



# Mercia School

## Recruitment Information



**Scientia Unescamus**

Let us be United by Knowledge

Proud to be part of Mercia Learning Trust



**Mercia**  
Learning Trust



**WE OFFER AN**

**EDUCATION THAT IS**

**TRADITIONAL AND**

**ACADEMICALLY RIGOROUS**



**Mr Joshua Fisher**  
**Headteacher**

## Scientia Unescamus

Let us be United by Knowledge



Mercia School (11-18+) opened in September 2018 and has grown incrementally each year since then. We now have pupils in years 7-13, have published exceptional GCSE results in 2023 and 2024, and we opened our Collegiate Sixth Form in September 2023.

We are a traditional school, and aspects of our approach and practice are like other highly effective schools across the country. We have a strong reputation for educational excellence and have been the most oversubscribed school in the city for the last four years. In February 2023 Ofsted inspected the school and graded all aspects of provision and overall effectiveness to be outstanding.



Our aim is to provide all pupils, no matter what their background or starting point, with a rich, coherent, and demanding education, facilitated by a longer school day.

This ultimately equips and inspires them to progress to university or a high-quality alternative. We care about every pupil and want the absolute best for them.



Our school is a warm and welcoming place where all pupils feel happy and safe and can flourish. Staff are free to teach without distraction and deliver exceptional lessons, and leaders focus



persistently on what matters. We wish to recruit, develop, and retain the best staff, and we have a strong commitment to reducing the workload for teachers.

We believe in the following:

- All pupils deserve an exceptional education.
- Extremely high and explicit expectations of everyone.
- Consistency and predictability.
- A longer school day, family lunch and silent corridors.
- Exemplary pupil conduct and behaviour.
- Ambitious, carefully considered, skilfully sequenced knowledge-rich curriculum, expertly delivered by teachers to all pupils.
- A coherent and fully accessible enrichment offer for all pupils.
- The development of character so that pupils are kind and work hard every day.
- Exceptional pupil outcomes and the development of pupils as rounded and ambitious citizens.
- Education as the vehicle to drive social mobility.
- Exceptional professional support and development of staff, and a culture of continuous improvement.



**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



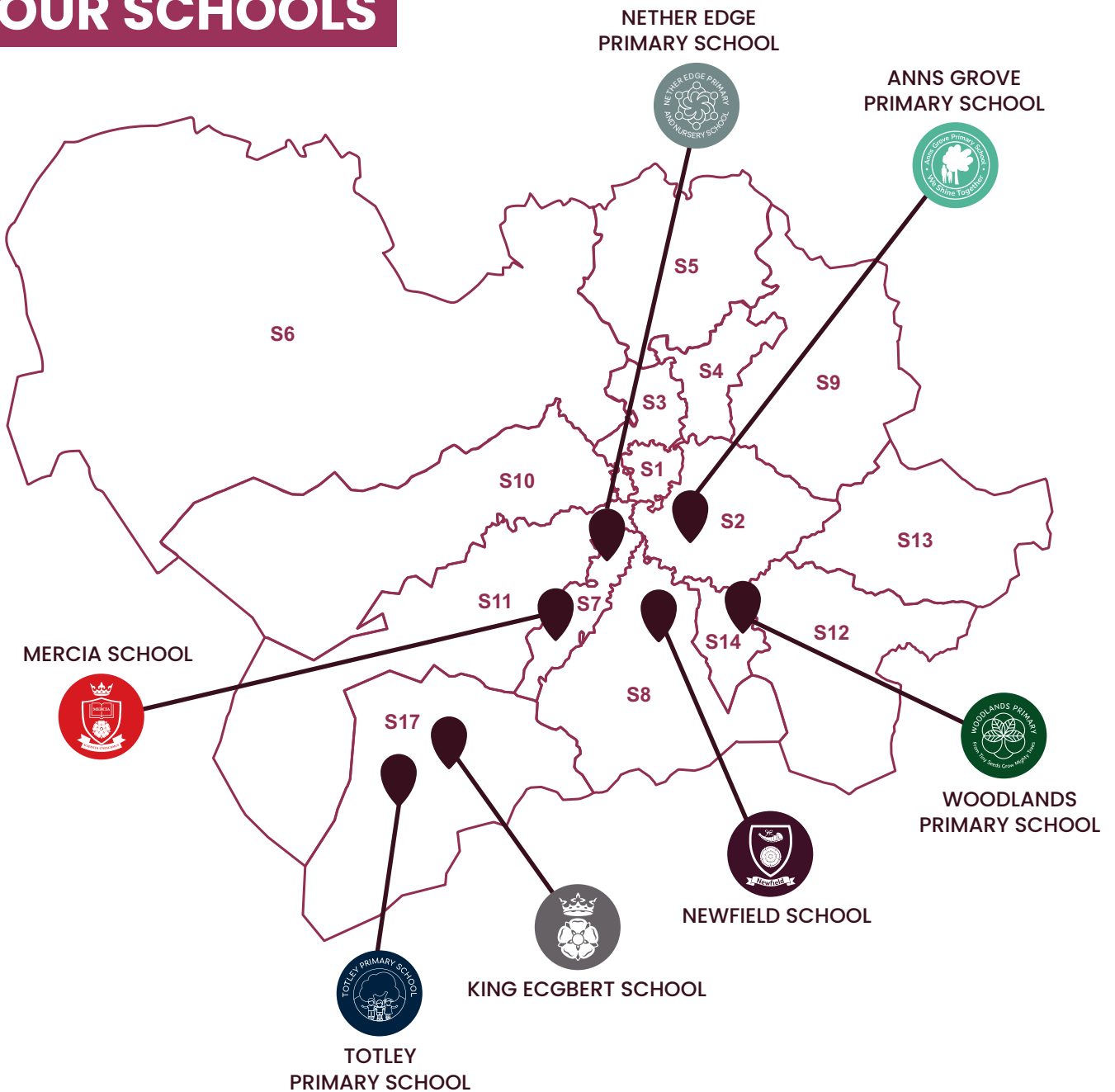
close to  
**5500**  
pupils



over  
**650**  
Staff



## OUR SCHOOLS





# REASONS TO JOIN MERCIA SCHOOL

## 1 OUTSTANDING SCHOOL

Mercia is one of a small number of schools that is graded as outstanding, and one of the best schools in the country. You will have access to sector-leading practice. Outcomes are exceptional.



## 2 TEAM

You will join an ambitious, talented and positive team of leaders and staff.



## 3 SUPPORT

Leaders and teachers have fantastic initial and on-going support to fulfil their roles. Senior leaders work hard to support teachers and ensure their time is protected.



## 4 EXCEPTIONAL BEHAVIOUR

Pupils at Mercia behave impeccably. We believe teachers should be able to teach and pupils should have an appetite to learn. Our centralised and consistent behaviour systems improve wellbeing for all.



## 5 WORKLOAD

We remove all unnecessary tasks that take time away from supporting pupil learning. We have reduced data and administration tasks. Teachers have lower contact ratios compared to most schools, so they have more time to prepare great lessons. Teacher time is focussed on teaching, supporting pupils and administration in the working day and no work is taken home.

## 6 TIME

We have a longer school day which is designed to support pupils and staff. Within this time all pupils receive great lessons, access a full enrichment programme and undertake homework in assisted 'self-study'.

## 7 PROFESSIONAL DEVELOPMENT

All staff receive an exceptional induction, and consistent on-going support and CPD. You will work alongside exceptional colleagues.



## 8 RETENTION

Retention is high and staff are happy and proud of their school. They have a good work-life balance and have a sense of belonging. We are all driven and motivated by our mission.





## 9 FAMILY DINING

Family dining is special. We all eat together as a family and collectively show gratitude to our community. Teachers are catered for free of charge.



## 10 ENRICHMENT

Teachers teach and lead pupils in their areas of interest or expertise outside of the 'normal' curriculum. Teachers offer sport, STEM, music, drama, the arts and much more. Strong relationships are built and forged in these moments.



Information about what it is like to work at Mercia School can be accessed via



**STAFF MORALE IS HIGH.**

**THEY ARE PROUD TO WORK**

**AT THE SCHOOL.**

**LEADERS HAVE PRIORITISED**

**PROFESSIONAL DEVELOPMENT**

**TO ENSURE THAT STAFF ARE**

**EXPERTLY TRAINED TO**

**PERFORM THEIR ROLES.**

**OFSTED, FEBRUARY 2023**



**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.



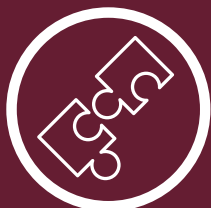
## INDUCTION

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](https://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 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 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 Ecgbert 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



[www.merciaschool.com](http://www.merciaschool.com)  
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