



Join our staff

Information for applicants

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Welcome

Thank you for enquiring about a role within Chorus Education Trust. I joined the Trust in 2019 and it was immediately clear to me that its greatest asset is its staff. I've been hugely impressed by the commitment of colleagues, who really do want to make a difference to our students' lives.

I know that working in education isn't an easy ride; you do it because you believe in it – and our Trust recognises and rewards you for that. This is a place where, if you have drive, talent and commitment, there will be opportunities for you to grow and develop.

Some of our staff have found opportunities within our teaching school hub - the South Yorkshire Teaching Hub - to share their professional expertise and support other colleagues. Key to our ethos is collaboration; we encourage this across our schools but also across the region through the South Yorkshire Teaching Hub.

We want all of our staff, whether they are based in the classroom or provide the services that keep our organisation running, to be committed to continuous improvement. We will support you as you develop your professional practice, as long as you support our students on their journeys.

There is a culture of success in Chorus. We promise our students amazing lessons, staff who care, and support inside and outside of the classroom. In return, we expect brilliant behaviour and great attitudes to learning from them.

If you want to be part of that deal, if you care and you want to feel valued, then please consider joining us.

Best wishes

Chris James
CEO, Chorus Education Trust



About our Trust

We are a growing Trust, committed to providing every child with the best education possible in both primary and secondary schools across South Yorkshire and Derbyshire.

Founded by Silverdale, a highly regarded secondary school in Sheffield, we have since been joined by three other secondary schools: Westfield in Sheffield, Eckington in North Derbyshire and Hope Valley College in the Peak District. We also have a large teaching school hub, the South Yorkshire Teaching Hub, the Sheffield Teacher Training Alliance, which provides training to help new teachers enter the profession and the National Modern Languages SCITT, a national SCITT focused on training languages teachers.

Our ethos

We believe in 'Outstanding Achievement for All' which means ensuring that every student achieves beyond expectations, whatever their situation. We believe that our schools can be both inclusive and aspirational. We achieve this through collaboration and harnessing the outstanding expertise across our region. We strive to foster an inclusive, supportive culture in all of our schools, for both staff and students, providing everyone with diverse enrichment opportunities that support their growth

What's in a name?

Whilst we can draw upon the wealth of skills and experience in both our founding school, Silverdale, and its Teaching School (the Sheffield Teacher Training Alliance), we recognise that every school that joins us has a unique contribution to make. Whether a primary or secondary school, we want them to help shape our growing Trust, to bring their own learning, and actively get involved in developing our vision for the future. So choosing the name 'Chorus' seemed appropriate: individual voices coming together to work as one. We believe that there is strength in us working together but recognise that we must retain the unique character of every school. Our Trust is about all of our schools, not just one.

Our branding also reflects our inclusive approach – to both schools and students. We welcome a diverse range of staff, students and schools, recognising that through diversity we can find strength.

An outstanding education should not depend on your postcode

We believe that every child in our region deserves the best education possible, and we know that there is outstanding expertise across our region that can be harnessed to make this happen. That means drawing on one of the biggest strengths in the education world – the willingness to share, support and collaborate.

Working with both primary and secondary schools in South Yorkshire and Derbyshire, we are working to build a Trust that provides the very best education for young people, where ever they live.

Central Trust Team

We currently have a Central Trust Team covering: school improvement and raising standards, safeguarding, inclusion, SEND, finance, payroll, HR, facilities, risk management, ICT, governance, marketing and communications. A Director of English and a Director of Maths work with colleagues and students across the Trust to support the development and delivery of high level provision in these core subjects.



Why join our staff?

We believe our staff are our most important resource within our Trust, and do our best to support and develop them.

Training and development

With a Teaching School – the Sheffield Teacher Training Alliance (STTA) – at our heart, we are able to offer a range of courses, both in-house and externally. STTA has a strong track record of developing teachers at all levels.

As part of the Trust you will be able to take advantage of opportunities working with colleagues at other schools, as well as contribute to our ever-improving practice. When you are ready to take the next step in your career we are sure you will want to stay with us.

Terms and conditions

We follow the national pay and conditions for teaching staff, and the National Joint Council for Local Government Services national agreement on pay and conditions for support staff.

Pension schemes

Teaching staff are included in the Teachers' Pension Scheme.

Support staff are included in the relevant local government pension scheme.

Trade union recognition

The following trade unions are recognised: ASCL, NAHT, NASUWT, NEU, GMB, UNISON, UNITE.



Eckington School

Eckington School joined the Trust on 1 April 2023. Eckington is a secondary school and sixth form with over 1,400 students, located in the north-east of Derbyshire.

Staff Structure

Teachers are organised into subject departments, with heads of department reporting to a member of the Senior Leadership Team (SLT)

Business services staff are organised under the Business Support Services Manager, as are educational support staff, who also report to the relevant pastoral or SEND leaders.

The Senior Leadership Team consists of the Headteacher, two Deputy Headteachers, four Assistant Headteachers, and the Business Support Services Manager.

Pastoral care

Our pastoral and support system is based on forms each with a form tutor. Each form belongs to a year group, with a head of year and a pastoral manager to monitor attendance, work progress, behaviour and achievements.

Facilities

Eckington School is situated, next to rolling countryside, at the south edge of the village of Eckington on a site that opened in 1983. The extensive school buildings are arranged around a tree-filled central courtyard with access to extensive playing fields at the rear of the site.

Facilities include a dedicated sixth form centre, extensive sporting facilities, and design and technology workshops as well as ICT suites, a library, separate school halls and dining facilities per key stage and science laboratories.



Age range	11-18
Number on roll (Year 7-11)	1,100
Pupil Admission Number	240
Number on roll (Sixth Form)	150
% Pupil Premium	22.19%
% English as an Additional Language	2%
Number of FTE staff	123.05



Learning

We offer a broad curriculum, with a good range of academic and vocational subjects. In Year 7, students are placed in all-ability classes for teaching, registration and tutor purposes. The timetable for Years 8 and 9 is constructed to allow setting in some subjects. In Years 10 and 11 students study up to nine subjects.

Beyond the classroom

There is a full range of extracurricular activities available to students including craft, football, food technology, reading, diversity group and climbing. Students can take part in the regular school production, whether it be in the limelight, or backstage.

Eckington Sixth Form

Eckington Sixth Form offers a broad subject choice to its young adults. Sixth Form students are an integral part of the school, providing role models to younger students as they prepare for the next stage of their life.

Students are supported by the Careers Team, which holds the Quality in Careers Standard and Career Mark Gold Award, as they embark on their applications for higher or further education, apprenticeships or careers.

Extracurricular activities are designed to assist our sixth form students in extending their learning and improving their CVs. Opportunities include the Extended Project Qualification (EPQ), Young Enterprise, becoming a student ambassador and visits to universities.



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Our schools

Hope Valley College

Hope Valley College is a comprehensive secondary at the heart of the local community. It is a small, friendly and supportive school and sits within the village of Hope in the Derbyshire Peak District, which is about 11 miles from Sheffield.

The school attracts students from across north Derbyshire as well as into Sheffield and across to Cheshire. It joined Chorus in September 2019, when it also welcomed a new Principal.

Staff structure

The Leadership Team consists of the Principal, the Deputy Principal, two Assistant Principals and the Business Support and Finance Manager.

Teachers are organised into faculties: design, English, global studies, maths and science. Faculty heads report to a member of the Senior Leadership Team (SLT).

Business services staff are organised under team leaders who report to the Principal. Education support staff are organised under an Assistant Principal. Additional support is provided by the Central Trust Team in areas such as facilities, risk management, ICT, HR, finance, governance and communication.

Pastoral care

Hope Valley is a school where everyone is known by name. Staff go to great lengths to ensure that everyone is included and has the opportunity to excel. The staff embrace the opportunities that being a smaller school offers, providing a nurturing, student-focused, environment, where decisions are driven by how best to meet the needs of both students and staff.

Facilities

The school owns and maintains its own buildings, which date back to the 1950s and 1960s. The stunning rural location means students can take part in a wide range of outdoor activities, making use of an on-site bike trail and the local countryside.

Facilities within the school include design and technology workshops, a thriving library, a music studio and an indoor climbing wall.

Since joining Chorus - and with the help of the active Parent, Teacher and Friends' Association - the school has invested in its facilities, providing a new pastoral area and a bright and cheery canteen. The classrooms are undergoing a programme of refurbishment and students' access to technology through an updated IT network, improved online resources and interactive screens supports their learning and their enjoyment of learning.



Age range	11-18
Number on roll (Year 7-11)	550
Pupil Admission Number	115
Number on roll (Sixth Form)	14
% Pupil Premium	14.26%
% English as an Additional Language	0.2%
Number of FTE staff	66.57

Learning

Despite its small size, the school provides an exciting range of subjects for students that go beyond the traditional offer of maths, science, humanities and languages. These include engineering, art and textiles, hospitality and catering, drama and music.

Students consistently achieve strong results that prepare them for the next step of their education at sixth form, college or in apprenticeships.

Hope Valley students have priority admissions status for Silverdale Sixth Form.

Beyond the classroom

Staff aim to give students unique and sometimes life-changing experiences.

Some of Hope Valley's enrichment activities are core to the curriculum, such as the outdoor education programme. But school life extends well beyond the classroom, incorporating a wide range of clubs and lots of trips and visits. The annual activities week sees all students involved in trips and activities designed to educate, develop and build the school community.

Embedded in the local community, the school is involved with events as varied as heart screenings and Hope Wakes Week – as well as hiring out the premises to local community groups.



Hope Valley Pathways



The school's specialist post-16 provision for young people with SEND prepares them for life

Hope Valley Pathways

and work. The dedicated building, in the grounds of Hope Valley College, provides a learning hub for up to 24 young people aged between 16 and 18.

This area-wide provision comprises mainly foundation learning programmes (incorporating work experience and life skills) for young people with specific learning difficulties or special educational needs. Lessons are delivered and supported by a range of suitably qualified teachers, tutors and mentors.

The Hope Valley Pathways unit also includes an onsite garden and allotment, which their students maintain.



Hope Valley College
Castleton Road
Hope
Derbyshire S33 6SD

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Our schools

Malin Bridge Primary School

Malin Bridge Primary School aims to ensure that every child has the best possible education so that they have the skills, knowledge, qualities, and values that they will need to reach their full potential in life. Malin Bridge, which is situated two and a half miles north-west of Sheffield city centre, joined Chorus Trust in January 2022.

Staff structure

Everyone at Malin Bridge works collaboratively to ensure that all children are given every opportunity to enjoy learning and to thrive in a happy, stimulating, vibrant community school. The Senior Leadership Team includes the Headteacher, a Deputy Headteacher, three Assistant Headteachers and the School Manager.

Teaching staff are organised in phase groups defined by key stage. Further staff teams include teaching

support staff, lunchtime supervisors and after school club play workers, the office team and the buildings team.

Pastoral care

Personal development is at the heart of the Malin Bridge curriculum and there is a range of interventions and bespoke support for children who need additional provision. The school has skilled support staff in each year group who are able to lead interventions that support children's emotional wellbeing.

Facilities

The school is housed in two main buildings dating from the early 1900s, and two nursery buildings. The Edwardian façade provides access to a bright, cheerful and vibrant interior, which is designed to inspire and engage the pupils.



Age range	2-11
Number on roll (Foundation stage 2 - Year 6)	525
Pupil Admission Number	75
Number on roll (Nursery)	90
% Pupil Premium	19.73%
% English as an Additional Language	5.8%
Number of FTE staff	68.23



Recent developments to the school environment include improvements to the IT network.

The school is in the process of developing a purpose built Integrated Resource (IR) for 20 children with an Education and Health Care Plan (EHCP) and communication and interaction as their primary need.

Learning

The engaging, relevant and broad curriculum is built around developing the children's core values with the aim that Malin Bridge pupils enquire about the world, celebrate diversity and be aspirational.

The well designed curriculum at Malin Bridge significantly focuses on ensuring children have the knowledge and skills to prepare them for the next stage of their education. Pupils progress strongly and achieve consistently highly.

Beyond the classroom

Children at Malin Bridge are busy and interested. They benefit from a wide range of residential trips, visits and extended learning activities that stimulate and develop them in a broad range of areas.

Breakfast and after school clubs are offered and well used from 7.30am and after school until 5.45pm.



Nursery

Malin Bridge Nursery is a community nursery school, housed in two buildings on the school site.



Malin Bridge Nursery

Stepping Stones

provides sessions, with a capacity per session of 20, for children of 2-3 years of age, and The Bridge, with a capacity per session of 30, for children of 3-4 years old.

Attendance at this popular nursery, although sited within the school grounds, does not guarantee admission to Malin Bridge Primary School, the admissions process for which is operated separately by Sheffield City Council.

Malin Bridge
Primary School and Nursery
Dykes Lane
Sheffield S6 4RH

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Silverdale School

Silverdale School is an 11-18 secondary comprehensive in the south-west of Sheffield. It is the Chorus Trust founding school and was chosen as the Top State School in the North of the Decade by the Sunday Times in 2020. We pride ourselves on being a diverse and inclusive school, with over 30 languages spoken by staff and students.

Staff Structure

Teachers are organised into subject departments, with heads of department reporting to a member of the Senior Leadership Team (SLT). We have a high number of subject specialists in post, helping our students achieve beyond the requirements of GCSE, and many of our teachers work with the South Yorkshire Teaching Hub to train and develop teaching colleagues.

Business services staff are organised under the Business Support Services Manager, as are educational support staff, who also report to the relevant pastoral or SEND leaders.

The Senior Leadership Team consists of Head of School, two Deputy Headteachers, four Assistant Headteachers, and the Business Support Services Manager. Every year other staff join the team as a development opportunity via Associate to SLT posts.

Pastoral care

Our pastoral and support system is based on forms each with a form tutor. Each form belongs to a key stage grouping, with a key stage leader and a pastoral manager to monitor attendance, work progress, behaviour and achievements.

The Learning Support Team supports students with special educational needs and disabilities (SEND) to access their education. They include teaching assistants, keyworkers and intervention leaders for specific areas, e.g. autism. The Student Support Team helps students who may need emotional support or help with mental health issues. They work closely with form tutors and the key stage teams, as well as families and outside agencies.

Facilities

The school was rebuilt in 2009 and is housed in a modern, PFI-funded building, situated on a single site in 17 acres of grounds with views over Sheffield and the surrounding countryside. There are extensive sporting and performance facilities, as well as design and technology workshops, ICT suites, a library and large number of science laboratories.

The school has an integrated resource unit for



Age range	11-18
Number on roll (Year 7-11)	1,020
Pupil Admission Number	240
Number on roll (Sixth Form)	460
% Pupil Premium	13.54%
% English as an Additional Language	21.7%
Number of FTE staff	130.69

profoundly deaf children which is staffed by teachers from the Sheffield Service for Sensory Impaired Children.

Learning

We are proud to offer a curriculum that goes beyond the English Baccalaureate (EBacc) suite of subjects, valuing the arts and humanities just as much as science and languages.

In Year 7, students are placed in all-ability classes for teaching, registration and tutor purposes. The timetable for Years 8 and 9 is constructed to allow setting in some subjects. In Years 10 and 11 students study up to nine subjects and can also take a qualification in their home language. Over 60% of students study the EBacc suite of subjects.

Beyond the classroom

Our P.E. department runs numerous clubs and teams, with success at local, regional and national level. We run regular revision sessions for GCSE and A-level; and we provide a breakfast club and after-school homework club.

Clubs and other opportunities include: Student Council; school musical; debating club; youth orchestra;

warhammer club; keyboard club; drama club; coding club; creative club; and trampolining.

Trips are run throughout the school year, including European language trips, biology and geography field trips and visits to local universities. The summer term's activity day involves all year groups in a selection of trips.

Silverdale Sixth Form

SILVERDALE SIXTH FORM

Silverdale Sixth Form is one of the most successful in Sheffield

- and in the entire country. We pride ourselves on our students' exceptionally high levels of attainment and progress.

We have gone to great lengths to maintain a broad and balanced offer for Sixth Form, and also provide an array of enrichment opportunities, as well as extensive support for students' next steps into university, apprenticeships and careers.

The Sixth Form is a popular and friendly place to learn. Students from other Chorus Trust schools have priority access.

A wide range of A-level, BTEC and other Level 3 options is offered. A post-16 enrichment programme includes Duke of Edinburgh Awards Scheme and Extended Project Qualification (EPQ).

The vast majority of students go on to university, with a high success rate in obtaining Oxbridge places. A number also gain apprenticeships.



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Sheffield S11 9QH

Headteacher: Mrs S Sims

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E: enquiries@silverdale.chorustrust.org

Westfield School

Westfield School, an 11-16 secondary comprehensive in south-east Sheffield with over 1,170 students, is on the cusp of achieving great things. It officially joined the Trust on 1 December 2018, following several months under its leadership.

Staff structure

The Leadership Team consists of Head of School, two Deputy Headteachers, four Assistant Headteachers, and the Business Support Services Manager.

Teachers are organised into faculties, with faculty heads reporting to a member of the Senior Leadership Team (SLT). Business services staff are organised under the Business Support Services Manager – as are educational support staff, who also report to the relevant pastoral or SEND leaders. Additional support is provided by the central trust team in areas such as risk management, IT, HR, finance, governance and communications.

Pastoral care

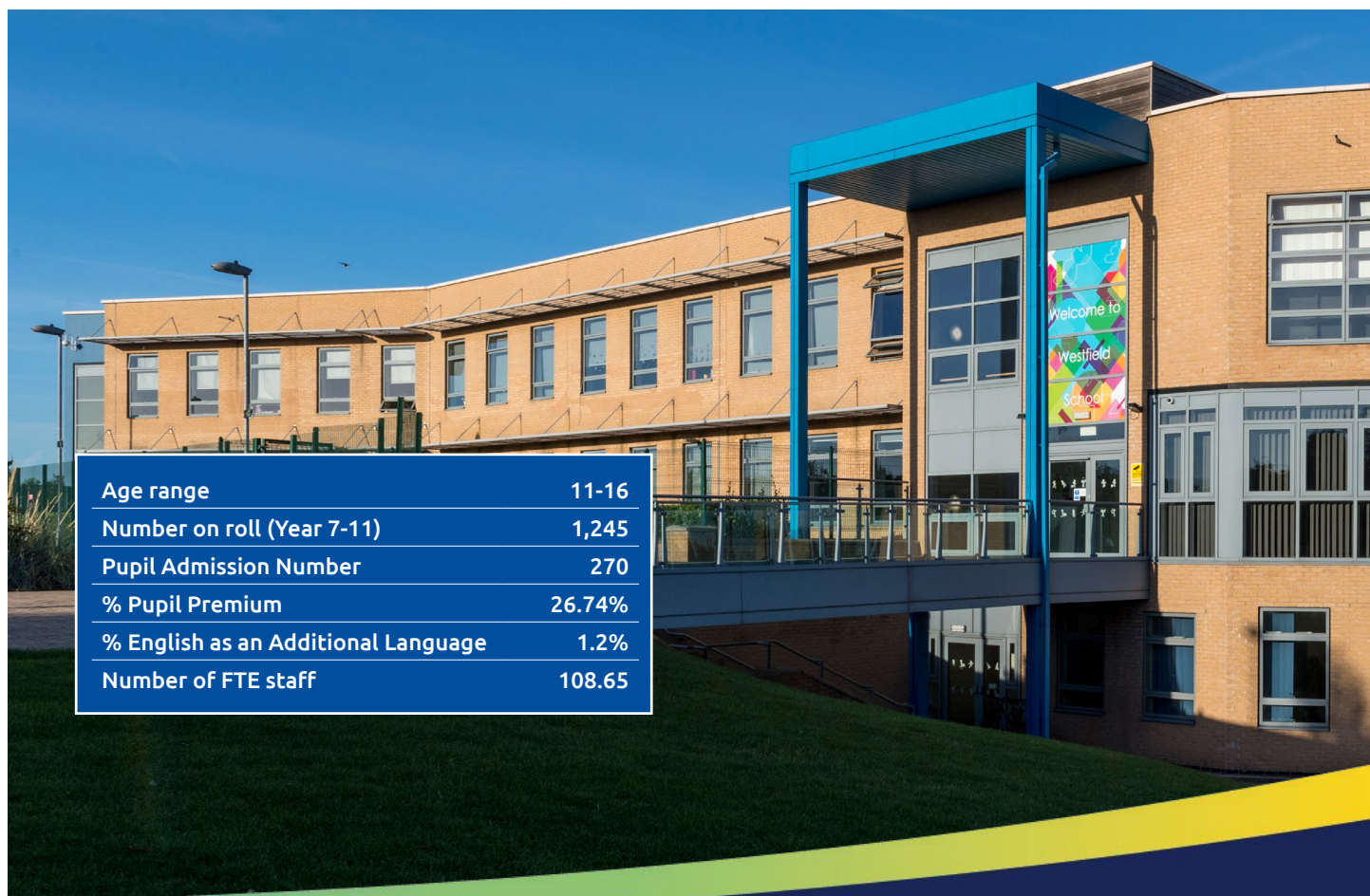
The pastoral and support system is based on key stage and hall groupings. Each year group includes eight or nine forms, each with a Form Tutor, a Key Stage Leader

and a Pastoral Manager to monitor attendance, work progress, behaviour and achievements. Sporting and other events are organised into houses.

In 2019 the school introduced a 'Positive Discipline' system, which means:

- A rewards-led system.
- A calm and purposeful environment, all the time, every day.
- Self-managing students who are ambitious, ready, kind and safe.
- No low-level disruption to lessons.
- Crystal clear expectations and structures consistently implemented at every level and at every stage of the school day.

The Learning Support team provides specific, timelimited, evidence-based intervention for students who are not making good progress due to a special educational need.



Age range	11-16
Number on roll (Year 7-11)	1,245
Pupil Admission Number	270
% Pupil Premium	26.74%
% English as an Additional Language	1.2%
Number of FTE staff	108.65



Facilities

Westfield has a proud history of sporting success, having previously been a specialist sports college. Onsite facilities include a swimming pool, gym, sports halls and extensive outside pitches – all of which can be used by staff. The building is PFI-funded (built in 2007) and provides excellent, modern facilities, surrounded by playing fields. A new library has been installed following the school community raising the funds to create this much used facility.

Learning

Our options process allows students to study the full suite of EBacc subjects at GCSE. Leading to this they experience a wide range of subjects, to enable them to make an informed choice.

We recently reviewed our curriculum to increase the academic challenge and have set new targets for all students that encourage them to raise their aspirations. We believe that having the best teachers in the classroom is key to our students' success, so we have continued to recruit subject specialist teachers who bring a wealth of knowledge and experience. The school is focusing on the Trust priority of 'responsive

teaching', ensuring that students receive support tailored to their learning needs. Following feedback that parents wanted to be more engaged with students' learning, there has been an increased focus on setting meaningful homework and more direct engagement with parents and carers.

Beyond the classroom

Regular revision sessions are provided beyond the normal school day, and an after-school homework club is run from the school library. Extra curricular activities include the school choir, dramatic productions, art club, music club and a host of leadership opportunities via our School Ambassador scheme. The P.E. department has a strong reputation in the city and students have achieved numerous local, national and international accolades.

Post-16

Westfield students move on to a variety of settings to continue their education. They have priority admissions status for both Silverdale Sixth Form and Eckington Sixth Form, providing they meet the admissions criteria.



Westfield School
Eckington Road
Sheffield S20 1HQ

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Recruiting, training and developing teachers

South Yorkshire Teaching Hub

The South Yorkshire Teaching Hub is based at Silverdale School and provides everything you need to know about teaching in Sheffield and Rotherham.

It provides information for those considering a future career in teaching, including the different routes into teaching provided locally.

It also provides all the CPD and support that teachers need throughout their career. Its website signposts to all the latest news, research and training in our region, as well as bringing together job vacancies from the region's schools.

Additionally, it provides support and training for Early Career Teachers (formerly known as NQTs), runs an Appropriate Body service, and delivers the



RECRUITING • TRAINING • DEVELOPING TEACHERS

new National Professional Qualifications (NPQs) in partnership with local providers.

Make sure you sign up to its regular email bulletins, so you don't miss out!



Recruiting, training and developing teachers

Sheffield Teacher Training Alliance

Our teacher training course supports staff at every stage of their career - from initial teacher training, right through to middle, senior and executive leadership. We also provide subject specialism training. Our teacher training alliance grew from Silverdale School, was designated as one of the first Teaching Schools in 2012 and is now the teacher training arm of the South Yorkshire Teaching Hub.

Our School Direct programme is run mainly in partnership with Sheffield Hallam University, which awards Qualified Teacher Status and has been rated as both 'Good' and 'Outstanding' for its education courses. We also run some courses with the University of Sheffield.

We offer two contrasting school placements within our alliance for trainees. Given that we have a network of over 60 schools in both South Yorkshire and North Derbyshire, this is one of our biggest strengths. These include early years, primary, secondary and special schools in a range of settings.



Staff within Chorus Education Trust get the opportunity to take part in teacher training, as mentors and coordinators. Many colleagues have also offered school experience sessions in their lessons, or opened up their classrooms to visitors interested in joining the profession.

We bring over 100 new teachers into the profession every year and are delighted to see watch them progress through their career - sometimes coming back to us via our schools or partners at a later date.



National Modern Languages SCITT

We are training the next generation of modern languages teachers in England!

Our one-year (full time) or two-year (part time) course is unique in that it is solely focused on modern languages and offers placements in a network of both state and independent schools across our geographical hubs in England.

It came about as a result of our success recruiting and training modern languages teachers through School Direct, and the need to train more languages teachers nationally. Working with the Department for Education, we established the NML SCITT as a unique partnership between state and independent schools.

Trainees receive specialist tuition in the teaching of modern languages and join a cohort of other language trainees, ensuring they get the specific support they need.

Placements are in schools within our geographical hubs, which currently include:

- Abingdon and Oxfordshire.
- East Anglia.
- East Midlands and South Lincolnshire.
- Humber and North Lincolnshire.
- North London.
- Oundle.
- Sheffield and Peak District.
- South East London.
- South Manchester.

National Modern Languages



SCHOOL CENTRED INITIAL TEACHER TRAINING

We attract applicants from both inside and outside of the United Kingdom, all of whom have high fluency in English, even if it is not their native language.

Trainees experience an induction course at the end of August, as well as 19 extra training days when they all come together to learn, discuss and share ideas about teaching languages. They have an individual training plan, which includes online modules and they have the opportunity to teach in two schools, where they are supported by mentors.

At the end of the course they can achieve QTS (Qualified Teacher Status) and a PGCE (Post Graduate Certificate in Education), as well as credits towards a Master's qualification.



Contact us

Chorus Education Trust

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Schools

Eckington School and Sixth Form

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Hope Valley College

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E enquiries@hopevalley.chorustrust.org

Malin Bridge Primary School

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Silverdale School and Sixth Form

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Westfield School

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Teacher development

South Yorkshire Teaching Hub

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Sheffield Teacher Training Alliance

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National Modern Languages SCITT

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