



# 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 Dean F Webster  
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 7-12, have published exceptional GCSE results this summer 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 over-subscribed school in the city for the last three 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 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.

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



**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.

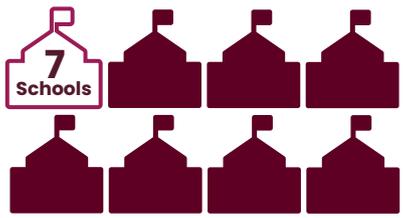
MLT is a great Trust with a clear vision, robust schools, effective central functions, and is led by talented staff and leaders. We have a strong identity, a positive culture, and an effective model of operation. Our scale and location enable us to function as a close-knit network and family of schools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



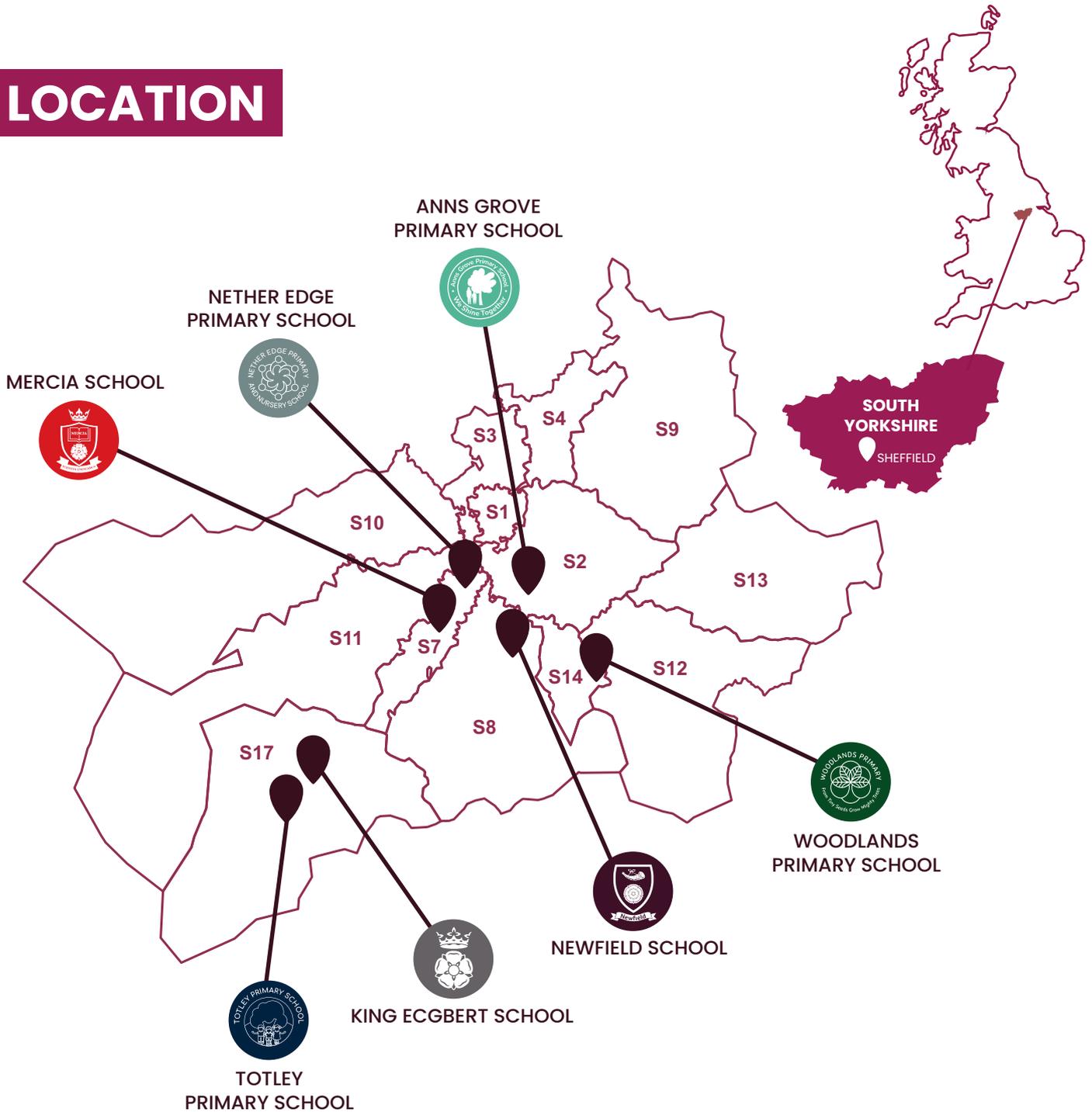
close to  
**5000**  
pupils



over  
**600**  
Staff



## LOCATION





# 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 well-being 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 [merciaschool.com/work-with-us](https://merciaschool.com/work-with-us)



**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**



**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 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

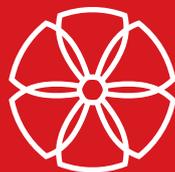


“Mercia Learning Trust is committed to bringing out the best in everyone, through giving us the tools to build our skills, expertise and knowledge. It is such a supportive network, and we have really valuable opportunities to collaborate with practitioners in other settings across the Trust.”

Joe Tremble, Teacher,  
Woodlands Primary School



[www.merciaschool.com](http://www.merciaschool.com)  
[enquiries@merciaschool.com](mailto:enquiries@merciaschool.com)



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