helping students learn by doing — we’d love to hear from you.



Dear Colleague,

Re: Learning Support Practitioner

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 hello@citylearningtrust.org, 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



It is my great privilege to introduce you to Trentham Academy. As Principal, I am honoured to lead a vibrant, inclusive, and oversubscribed school where every student is inspired to Dream big, Persevere and Work hard to be successful – guided by our motto: Aspire, Endeavour, Achieve.

At the heart of Trentham Academy are our core values: Respect, Responsibility, Optimism, and 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 extracurricular 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 – such 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

Trentham Academy

Trentham Academy is a consistently oversubscribed school, recognised as Outstanding for both Leadership and Management and for personal Development. This reflects what makes us unique: a school where staff and leaders work together to ensure they thrive.

The staff team at Trentham go above and beyond every day, giving their time, energy and care well beyond the classroom because they know this impact it has on students.

Their support to one another, adapt creatively, and never lose sight of why we are here: to give every child the best chance of lifelong success.

That commitment delivers and Trentham consistently achieves some of the strongest outcomes of any non-selective school in the city. But academic outcomes are only part of the story. Students also benefit from a wide range of enrichment opportunities, a broad and ambitious curriculum, and experiences that build character, confidence and aspiration. Our high expectations and standards mean that Trentham always has a kind and purposeful learning environment.

Visitors often comment on the warmth and care they feel here, and on the strength of relationships between staff, students and families. Trentham is a place where students are known, valued and supported, and where talented staff thrive as part of a true team.

If this is the kind of community you'd like to be a part of, we would be delighted to welcome you to Trentham Academy.





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. and compassion.

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 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.



Person Specification

Qualifications and Training	Essential	Desirable
Good standard of general education (GCSEs or equivalent in English and Maths)	●	
Commitment to safeguarding and promoting the welfare of children and young people	●	
Relevant qualification in supporting teaching and learning (e.g. Level 2/3 Certificate/Diploma)		●
First aid training, or willingness to attend training		●
Training in supporting pupils with additional needs (e.g. SEND, neurodiversity speech and language)		●
Experience		
Experience of working with children or young people in a school or similar setting	●	
Experience of supporting learning, either in class, small groups, or one-to-one	●	
Experience of encouraging positive behaviour and building relationships with young people	●	
Experience of working with secondary-aged pupils (11-16)		●
Experience of supporting pupils with special educational needs or additional learning needs		●
Skills and Abilities		
Ability to support teaching and learning across a range of subjects.	●	
Strong communication skills, both verbal and written, with pupils and adults	●	
Ability to encourage, motivate and support pupils to achieve their best	●	
Ability to work calmly, positively and patiently, even when pupils are finding things difficult	●	
Ability to work effectively part of a team and use initiative when needed	●	
Experience of using strategies and resources to support literacy and numeracy	●	
Experience of using school systems for recording and tracking pupil progress	●	

Person Specification

Personal Qualities	Essential	Desirable
Empathy, patience and a genuine interest in supporting young people.	●	
Positive attitude and sense of humour	●	
Reliable, punctual and professional	●	
Flexible and willing to adapt to the needs of different pupils and classes	●	
Commitment to the values and ethos of Trentham Academy and the City Learning Trust	●	
Enthusiasm for enrichment activities such as clubs, sports or creative projects.		●

