



Newfield School

Recruitment Information



*Achievement Leads to
Opportunity and Choice*

Proud to be part of Mercia Learning Trust





**THIS IS AN INCLUSIVE
SCHOOL WITH A DIVERSE
AND HAPPY COMMUNITY.
PUPILS ARE POLITE
AND COURTEOUS.**

OFSTED, 2022



Miss Ruth Hollingsworth Headteacher

Achievement Leads to Opportunity and Choice

Welcome to Newfield School, a thriving school of over 1000 pupils serving the local community. As headteacher, it is my vision that pupils excel with academic outcomes and to have access to opportunities beyond school. To achieve this, all pupils need excellent staff. I want staff who hold pupils to high account and promote high aspirations. My ultimate belief is that with us, all pupils, no matter their context, can and will achieve anything.



Our mission is to empower everyone in our community, especially the most disadvantaged, to succeed. We know that high expectations can be realised with warm relationships, built on high standards of behaviour, punctuality and respect. Our daily expectations - reflected in manners, uniform and equipment - create an environment where teachers can focus on delivering a high-quality, knowledge-rich curriculum. We know that strong systems and consistency drive

exceptional pupil outcomes, and we are looking for like-minded professionals to help us achieve this.

At Newfield, teaching and learning are at the heart of what we do. Our curriculum is carefully structured, fully booktised, and underpinned by pedagogical principles that prioritise explicit instruction and literacy development. Our teaching staff are subject specialists who are passionate about their disciplines and dedicated to developing a rigorous curriculum that enriches and challenges all pupils. We are seeking professionals with deep subject knowledge and a commitment to elevating our approaches to teaching and learning. This is an exciting time to join our team and contribute to the continued success of our school.

To support professional growth, all staff, teachers and associate benefit from high-quality coaching. For teachers, this is grounded in instructional coaching and deliberate practice, ensuring consistency in classroom delivery. For associate staff, your coach will help you develop in your role and expose you to a broad range of experiences.

As a school, we are committed to managing workload effectively. Our training days are designed to prioritise marking and planning, and our policies are structured to maximise impact while protecting staff time.



Directed time is carefully managed and departmental meetings are centred on curriculum development. We believe that all staff should be able to focus on what matters most - delivering learning that inspires and challenge pupils.

If you share our vision of education - where ambitious standards, high expectations, and pupil success are paramount - we warmly invite you to apply.





Mr Neil Miley
Chief Executive Officer

We know that education is the key to a better future. It opens doors to employment, improves health and gives young people a sense of purpose. But for many pupils, there are barriers in their way. Our job, alongside families, is to remove those barriers and provide the support, challenge, and guidance children need to achieve. If we get it right for our pupils, we help to improve our local and national community for everyone.



Our seven schools (four primary and three secondary) are very effective, continuously improving, and over-subscribed. Several are sector leading at a city, regional and national level, and there is much expert practice.

We are proud that our schools are inclusive, warm, welcoming places where all pupils feel happy, safe and are able to flourish. For us, flourishing means being part of a vibrant school community, where exceptional behaviour, kindness and respect are the norm, and where

pupils want to work hard and succeed. Our trust is especially focused on our most vulnerable children.

We operate within a model we call 'Aligned Autonomy'. Each school retains its authentic identity, in its own context and community, and we celebrate difference. The common theme is that we all embrace an improvement journey through which we become exceptional. This means leaders and staff share similar challenges, and often work together to find common and scalable solutions.

We employ a diverse and exceptional staff across the full range of teaching, non-teaching, and leadership roles. We are acutely aware that these are our greatest asset. We cannot prosper as schools or a trust, and fulfil our mission for children, unless we can recruit, develop, promote, and retain the very best people. We also understand the importance of attracting new entrants into teaching. Therefore, we are a substantial provider of Initial Teacher Training and provide fantastic support for early career teachers.

We understand that working within schools is rewarding and fast moving, but also demanding. We promote ethical leadership to ensure strong support and professional development, coupled with a commitment to wellbeing and maintaining a healthy work-life balance.

Mercia Learning Trust is a great trust with a clear vision, robust schools, effective central functions, and is led by talented staff and leaders. We have a strong identity, a positive culture, and an effective model of operation. Our scale and location enable us to function as a close-knit network and family of schools and professionals. While we are pleased with our current position, our trustees are ambitious for further development and improvement.



Working for our trust also offers the opportunity to reside in the vibrant city of Sheffield, renowned for its sports, leisure, and cultural activities. Sheffield boasts more parks, open spaces, and trees than any other city in the UK. Additionally, the picturesque Peak District National Park borders the west of the city.

We welcome applications from those who subscribe to our mission and values, and in turn we commit to being a trust where staff can prosper, flourish, and build their career.

OUR CRITICAL QUESTIONS



WHY DO WE EXIST?

To empower everyone in our communities, especially the most disadvantaged, to succeed.

We are kind

Showing care and supporting each other.

We have integrity

Doing the right thing and always putting children first.

We work with diligence

Overcoming obstacles and having no excuses.

HOW DO WE BEHAVE?



A culture of excellence

High standards shaped by clarity, not control.

Academic focus

Empowering all children through an exceptional curriculum.

Purposeful collaboration

Relationships built on trust, reducing sub-optimisation and driving collective success.



WHAT DO WE DO?

We run schools that focus on academic excellence, cultural capital and the development of character.

HOW WILL WE SUCCEED?



SURVEY RESULTS



"In our school everyone genuinely cares for one another. Our school is very much at the heart of our community, and I feel the benefits of that every day."



"I value the supportive behaviour policy which minimises disruption and maximises learning."



"I work with a great team of people who go above and beyond to provide the best educational experience for pupils who attend our school."



"I really appreciate the community of pupils that attend our school. They make me feel valued and respected, and I feel privileged to be able to have a positive impact on their learning."



JOB SATISFACTION AMONG OUR STAFF IS 14% HIGHER THAN THE NATIONAL AVERAGE.



PUPIL BEHAVIOUR IS RATED 21% BETTER THAN THE NATIONAL AVERAGE.



13% MORE STAFF THAN THE NATIONAL AVERAGE WOULD RECOMMEND OUR TRUST AS A GREAT PLACE TO WORK.

Based on results of 76% of our trust surveyed by Edurio in 2025, which is 13% higher than the average response rate. Edurio benchmark results against nearly 70000 other staff nationally.

WHO WE ARE



4
OUTSTANDING
Schools



3
GOOD
Schools



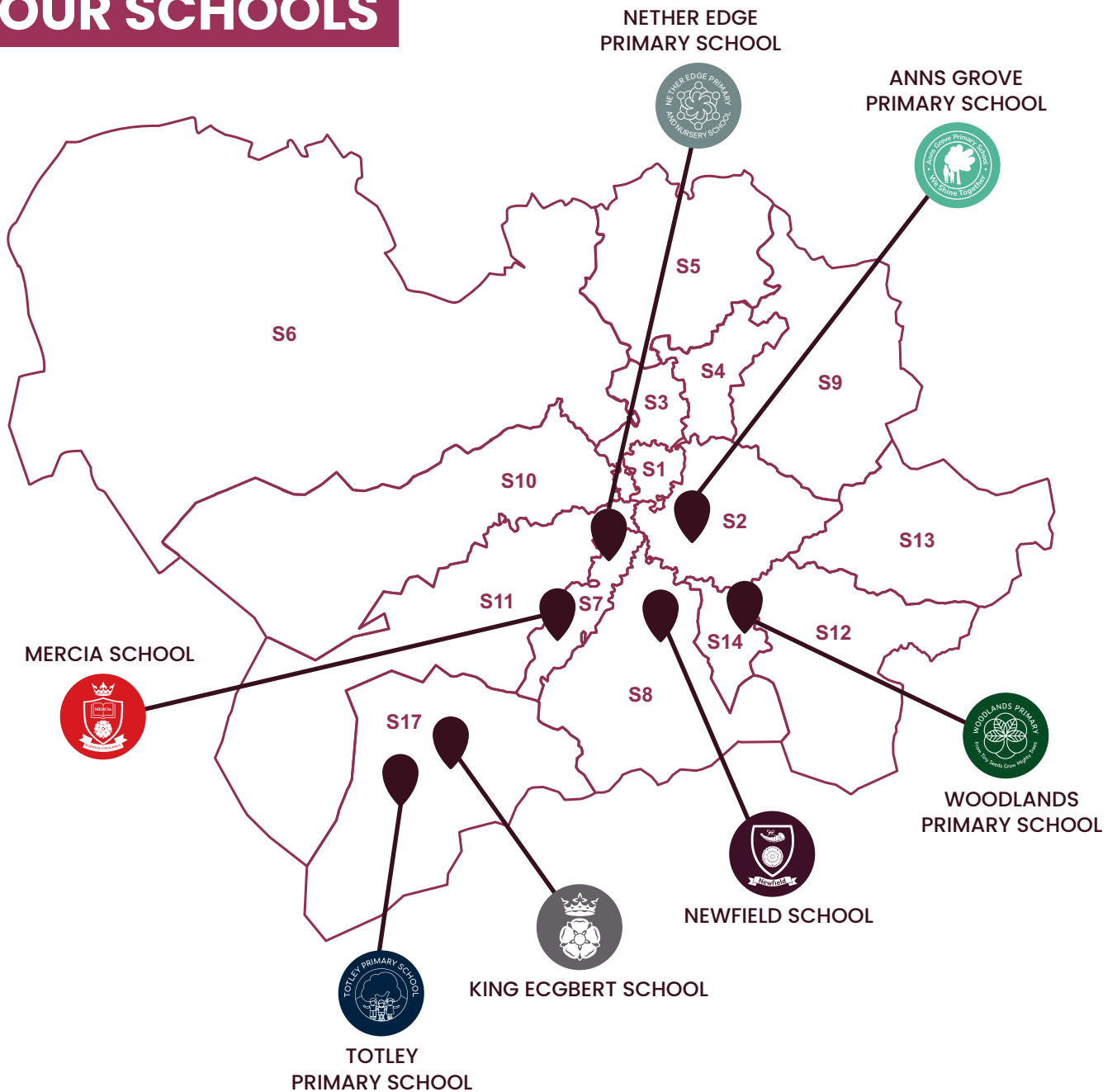
close to
5500
pupils



over
650
Staff



OUR SCHOOLS





REASONS TO JOIN NEWFIELD SCHOOL

1 EXCELLENCE

At Newfield School, we are unwavering in our dedication to providing an excellent education. Joining our team means committing to the pursuit of academic excellence both inside and outside the classroom.



2 INCLUSIVITY

Community is important to us and as a staff member, you will be part of a diverse, inclusive, and welcoming school where everyone is valued.



3 PUPIL SUCCESS

Newfield School is passionate about pupil success. By joining us, you become a vital part of the mission to empower pupils to thrive in all areas of learning, in Newfield and beyond. All our pupils go on to post-16 study or training in the best performing sixth forms and providers. Our Alumni stay in touch and contribute to the next generation of Newfield pupils.



4 INSPIRING CURRICULUM

Our school offers an inspiring broad curriculum that emphasises knowledge acquisition, curiosity, and a love for learning. As a staff member, you will have the opportunity to inspire and engage pupils in their educational journey both in school and beyond to post-16 study.



5 POSITIVE ATMOSPHERE

The positive atmosphere at Newfield School is contagious. Join our team and experience a friendly and purposeful environment where good behaviour, hard work, and the pursuit of learning are celebrated.

6 CHARACTER

We believe in fostering good character. As a member of staff, you will have the opportunity to instil our core values of curiosity, consideration, and commitment in our pupils, preparing them for success in education and beyond.



7 PROFESSIONAL DEVELOPMENT

Newfield School highly values professional development. Joining us means you'll have access to ongoing training and opportunities for growth, ensuring your continued development as an educator.



8 SUPPORT

We set high expectations for our staff, and in return, we provide strong support and a manageable workload. Your success and wellbeing are paramount to us.



9 RUNNING AN EXCEPTIONAL SCHOOL

Our school has a proven track record of success. Join a team that consistently achieves excellent outcomes and be part of our mission to continue making exceptional progress with our pupils.

10 MERCIA LEARNING TRUST

Newfield School is part of Mercia Learning Trust, a thriving and growing multi-academy trust. As a member of our team, you will be part of an ambitious trust dedicated to improving the life chances of pupils and professionals alike.



LEADERS, INCLUDING GOVERNORS, ARE CONSIDERATE OF STAFF'S WORKLOAD AND WELLBEING. LEADERS SEEK AND RESPOND TO FEEDBACK AND MAKE CHANGES AS A RESULT. THIS IS VALUED BY STAFF, WHO ARE OVERWHELMINGLY POSITIVE ABOUT WORKING AT THIS SCHOOL.

OFSTED, 2022



WE EXIST TO

EMPOWER EVERYONE

IN OUR COMMUNITIES,

ESPECIALLY THE

DISADVANTAGED

TO SUCCEED.

BENEFITS OF WORKING FOR MERCIA LEARNING TRUST



MISSION

Shared mission and values.



ETHICAL LEADERSHIP

We are kind – showing care and supporting each other. We have integrity – doing the right thing and always putting children first. We work with diligence – overcoming obstacles and having no excuses.



COACHING

We are proud to be a trust promoting the use of coaching to support everyone's development.



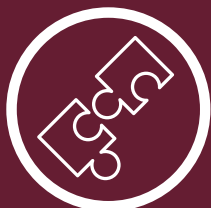
INDUCTION

Comprehensive support via a mentor to ensure all new staff (incl. ECTs) can flourish in their role.



CPD

Exceptional CPD from within your school, from our trust and outside. This includes an annual trust conference.



PARTNERSHIP WORKING

Numerous opportunities to collaborate with colleagues from across our trust on a range of projects.



WELLBEING & WORKLOAD

We value our staff and support them to be happy in their careers. We actively aim to reduce workload.



CAREER PROGRESSION

Accelerated progression opportunities within our trust.



GREAT SCHOOLS

Our schools excel and continuously improve, with sector-leading expertise and diverse catchments. This provides staff with valuable insights across a range of age groups and educational approaches.



IT

Up to date IT equipment, with dedicated support through our centralised team.



EMPLOYEE BENEFITS

Cycle to work, reduced rates for Westfield Health, Specsavers eye care scheme, childcare voucher scheme, occupational health support and free optional annual flu vaccination.



PENSION

Access to a secure and flexible Teacher's or Local Government pension scheme.

Further information about our trust can be found at merciatrust.co.uk



STAFF TESTIMONIALS

WHAT IS IT LIKE TO

WORK FOR

OUR TRUST?

I FEEL LIKE I MATTER TO

MY SCHOOL AND OUR TRUST.

MERCIA LEARNING TRUST SEES

ITS STAFF AS ITS GREATEST

ASSET, WHICH MAKES ME FEEL

HUGELY APPRECIATED.

THE SECURITY I FEEL IN

MY ROLE IS PRICELESS.

NIKKI CROOKES, TEACHING ASSISTANT,

TOTLEY PRIMARY SCHOOL



“The leadership team are so supportive and are always happy to provide guidance and assistance. Behaviour systems that are in place just allow you to teach and focus on what is happening in the classroom.”

Amy Hardie, Assistant Headteacher,
King Egbert School



“The ability to tap into a wealth of exceptional talent and expertise across primary and secondary settings has sharpened our practice in so many ways. At the same time, the mantra of ‘aligned autonomy’ allows each school to flourish and display its own character.”

Ben Paxman, Headteacher,
Totley Primary School



“What attracted me to Mercia Learning Trust was the forward thinking approach to education and CPD, and our trust’s willingness to embrace the best new strategies, techniques and educational research to better meet our pupils’ needs.”

Josh Bennett, Teacher,
Nether Edge Primary School



“I decided to work for Mercia Learning Trust because it considers students, as well as staff, as its greatest assets. I get a sense of satisfaction that what I do is recognised and valued by my employer. Our trust aims to secure staff and student wellbeing as a top priority.”

Sharjeel Jalal, Teacher,
King Egbert School



“What attracted me to joining our trust was the large and diverse community where there is equal representation.”

Emma Dibie, Teaching Assistant,
Nether Edge Primary School



“Mercia Learning Trust is committed to bringing out the best in everyone, through giving us the tools to build our skills, expertise and knowledge. It is such a supportive network, and we have really valuable opportunities to collaborate with practitioners in other settings across our trust.”

Joe Tremble, Teacher,
Woodlands Primary School



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Mercia
Learning Trust