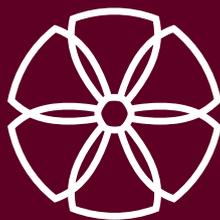




Mercia Learning Trust

Central Team

Recruitment Information



Mercia
Learning Trust

Realising Potential. Transforming Lives



Mr Chris French
Chief Executive Officer

Realising Potential. Transforming Lives.

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.

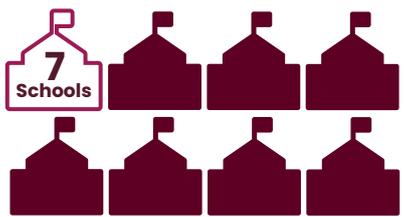
MLT is a great Trust with a clear vision, robust schools, effective central functions, and is led by talented staff and leaders. We have a strong identity, a positive culture, and an effective model of operation. Our scale and location enable us to function as a close-knit network and family of schools 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



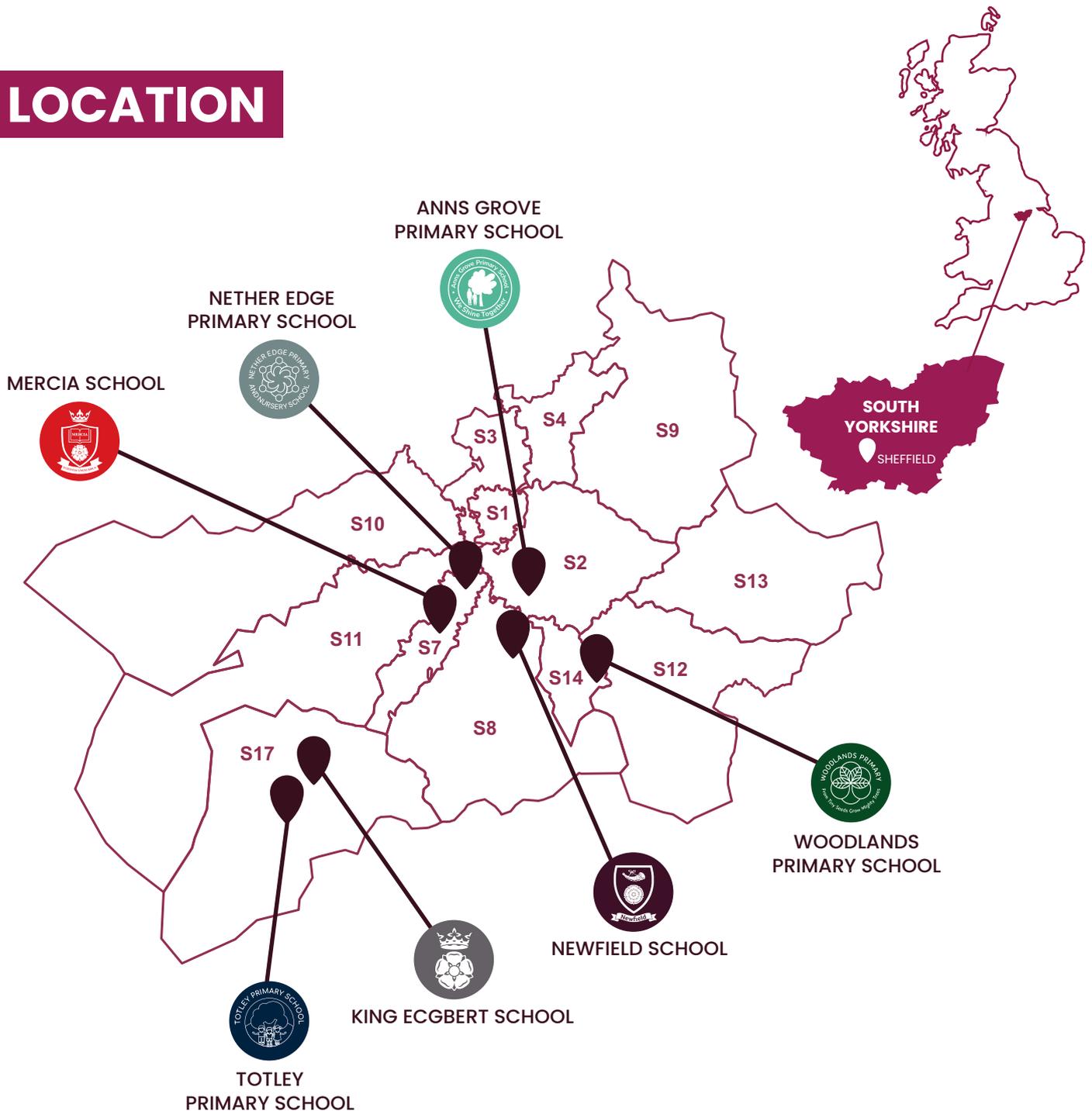
close to
5000
pupils



over
600
Staff



LOCATION





**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.

Further information about the Trust can be found at merciatrust.co.uk

enquiries@merciatrust.co.uk | 5



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 Ecgbert 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 Ecgbert School



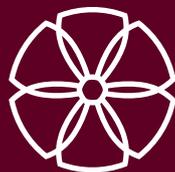
“What attracted me to joining the Trust was the large and diverse community where there is equal representation.”

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



Mercia
Learning Trust