



# Newfield School


## Recruitment Information



*Achievement Leads to  
Opportunity and Choice*

Proud to be part of Mercia Learning Trust





**THIS IS AN INCLUSIVE  
SCHOOL WITH A DIVERSE  
AND HAPPY COMMUNITY.  
PUPILS ARE POLITE AND  
COURTEOUS AND TYPICALLY  
TREAT PEOPLE WITH RESPECT.**

OFSTED, 2022



**Mrs Emma Anderson**  
**Headteacher**

## *Achievement Leads to Opportunity and Choice*

Welcome to Newfield School, a thriving 11-16 school that prides itself on values of excellence both within the classroom and in extracurricular activities. With over 1000 students, our legacy of high performance is rooted in the belief that 'achievement leads to opportunity and choice.' Newfield is a diverse and oversubscribed school. We were last inspected in 2022 and confirmed as strongly Good by Ofsted.

Our mission is to improve life chances for every student, emphasising achievement as the gateway to opportunity. We are dedicated to cultivating a culture of curiosity, inclusivity, and personal growth.



We have an unwavering commitment to teaching and learning, placing students at the core. Our inspiring curriculum focuses on knowledge acquisition and fostering a love for learning.



A key attribute at our school is positivity in classrooms. A friendly and purposeful environment promotes positive relationships instrumental for personal and academic growth. We champion good behaviour, hard work, and a genuine desire to learn.

Newfield School's ethos is embodied in our core values: curiosity, consideration, and commitment, known as the 'Newfield Way.' We believe in fostering good character essential for success in education and life.



Newfield School is a remarkable place to work. We set high expectations for staff with a focus on professional development and manageable workloads, and are committed to continued success and exceptional progress for our students.



If you share our passion for education, high standards, and empowering students, we warmly welcome your application to join our vibrant community. Together, let's make a lasting impact on the lives of our students, fostering achievement, opportunity, and choice.



**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



7  
Schools

4  
OUTSTANDING  
Schools



3  
GOOD  
Schools



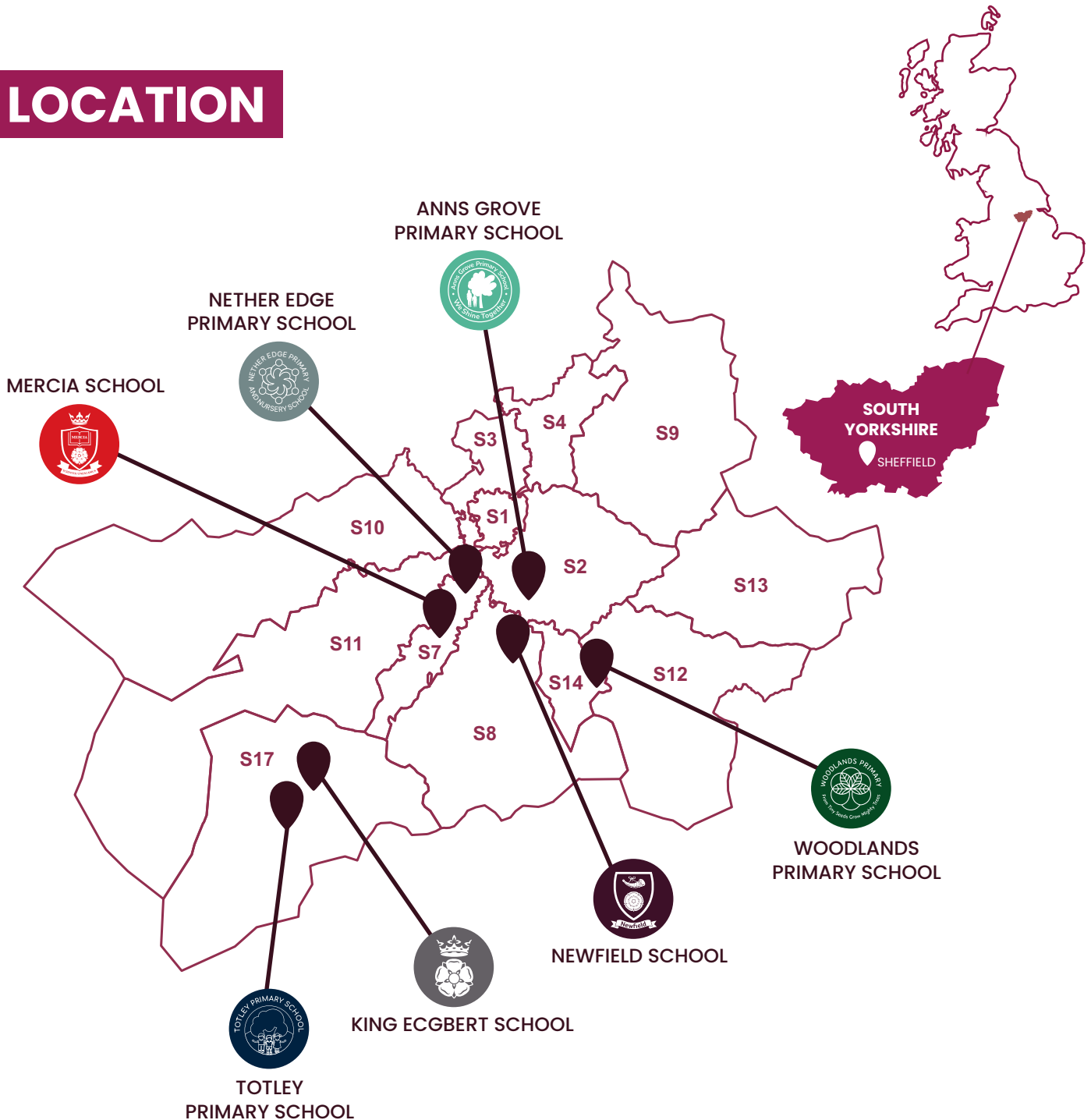
close to  
**5000**  
pupils



over  
**600**  
Staff



## LOCATION





# REASONS TO JOIN NEWFIELD SCHOOL

## 1 EXCELLENCE

At Newfield School, we are unwavering in our dedication to providing an excellent education. Joining our team means committing to the pursuit of academic excellence both inside and outside the classroom.



## 2 INCLUSIVITY

Community is important to us and as a staff member, you will be part of a diverse, inclusive, and welcoming school where everyone is valued.



## 3 STUDENT SUCCESS

Newfield School is passionate about student success. By joining us, you become a vital part of the mission to empower students to thrive in all areas of learning, in Newfield and beyond. All our students go on to post-16 study or training in the best performing sixth forms and providers. Our Alumni stay in touch and contribute to the next generation of Newfield students.



## 4 INSPIRING CURRICULUM

Our school offers an inspiring broad curriculum that emphasises knowledge acquisition, curiosity, and a love for learning. As a staff member, you will have the opportunity to inspire and engage students in their educational journey both in school and beyond to post-16 study.



## 5 POSITIVE ATMOSPHERE

The positive atmosphere at Newfield School is contagious. Join our team and experience a friendly and purposeful environment where good behaviour, hard work, and the pursuit of learning are celebrated.

## 6 CHARACTER

We believe in fostering good character. As a member of staff, you will have the opportunity to instil our core values of curiosity, consideration, and commitment in our students, preparing them for success in education and beyond.



## 7 PROFESSIONAL DEVELOPMENT

Newfield School highly values professional development. Joining us means you'll have access to ongoing training and opportunities for growth, ensuring your continued development as an educator.



## 8 SUPPORT

We set high expectations for our staff, and in return, we provide strong support and a manageable workload. Your success and well-being are paramount to us.



## 9 RUNNING AN EXCEPTIONAL SCHOOL

Our school has a proven track record of success. Join a team that consistently achieves excellent outcomes and be part of our mission to continue making exceptional progress with our students.


## 10 MERCIA LEARNING TRUST

Newfield School is part of Mercia Learning Trust, a thriving and growing multi-academy trust. As a member of our team, you will be part of an ambitious Trust dedicated to improving the life chances of students and professionals alike.



**LEADERS, INCLUDING GOVERNORS, ARE CONSIDERATE OF STAFF'S WORKLOAD AND WELL-BEING. LEADERS SEEK AND RESPOND TO FEEDBACK AND MAKE CHANGES AS A RESULT. THIS IS VALUED BY STAFF, WHO ARE OVERWHELMINGLY POSITIVE ABOUT WORKING AT THIS SCHOOL.**

OFSTED, 2022



**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.



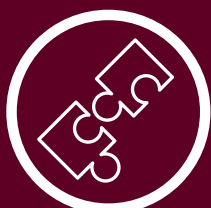
## INDUCTION

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



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**Mercia**  
Learning Trust