



# Anns Grove Primary School

## Recruitment Information



**We Shine Together**

Proud to be part of Mercia Learning Trust



**Mercia**  
Learning Trust



**TEACHERS AT THE SCHOOL ARE  
COMMITTED AND HARD WORKING.  
THEY ARE KEEN TO LEARN FROM  
EACH OTHER AND SHARE THEIR  
EXPERTISE. LEADERS HAVE MADE  
SURE THAT TEACHERS' WORKLOAD  
IS MANAGEABLE.**

**OFSTED, MARCH 2020**



**Miss Ann Farrar  
Headteacher**



## We Shine Together

Thank you for taking the time to consider applying for a position at Anns Grove Primary School. We think that Anns Grove is a great place to learn and work. Ours is a warm and welcoming community school where the children are always at the heart of everything we do. Our school vision centres on enabling all our pupils to thrive.



Anns Grove Primary School is a successful, over-subscribed and expanding primary and nursery school with approximately 400 pupils, serving a fantastic multi-cultural community in Heeley, Sheffield. Our facilities for pupils include full Forest School provision, floodlit sporting facilities, a climbing wall, class gardens, school beehives and even a therapy dog!

At Anns Grove, our classrooms are led by compassionate, enthusiastic, and highly skilled educators who value the development and well-being of each

child in their care. We cherish and appreciate the distinctiveness of each of our students and strive to assist them in growing confidently and flourishing in their unique identity.



Our rich, broad curriculum allows children to develop the necessary knowledge and skills to achieve the best possible outcomes, fulfil their potential and move on to the next phase of their education as successful and ambitious



learners. All of this is built on the strong foundations of experiencing positive and caring relationships which provide them with a true sense of belonging to the school community. As a result, behaviour at Anns Grove is excellent.

Our aim is to ensure that our children will leave Anns Grove not only having achieved their full potential academically, but also leave prepared to take on responsibility for their own learning and ready to use their talents for the good of others.

Our staff are our greatest resource and we go the extra mile to promote staff well-being and ringfence the right kind of work-life balance. We offer an exceptional package of professional development and a team of talented staff members to support you.

We are very proud of what we do each day. We look forward to welcoming you.



**Mr Chris French**  
**Chief Executive Officer**

## Realising Potential. Transforming Lives.

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At Mercia Learning Trust, we believe that if education is about anything, it is about social mobility and social justice. We are a 2-18+ cross-phase Trust based in south and southwest Sheffield, serving a range of diverse communities. Our mission is simple: to ensure every child, irrespective of background, starting point or need, attends an exceptional school.



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.

The 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, are a substantial provider of Initial Teacher Training and provide fantastic support for Early Career Teachers.

We expect a great deal from staff and 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 well-being and maintaining a healthy work-life balance.

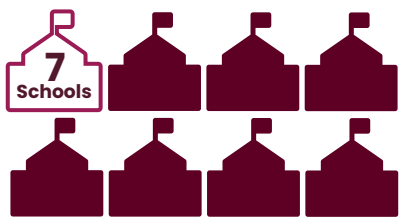
MLT is a great Trust with a clear vision, robust schools, effective central functions, and is led by talented staff and leaders. We have a strong identity, a positive culture, and an effective model of operation. Our scale and location enable us to function as a close-knit network and family of schools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



Working for the 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.

# WHO WE ARE



4  
OUTSTANDING  
Schools



3  
GOOD  
Schools



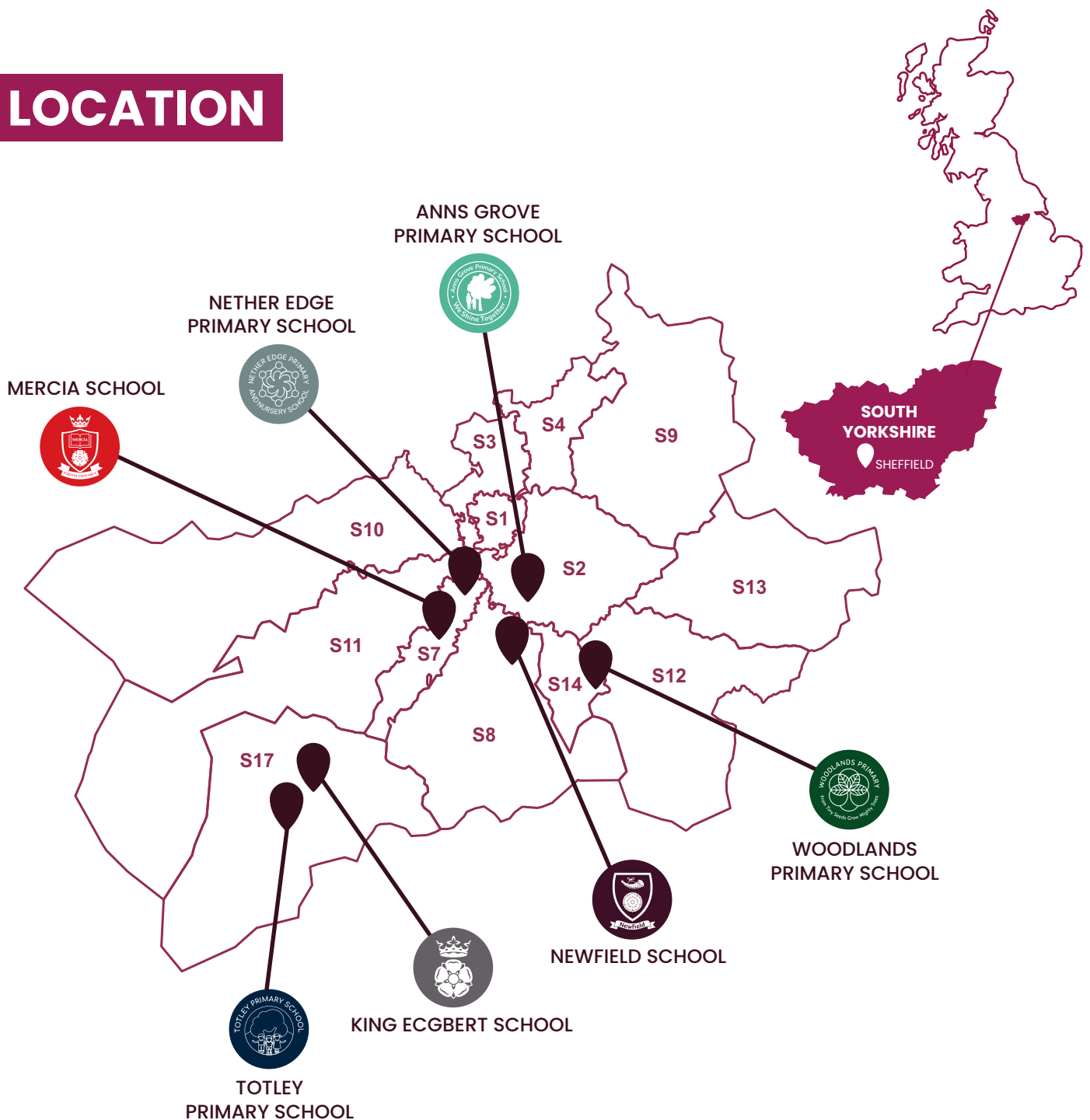
close to  
**5000**  
pupils



over  
**600**  
Staff



## LOCATION





# REASONS TO JOIN ANNS GROVE PRIMARY SCHOOL

## 1 COMMUNITY

Our diverse and vibrant community fosters unique perspectives and backgrounds. Our dedicated staff ensure a nurturing environment where everyone thrives. Staff say that Anns Grove is different for all the right reasons and this is why they don't leave.

**Ann Farrar, Headteacher**



## 2 PROFESSIONAL DEVELOPMENT

I joined Anns Grove as level 3 Teaching Assistant apprentice in 2021. Since then, I have completed my apprenticeship and secured a Level 3 teaching assistant job. I've also been able to start the Higher Level Teaching Assistant course this year.

**Alex Mellers, Teaching Assistant**

## 3 BEHAVIOUR

At Anns Grove, children flourish in a caring environment where kindness and respect are paramount. Teachers receive support from skilled teams, allowing them to focus on effective teaching.

**Adam Hayden, Deputy Headteacher**



## 4 CURRICULUM

Anns Grove offers a dynamic curriculum tailored to our community's needs. Subject leaders drive continuous improvement, ensuring teachers are equipped to deliver engaging lessons.

**Steve Chappell, Foundation Subject Curriculum Leader**



## 5 THE ANNS GROVE CULTURE

Community engagement is ingrained in our school culture, driving us to make a positive impact within our walls and beyond. We celebrate each student's journey and uphold a culture of kindness and empowerment.

Challenges are embraced as opportunities for growth, fostering resilience.

**Sarah Webb, Assistant Headteacher**

## 6 STAFF WELLBEING

From the moment I stepped through the doors at Anns Grove, I felt supported not only as an educator but as an individual.

**Lauren Rutkowski-Stedman, Assistant Head**



## 7 WORKLOAD

Leadership prioritises staff well-being, ensuring manageable workloads and ample support. Collaboration among teams further eases the burden, reflected in our high staff retention.

**Kate Schofield, Y1/2 Phase Leader**



## 8 INCLUSIVITY

At Anns Grove, every student is supported to thrive, regardless of background or ability. Our experienced SEN team works tirelessly to ensure all pupils receive the support they need.

**Nicola Eastburn, Special Needs Co-Ordinator**

## 9 ENJOYMENT

I have developed good relationships with many families in our community, some bringing their third child into my classroom. I can't imagine ever working anywhere else.

**Jo Revill, Early Years class teacher**




## 10 SUPPORT

Having worked in other schools, both in London and in Sheffield, Anns Grove is certainly the most welcoming and supportive staff team that I have experienced.

**Naomi Hewson, Y3/4 teacher**



**OUR COMMITTED STAFF  
ARE DETERMINED TO DO THEIR  
VERY BEST FOR OUR PUPILS.  
WE AIM TO PROVIDE THE  
ACADEMIC AND PASTORAL  
SUPPORT NEEDED TO ALLOW  
THEM TO THRIVE.**



**AT MLT, ALL OF THE SCHOOLS  
ALIGN AROUND WHAT MATTERS  
THE MOST AND THE TRUST  
ITSELF HAS THREE PRIORITIES;  
TO DEVELOP GREAT SCHOOLS,  
BE A GREAT TRUST AND BE  
A GREAT EMPLOYER.**

**'HARNESSING SYNERGY, MAINTAINING INDIVIDUALITY'  
TWINKL EDUCATION, 2022**



# BENEFITS OF WORKING FOR MERCIA LEARNING TRUST



## MISSION

Shared mission and values.



## ETHICAL LEADERSHIP

Our leaders exemplify professionalism, integrity, commitment, kindness, respect, positivity, support, service, courage, and vision. They always prioritise the best interests of children.



## 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.



## FIRST CLASS STAFF

You will be part of an ambitious, able, and committed staff team working within our schools and across the Trust.



## 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 the Trust and outside. This includes an annual Trust conference.



## PARTNERSHIP WORKING

Numerous opportunities to collaborate with colleagues from across the Trust on a range of projects.



## APPRAISAL

Effective annual and on-going support, appraisal, and career conversations.



## WELL-BEING & 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 the Trust.



## SCHOOL BUILDINGS

Well-equipped and maintained buildings with safe working environments.



## 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.



## STAFF TESTIMONIALS

WHAT IS IT LIKE TO

WORK FOR

THE TRUST?

I FEEL LIKE I MATTER TO  
MY SCHOOL AND THE 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 Dabinett, 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 the Trust’s willingness to embrace the best new strategies, techniques and educational research to better meet our pupils’ needs.”

Colin Gough, 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. The Trust aims to secure staff and student well-being as a top priority.”

Sharjeel Jalal, Teacher,  
King Egbert School



“What attracted me to joining the 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 the Trust.”

Joe Tremble, Teacher,  
Woodlands Primary School



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