



Recruitment Pack



KS2 Teacher

£25,714 - £36,961



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Headteacher's Welcome

Thank you for your interest in joining Nether Edge Primary School. This is an excellent opportunity to join a great school and to play a key role in shaping the provision of education for our children.

Nether Edge is a happy, thriving school providing high quality education both in the classroom and throughout a wide range of extra-curricular activities. We are very proud of our children and believe they should perform well academically and also develop as people.

Nether Edge Primary is part of the Mercia Learning Trust along with King Egbert School, Mercia School, Newfield School, Totley Primary and Valley Park Primary.

Our expectations for every Nether Edge child are high; excellence and enjoyment are at the heart of all we will seek to do. We believe in the potential of every child, providing opportunities and enabling them to thrive in our caring environment.

Our staff team are central to our success. They drive and accelerate the outstanding provision we offer to our community and we want the very best people to join us.

If you feel you have the skills, drive and ambition to help support our aims then please do read on.

Michele Nott
Headteacher



'The quality of teaching is outstanding. Teachers set high expectations and plan learning that inspires, challenges and engages pupils so that they make rapid progress'

Our School

Nether Edge is an 3-11 school in South-West Sheffield. The current roll is around 450. The school's catchment area is predominantly Nether Edge and Abbeydale. Our parents and carers have high aspirations and expectations for their children and the school.

We believe that children should come to school and:

- be **Safe**
- be **Happy and Healthy**
- **Achieve Well**
- **Play a Positive Part**
- be **Excited by Learning**

The school is much larger than the average-sized primary school and also has a nursery offering flexible hours of attendance.

We are really proud of the diverse make up of our school; this diversity reflects the wonderful community that we serve. Many of our children come from minority ethnic backgrounds, of which about 60% are of Pakistani heritage. Some of our pupils speak English as an additional language.

The proportion of disabled pupils and those who have special educational needs is above average and the proportion of disadvantaged pupils for whom the pupil premium provides support is just above average. The pupil premium provides additional funding for pupils known to be eligible for free school meals and children that are looked after by the local authority.

We are passionate that our curriculum is the very best for our pupils; that it ensures pupils are prepared and ready for the next stage of learning and of life.

Be prepared, be ready!

Genuinely, and with integrity, our curriculum will prepare pupils for the next stage of life and learning. We do this with Reading and Oracy at our core so that children have a love and passion for language and vocabulary, are able to articulate knowledge and build exceptional relationships in school and the wider world. Our aim is to quickly ensure children are reading as fluently as possible, this is achieved through a relentless focus on Reading and Oracy throughout our curriculum design.

Our curriculum is well planned and well sequenced, therefore embedding core knowledge in the long term memory so that schema are strong and secure. This is an offer that we provide for all learners and in all subjects.

Our curriculum is an exceptional offer that provides children with the knowledge and skills to feel empowered to have a burning desire to do good in the world, through stimulating and thought provoking learning, creating awe and wonder. We do this by focusing on our 3 core values, Equalities, World-Wide citizens and Technologies within our curriculum design.

We want:

- **Avid readers, with reading being at the core of every curriculum subject;**
- **Children who can articulate well through speaking;**
- **Build exceptional relationships;**
- **All curriculum teaching to alter children's long term memory.**

Reading is a huge part of our offer for children. Starting in nursery, our children are taught phonics first and fast so that they can reach a point of reading fluently as quickly as possible. We follow the Read, Write, Inc programme, aiming for pupils to reach the end of the programme by Christmas in Y2.

Our commitment is that every child at Nether Edge will learn to read confidently, fluently and for enjoyment. In order to fulfil this commitment, we ensure that all teachers are given training and regular professional development to enable them to be expert teachers of reading.

We ensure that from the earliest opportunity, we expose our children to a rich array of stories, songs and rhymes and that throughout their time in our school, the curriculum is language rich and reading is a pleasurable and rewarding experience for all.

We want:

- Curious readers who read widely and can speak with confidence about books they enjoy.
- Skilled readers who use reading skills to underpin their understanding of all aspects of the curriculum
- Imaginative readers who use books to inspire understanding and progression of the world they live in.
- Interested and imaginative readers who use and apply knowledge secured in their long term memory.

'Come and Read time is a sacrosanct time at the start of every afternoon when every pupil enjoys being read to by an adult; experiencing all the wonderful language, enjoyment and learning that goes with this.

Nether Edge Primary School was inspected in June 2015, judging the school as 'Outstanding' in all key areas. The report accurately reflects the positive direction of the school.

- *The headteacher, senior leadership team and governors have a very clear view of how successful the school can be. Their vision is shared by all staff so that the school is continually improving.*
- *Throughout the school, the majority of pupils make outstanding progress from low starting points and reach above-average standards in reading, writing and mathematics by the end of Year 6.*
- *The school's work to keep pupils safe is outstanding. Pupils report that they are very confident and happy at school and the vast majority of parents agree.*
- *Leaders at all levels rigorously check on the work of all pupils to make sure that they are making the maximum progress.*

'Pupils' behaviour is outstanding. They are polite, interested and curious about the world around them. Pupils quickly develop key values such as respect, tolerance and resilience'



Our Pupils

Visitors to our school almost always remark on the special feel that our school has; primarily the passion for learning that our pupils have, and the enthusiasm that they and our staff have for our school. Our school has such a friendly, welcoming atmosphere; we value positive relationships at all levels. Good behaviour, hard work, pupil participation and a real desire to learn and improve are central to achievement.

Pupils are at the heart of everything that we do. We have high aspirations for all our pupils and our goal is to improve the life chances of every learner irrespective of their starting point. We take the business of teaching and learning extremely seriously. Pupils are valued as individuals and we are passionately committed to their achievement, personal growth and excellence in everything we do. Pupils are encouraged to thrive in all areas of learning, in the classroom and beyond.

A wide range of clubs and activities take place outside normal lesson times. These include sport, drama, music and outdoor activities. The recent recognition of our school as a Gold Sports Award school recognises the lengths we go to ensure all of our pupils have experience of high quality sport and access to competition.

Our Staff

There are currently 61 staff in school. Both teaching and support staff are dedicated and committed to supporting high quality learning outcomes for all.

In addition to the Headteacher, the Senior Leadership Team has a Deputy Headteacher and two Assistant Headteachers.

What can we offer you?

- An outstanding school with dedicated staff, including Specialist Leaders of Education and a National Leader of Education working across the trust.
- A trust curriculum framework and assessment, based on research and the knowledge of our pupils.
- A dedicated team who are exceptionally skilled at delivering the best teaching and learning approaches to staff and children.
- Fantastic children who are courteous, polite and always ready for learning!

What is the Nether Edge offer to you, and in return what we expect of our staff?

Inclusive

Together, we learn better. Just like we expect for children, we all ensure we are on the same page at Nether Edge. We are consistent with our teaching and learning approaches, and want to be the best we can be, as we know this helps our children.

We will give you:	You must:
Coaching opportunities to support yourself and others, and realistic, but high, expectations on you as a practitioner.	Want the best for all pupils in school, every minute of every day. You will go the extra mile to achieve this.
Reduce workload by ridding un-necessary tasks, including extensive written marking.	Set high personal goals and have high expectations of others (children and adults)
Give time to staff to plan, prepare and assess what is the most important – children's learning.	Be clear on the path you want to take for your own career and use the support of others to achieve this.

Independent

The ability to think, perform and reflect as an individual on your practice is a skill we carefully teach children at Nether Edge. As a member of staff, you are also expected to maintain such standards.

We will give you:
Rid lesson observations in its traditional form, to rid un-necessary tasks.
An excellent staff who are dedicated to everything that they do.
A wonderful group of children with excellent independent learning skills.
You must:
Come to work each and every day feeling positive and confident about your abilities to grow, learn and inspire.
Be warm and welcoming to all staff, children and parents



Show a growth mind set in all tasks and challenges, and take these on with a smile!

Inspired

When you feel inspired, you are more able to take risks, move out of your comfort zone and try something new. Teaching and learning is an area where risks can be taken each and every day, to ensure that new and exciting opportunities are given to the children.

We will give you:	You must:
Time to read, trial and develop research based strategies in your classrooms, and through Professional Learning Meetings.	Read widely yourself as a practitioner, being aware of new and exciting research and sharing this with other staff.
Share effective practise in classrooms, and give opportunities to visit others.	Outward facing and passionate about trying new things and taking risks.
Adhere to 35 hours of development time per teacher and assess its effectiveness.	Use research to trial what works well in classrooms
Support behavioural expectations throughout school, so all children follow SHAPE.	Ensuring your professional behaviours display everything we expect of children (including behaviour and attendance).

Intellectually Curious

You are confident with your teaching and learning approaches, but also flexible to try new ones. You show curiosity about what is happening in other classrooms and schools, and find this out without prompts. You also innovate our non-negotiables at Nether Edge, so that they meet the needs of the learners you teach.

We will give you:	You must:
An opportunity to test new strategies, but only ones which are research proven or have clear intent.	Be flexible in your teaching and willing to adapt to new strategies.
Set challenging and rigorous targets for all staff in school, increasing your capabilities and challenging you professionally.	Show confidence to try new approaches you are not yet confident about, and are resilient to achieve great outcomes.

Our Facilities

Our school building is a wonderful Victorian building, steeped in history. Made up of two large buildings, connected by a link bridge, our school surrounds a playground with designated football spaces, woodland area, astro-turfed 'chill out' area, climbing wall and large sand pit. There is a large outdoor area for our reception children, which includes a covered outdoor learning space and further woodland area. A smaller outdoor area provides many learning opportunities for our nursery children.



Each of our classrooms has interactive white board and visualiser, both used to enhance learning. Our wonderful library is well used by our pupils and celebrates our absolute passion for reading. Two halls provide ample space for sports activities, assemblies and after school clubs to take place. We also have a breakfast club, after school club and a community play group.

School Organisation

Our nursery offers morning and afternoon sessions for children, plus full days for children eligible for 30 hours. The school has two classes in every year group from Reception to Year 6, each taught by a qualified teacher and supported by an experienced and highly capable team of teaching assistants and Higher Level teaching assistants. A team of teaching assistants with a particular focus on SEND offer more specialist support for children, alongside high quality teaching by the class teacher. In years 3 to 6, each teacher takes a lead on planning and teaching *either* maths or writing. Teachers feel that this means that they can really focus their strengths and time, and has a positive impact on workload.

We promote positive relationships between all in school, and see this as the heart of our positive behaviour system. We acknowledge positive attitudes to learning, the school community, attendance and academic progress using our 'Diamond Dojo' system. Staff work together with parents to ensure that all pupils achieve the very best that they can; staff are well supported with any particular issues or concerns.

Governors and parents play an active role within the school. Our families are hugely supportive of the school. The school's reputation is very positive within the community and beyond and this is reflected in the number of families applying for entry to the school.

Ofsted Said

'Governors ensure that the curriculum offers a broad range of subjects, including personal and social education, assemblies, visits and clubs, in order to develop pupils' spiritual, moral, social and cultural education'



The Mercia Learning Trust is a highly successful partnership of 3 primary and 3 secondary schools located in the south west of Sheffield. We are proud that overall effectiveness, outcomes and improvement trends are amongst the strongest on any trust in the country.

Our Trust is based on a deep and shared moral purpose. We believe an exceptional education can realise the potential of every pupil, whatever their background, and truly transform lives...

Working as individual schools, and in deep partnership, our singular intention is to ensure every pupil, whatever their background, will attend an exceptional school. We believe pupils should enjoy school, feel safe and fully supported, be inspired to learn, develop character and aspiration, and realise their full potential. We are so committed to pupil success and well-being that we choose to think of every pupil we serve as if they were our own, and to measure our actions and impact against this.

The Trust was originally founded around King Egbert Secondary School. However, very quickly a multi-academy partnership formed with two feeder schools (Nether Edge Primary and Totley Primary). This was followed by further growth with a local secondary (Newfield School) and primary (Valley Park Primary). In 2018 the Trust opened a brand new secondary school (Mercia School) to meet the need for local population expansion. Currently we educate approximately 3600 students from ages 2-18+, although this will increase to around 5000 as our current schools grow in the next few years.

Our Trust has a mature definition of partnership which we call aligned autonomy. We share the same mission, values and moral purpose, have an increasing amount of common best practice (often backed by research), and benefit from our combined resources and reputation. Nevertheless, we understand that schools are unique and are best led by leaders and staff who feel fully accountable and are able to individually innovate in the light of their context. This balance between difference, sharing and commonality is what drives improvement and lies at the heart of our trust.

Alongside our pupils, our staff are our greatest asset. As such we are deeply committed to recruiting, developing, retaining and caring for our exceptionally talented and committed staff teams. This commitment is enshrined in the Mercia Pledge which is designed to ensure our staff get the very best professional experience and support on offer anywhere. The Mercia Learning Alliance sits at the centre of this strategy, alongside that to recruit new teachers into the profession, and support system leadership across the sector.

In a short period, our Trust has achieved a great deal. However, we are ambitious and forward-thinking, and fully committed to maintaining and improving student experience and outcomes, and further improving our trust.

We also believe we are well-placed to engage in careful and sustainable growth in the light of our Trust mission and priorities.

Chris French
CEO



Trust Moral Purpose

We share the same moral purpose. We believe an exceptional education can realise the potential of every pupil, whatever their background, and truly transform lives... The statement, "Realising Potential. Transforming Lives.", summarises this commitment.

Mission

Working as individual schools, and in partnership, our singular intention is to ensure every pupil, whatever their background, will attend an exceptional school. We believe pupils should enjoy school, feel safe and fully supported, be inspired to learn, develop character and aspiration, and realise their full potential. We are so committed to pupil success and well-being that we choose to think of every pupil we serve as if they are our own, and to measure our actions and impact against this.

Staff Principles

Six principles, shown in the MERCIA acrostic, underpin everything we do as staff in our trust.

- **Moral Purpose** - We exist to inspire pupils to realise their full potential and to lead happy, healthy and fulfilled lives.
- **Expectations** - We have exceptionally high expectations of everyone and pursue excellence.
- **Relentless focus on learning** - Helping every pupil learn successfully is the most important thing we do. We prioritise our time, energy and resources to ensure our curriculum and the environment for learning is exceptional.
- **Culture** - We demand consistency, kindness, tolerance and respect in all relationships; and that every member of staff goes above and beyond to achieve pupil success.
- **Impressive staff** - We are committed to recruiting, developing and retaining them, and helping them secure a healthy work-life balance.
- **Alignment** - We believe partnership brings profound benefit to each school, and that we are stronger together.

Pupil Values

We want every pupil to realise their potential and to lead a happy, healthy and fulfilled life.

We expect a great deal from every pupil and these expectations are expressed in our six trust values:

- **Ambition** – we expect pupils to want to be the best they can be, to aspire to achieve success at school and in later life.
- **Strength** – we expect pupils to develop strength of character, determination and resilience to overcome the inevitable barriers to success that all people face.
- **Passion** – we expect pupils to become inquisitive and develop a thirst for knowledge and learning.
- **Independence** – we expect pupils to be organised, prepared and to develop personal responsibility.
- **Respect** – we expect pupils to show good manners, kindness, tolerance and exemplary behaviour at all times.
- **Endeavour** – we expect pupils to work hard, to fully engage and enjoy all aspects of school life: and preserve a healthy balance that maintains their wellbeing.

The Mercia Pledge

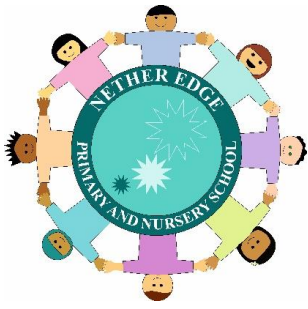
Alongside our pupils, our staff are our greatest asset. We recognise that our success, and that of every pupil, is inextricably linked to our ability to attract, recruit, develop, retain and care for our staff. Whilst we demand absolute commitment to our moral purpose, mission and staff principles; the Mercia Pledge is our commitment to *all* staff.

Teaching staff can expect:

1. An outstanding primary and secondary Initial Teacher Training offer through the Mercia Learning Alliance
2. High-quality NQT and RQT induction and support
3. Effective annual appraisal and career conversations
4. Support to improve via targeted CPD and movement through a formal CPD career development pathway
5. To be included in strategic succession planning to develop and retain them
6. A commitment to reduce staff workload and increase staff wellbeing

Support staff can expect:

1. High-quality induction into a new role
2. Effective annual appraisal and career conversations
3. Support to improve via targeted CPD
4. To be included in strategic succession planning to develop and retain them
5. A commitment to reduce staff workload and increase staff wellbeing



Nether Edge Primary and Nursery School

Glen Road

Sheffield

S7 1RB

KS2 Teacher
(£25,714 - £36,961)

Headteacher: Mrs Michele Nott
Chair of Governors: Mr Ashfaq Khan

Dear Colleague

Thank you for your interest in our KS2 Teacher role at Nether Edge Primary School.

Nether Edge Primary School is part of the Mercia Learning Trust, a local and ambitious Trust that is dedicated to improving the life chances and careers of its students and those professionals working within it. Nether Edge Primary School is a valued partner and driving force within the Trust. The students and staff of our school are brave, proud, work very hard and take advantage of the variety of opportunities that are available to them.

We are passionate about enabling all students the very best start in life. Great teachers make a difference.

We are looking for a full time KS2 teacher who has a real passion for a particular specialism of their own. We have many talented children at Nether Edge Primary and want them to reach their full potential in all aspects of learning. We are an outstanding school who always work hard to make our practice as good as it possibly can be for all the children.

We share good practice, collaborate, support each other and continually evaluate all we do in order to ensure our teaching is as good as possible.

The right candidate should possess:

- a keen eye for ensuring the safety of our pupils
- an alignment to a can-do culture
- the capability to maintain effective relationships
- the talent to adapt to changing situations and learn new skills
- strong principles that are aligned with the school

We are passionate about enabling all our students the very best start in life at Nether Edge Primary School. Great support staff make a difference.

If you think this is a role in which you will thrive and impact school-wide, we would welcome an application from you.

I look forward to meeting you.

Yours faithfully

Michele Nott
Headteacher



JOB DESCRIPTION

Post Title:	KS2 Teacher
Salary:	Main Pay Scale
Responsible to:	Headteacher
Responsible for:	N/A

The post holder must at all times carry out his/her responsibilities within the spirit of Mercia Learning Trust and School policies and within the legislative framework applicable to academies.

PURPOSE OF THE POST

- To teach designated pupils and undertake associated pastoral and administrative duties as well as other general responsibilities, having full regard for the school's ethos, aims and policies.
- To undertake tasks related to the development of a curriculum area.

EMPLOYMENT DUTIES

- To be performed in accordance with the provisions of the School Teachers' Pay and Conditions document and within the range of teachers' duties set out in that document (Part XII of the 'Teachers Pay and Conditions Document').

KEY RESPONSIBILITIES

- To pursue the aims of the school in a positive manner and promote the agreed ethos.
- To work co-operatively within a whole staff team, and within the year/teaching and learning group to achieve continuous improvement with constant regard to quality in both learning and teaching.
- To teach pupils according to their individual needs, including the planning and assessment of work in line with agreed policies of the school
- To monitor and assess children's progress and report to parents.
- To implement and maintain the school's policy on discipline and behaviour.
- To support the school's endeavours to meet the needs of its community.
- Participate in the school's performance management process.
- To promote and monitor the organisation of the learning and teaching through a particular subject throughout the school.

CLASS TEACHER DUTIES

- To plan programmes of work for pupils in co-operation with teaching colleagues within the team in order to ensure that all children are taught by members of that team experience similar learning opportunities.
- To plan work matched to the individual needs of children and within the school's agreed policy and schemes of work.
- To produce written records of such planning in accordance with school policy
- To assess and record pupil's achievements and progress within the statutory requirements and school's assessment policy and report to parents.
- To contribute to meetings, discussions and management systems necessary to ensure the coordination of the work of the school as a whole.
- To ensure that the classroom is kept tidy and attractive, with children's resources readily available for them to find independently.
- To contribute to the ideas within and the implementation of the School Improvement Plan
- To supervise the use of support staff relevant to the class
- To contribute to the provision of a safe and secure learning environment.

WORKING ENVIRONMENT AND CONDITIONS OF THE POST

- The post may be required to travel and work within any school in the Mercia Learning Trust

GENERAL DUTIES

- To contribute to whole school events as and when required
- To ensure accurate records are securely maintained and held in accordance with General Data Protection Regulations (GDPR)/Data Protection Act 2018
- Be aware of and support diversity, ensuring equal opportunities for all
- Develop professional, constructive relationships with other agencies, schools and professionals
- Participate in meetings, training and performance development as necessary
- Recognise own strengths and areas of expertise using these to advise and support others
- Be willing to undertake training and professional development as required of the post
- Any other duties and responsibilities appropriate to the grade and role

PROMOTION OF TRUST VALUES

- To contribute to the overall development of Mercia Learning Trust to ensure the Trust operates on the basis of shared and collective responsibility
- To contribute to the overall ethos, work and aims of Mercia Learning Trust
- To support and contribute to the Trust's commitment to safeguarding all students. All schools in the Mercia Learning Trust are committed to safeguarding and promoting the welfare of children and young people. Therefore, all employees are expected to share this commitment.
- To contribute to trust partnership activities to drive school and trust improvement
- To be aware of the school's duty of care in relation to staff, students and visitors and to comply with all health and safety policies at all times

- To be aware of and comply with the codes of conduct, regulations and policies of the School and its commitment to equal opportunities
- All the above duties and responsibilities to be carried out in accordance with policies adopted by the School Governing Body and current legislation with an emphasis on Customer Care, Equal Opportunities, Data Protection and Health and Safety

This job description is current at the date indicated below but, in consultation with the post holder, it may be changed by the Headteacher to reflect or anticipate changes in the post commensurate with the grade or job title.

Issue Date: Nov 2021



PERSON SPECIFICATION

Post Title:	KS2 Teacher
Salary:	Main Pay Scale
Responsible to:	Headteacher
Responsible for:	N/A

SPECIFICATION	ESSENTIAL	DESIRABLE
Qualifications and Training	<p>Qualified Teacher status</p> <p>Teaching degree or equivalent (BA, BEd, PGCE etc.)</p>	Evidence of further educational study or qualification
Skills and Knowledge	<p>The ability to communicate clearly and take into account, where appropriate, the views of others</p> <p>Excellent personal organisational skills</p> <p>A flair for teaching and the ability to contribute and work as a member of a strong team.</p> <p>An inspirational, committed and highly effective classroom practitioner who is dedicated to achieving the best outcomes for each individual child.</p> <p>Effectively communicate orally and in writing to a range of audiences</p> <p>Maintain a calm level of professionalism at all times.</p>	<p>Experience using a range of assessment tools.</p> <p>Good time management skills</p> <p>Enthusiasm and willingness to contribute to and participate in the wider context of school life.</p>

	<p>Effectively fulfil and be willing to develop further the expectations of the Teachers Standards.</p> <p>An ability to create a warm, positive and motivating learning experience for children.</p> <p>A commitment to raising attainment</p>	
Experience	<p>An up-to-date and working knowledge of the National Curriculum.</p> <p>Knowledge of appropriate resources and strategies which support outstanding teaching and learning opportunities.</p> <p>Good knowledge and understanding of learning and teaching at Key Stage 1 and 2</p> <p>Working knowledge and experience of Assessment for Learning; and assessing without levels</p> <p>Excellent subject knowledge</p> <p>Excellent classroom management skills</p>	<p>Experience of intervention processes to raise achievement.</p> <p>Experience of teaching across the age and ability range at Key Stage 1 and 2</p> <p>Interest in or experience of leading a subject area.</p> <p>Experience of working in a larger school</p>
Personal Qualities	<p>Energy and enthusiasm</p> <p>Reliability and integrity</p> <p>Sense of Humour</p> <p>Excellent record of health, punctuality and attendance</p> <p>A commitment to the ethos of the school</p> <p>Commitment to your continuing professional development</p>	<p>Adaptability to changing circumstances & ideas</p>

Safeguarding

Mercia Learning Trust is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment.

The Trust pays full regard to 'Keeping Children Safe in Education' guidance and we ensure that all appropriate measures are applied in relation to everyone who works for the Trust.

Safer recruitment practice includes scrutinising applicants, verifying identity, verifying qualifications, obtaining professional references, checking previous employment and ensuring that the successful candidate has the health and physical capacity for the job. It also includes undertaking interviews and checking criminal convictions.

If you are shortlisted, your suitability to work with children will be explored and this will include disclosing convictions. The information you disclose may be discussed with you during the interview.

The successful candidate will be required to complete an enhanced DBS check in line with the Rehabilitation of Offenders Act (ROA) 1974 (Exceptions) Order 1975 and the Police Act Regulations.

The Application Process

We hope that our recruitment pack and website provides you with plenty of information about us. However, should you require any additional information, or would like an informal discussion about the post, please contact the school on 0114 255 0926

To apply, please email your completed application to recruitment@merciatrust.co.uk or send it in the post to:

HR Team
Mercia Learning Trust
79 Glen Road
Sheffield
S7 1RB

Closing Date: Monday 29 November 2021

All applications that have been submitted electronically will receive an email confirming receipt.

Please note that we do not accept CV's or Council Application Forms - applicants must submit a Trust Application Form.

Please also note that in all cases written references will be taken up BEFORE the final selection stage.

An email and/or letter will be sent to shortlisted candidates with details of the interview process.

If you have not heard from us within 2 weeks of the closing date, please assume that on this occasion, your application has been unsuccessful.

Mercia Learning Trust is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment. The successful candidate will therefore be required to complete a DBS check in line with the Rehabilitation of Offenders Act (ROA) 1974 (Exceptions) Order 1975 and the Police Act Regulations.

We are an Equal Opportunities employer.

Some of our vacancies are designated customer facing roles under the fluency duty and require a specified level of spoken English. Where this is the case, it will be clearly stated in the advert and person specification.

If you have any further queries on any aspect of the application process, please contact The HR team, by emailing recruitment@merciatrust.co.uk