



# NETHER EDGE PRIMARY AND NURSERY SCHOOL

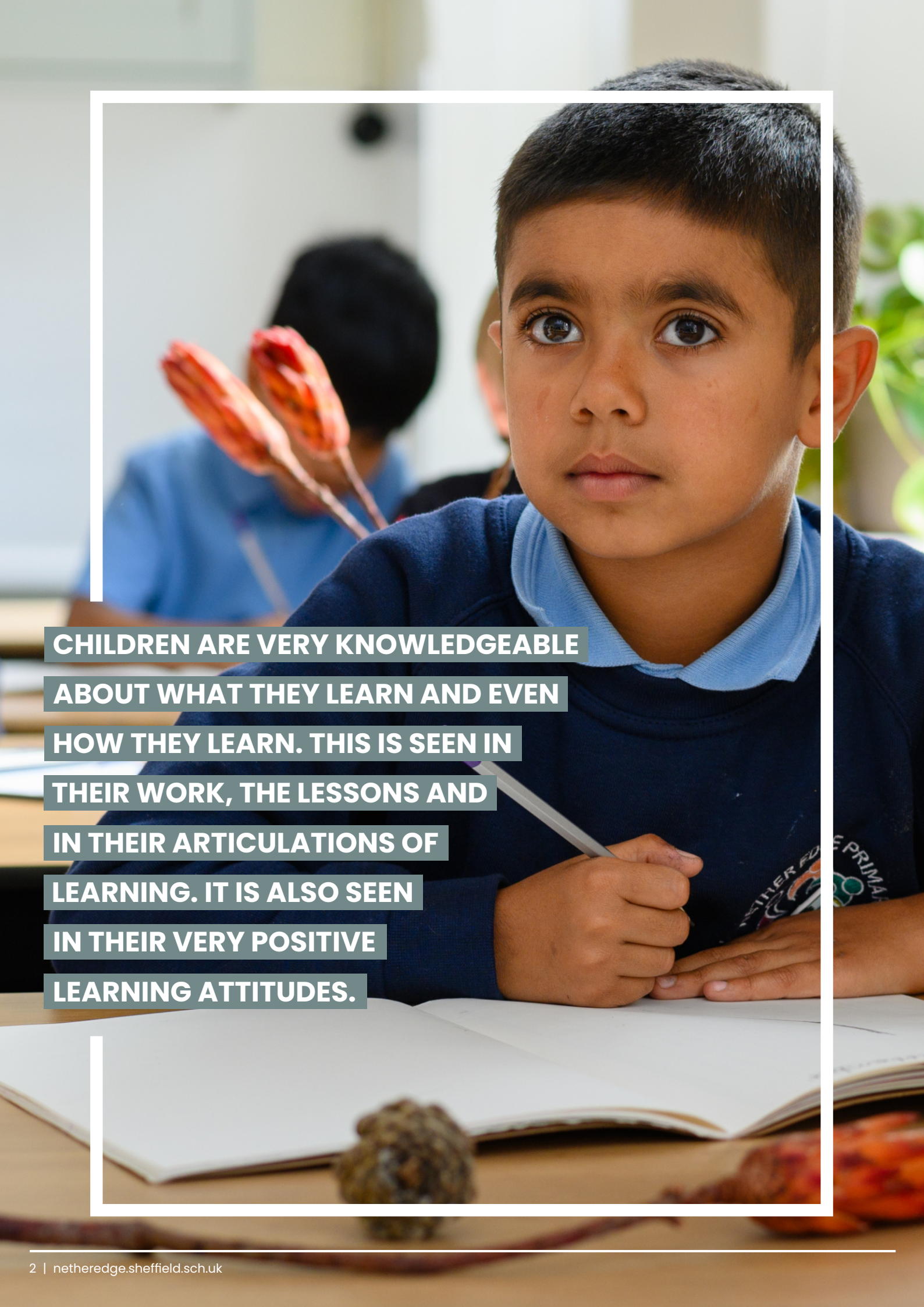
## Recruitment Information



Proud to be part of Mercia Learning Trust







**CHILDREN ARE VERY KNOWLEDGEABLE  
ABOUT WHAT THEY LEARN AND EVEN  
HOW THEY LEARN. THIS IS SEEN IN  
THEIR WORK, THE LESSONS AND  
IN THEIR ARTICULATIONS OF  
LEARNING. IT IS ALSO SEEN  
IN THEIR VERY POSITIVE  
LEARNING ATTITUDES.**





**Mrs Michele Nott**  
**Headteacher**

I am delighted that you are taking the time to consider applying for a position at our very special school.

Nether Edge School is an over-subscribed 2-form entry multi-cultural primary and nursery school that really is at the heart of its community. Our school is very effective and always extremely focused on continuous improvement.

We want every child at Nether Edge to flourish: to be safe, happy and healthy, to achieve across all subjects, to play a positive part in their school and wider community and to be excited and engaged in their learning. We call this the SHAPE of our school.



Through a wide range of learning opportunities, we want children to leave our school engaged and confident learners with a variety of skills that

ensure they have options for successful futures. Our curriculum is firmly rooted in our local community. Our curriculum intent is clear and its design is based on research evidence and our trust curriculum principles.



Nether Edge Primary is a warm and welcoming place, where children and adults feel happy and safe. Relationships are at the heart of what we do. As a result, children are polite



and show respect to each other and towards adults in school.

Children's behaviour is excellent. For example, children are polite because they know that 'Manners Matter.' They know this because it is deliberately taught and reinforced and children understand the importance of it. From day one, all interactions are nurtured so that children have respect for themselves, others and the environment.

The wider personal development curriculum is a strength at our school. Firm foundations for pupils' personal development and achievement begin in nursery. The power of storytelling is central to our curriculum and personal development offer throughout school.

We are determined and committed to the continuous improvement of all the staff team. The Nether Edge approach to professional development is purposeful and ambitious, embedded in a very special culture that permeates our school.

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



7  
Schools

4  
OUTSTANDING  
Schools



3  
GOOD  
Schools



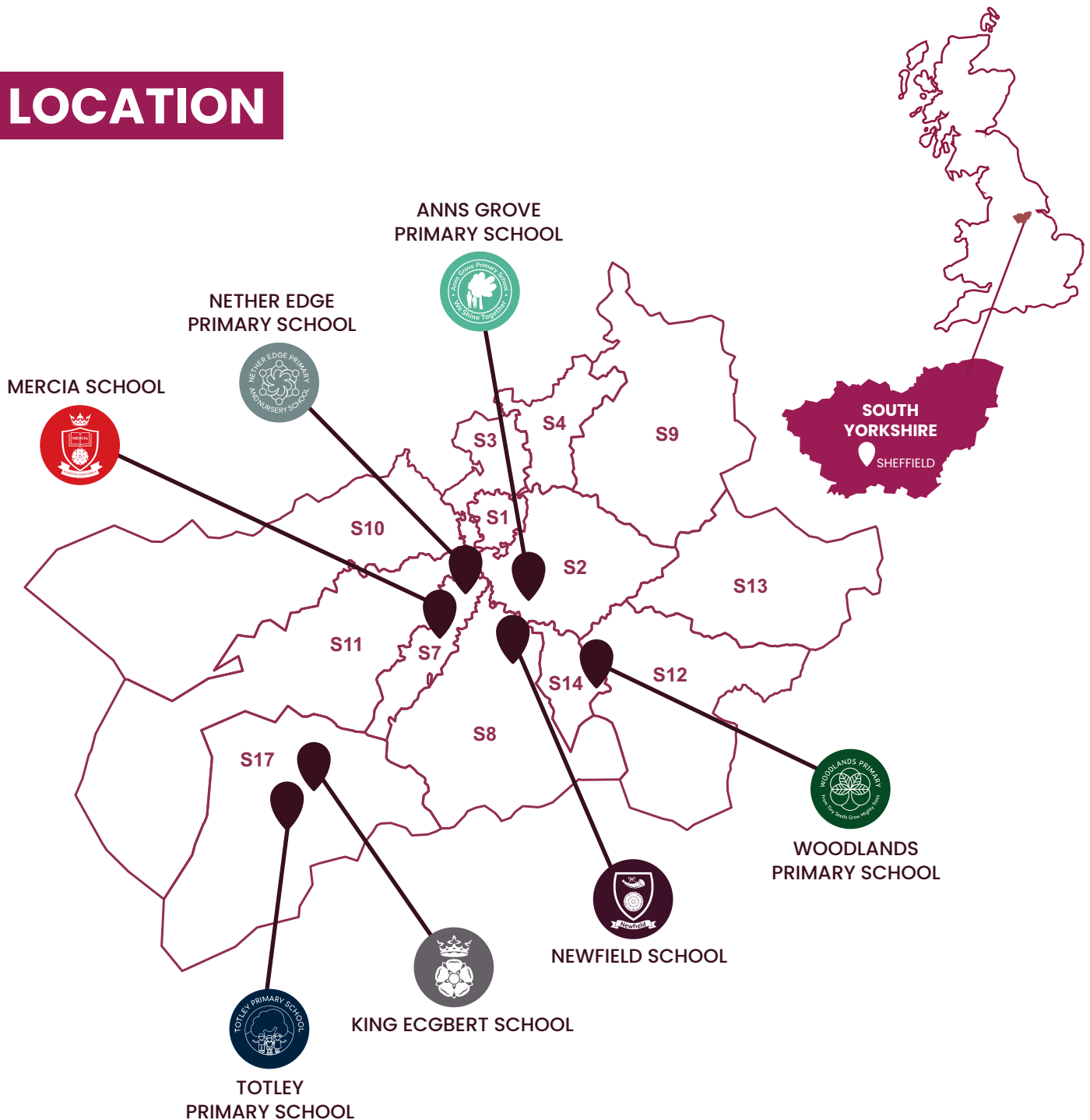
close to  
**5000**  
pupils



over  
**600**  
Staff



## LOCATION





# REASONS TO JOIN NETHER EDGE PRIMARY SCHOOL

## 1 WELCOMING

"When I got the job in Nether Edge Primary School, I was quite nervous about moving from my previous school. As soon as I started, my worries disappeared. I feel as if I have always been a part of the team as I was welcomed with warmth and smiles. The team here are honestly amazing; they have supported me throughout my induction and I am not hesitant to ask them for help as they give great support."

Intisar Elkurbu – Teaching Assistant



## 2 THE NETHER EDGE WAY

"The 'Nether Edge Way' supports the delivery of our curriculum. It is based upon key principles for teaching and learning that align with what we know about memory, retrieval and attention. We are passionate about children being best equipped with strategies for learning at primary school and beyond."

Dora Poulton – Deputy Headteacher



## 3 COMMUNITY

"Nether Edge is an amazing community of people. Team work abounds here as does genuine care and compassion for everyone. Help and support of any kind is always readily available whenever required."

Gill Farrar – Teaching Assistant



## 4 SUPPORT

The support I have received from Nether Edge School has been outstanding! There is a culture of openness and collaboration where I have felt empowered to

continually discuss, reflect and develop my practise. I couldn't have asked for more in the early stages of my career!"

Natalie Gilpin – Year 5 teacher & ECT



## 5 WORKLOAD

"I have always felt supported at Nether Edge as if I have any worries a member of SLT will be available to talk to and listen to me. This means I feel heard and supported at any point in the year. Workload is consistently considered to ensure it is manageable and there is a culture of wanting to improve workload for all members of the school; having planning that is well sequenced by subject leads is just one of the many ways this happens."

Kathryn Harvey – Year 3 teacher



## 6 THE TEAM

"The staff team at Nether Edge Primary are one big happy family. We look out for each other and we always go the extra mile to help and support each other to achieve the best results. Everyone is friendly



and approachable. Everyone is respected and appreciated for the work we all do. The SLT team are amazing. They always take the time out to acknowledge you and ask how you are doing; they are always available if you need to talk and you can count on them. I am proud and honoured to be part of the amazing team at Nether Edge Primary School."

Azra Tafique - Teaching Assistant



## 7 ENRICHMENT

"At Nether Edge we offer enrichment to all children, in a wide variety of ways. After school clubs run every evening and these include dance, football, gymnastics and tennis. These are open to everyone. We also offer lunchtime enrichment. This is a more focused group session, aimed at our more vulnerable children, and includes activities such as Lego, art and yoga. Children LOVE these sessions and our enrichment offer changes regularly to suit the needs of our young people."

Sara Ahmed - Assistant Headteacher



**NEW STAFF ARE VERY  
POSITIVE ABOUT THE SCHOOL,  
THE TRAINING AND THE SUPPORT  
THEY RECEIVE. THEY FEEL  
CHILDREN BEHAVE WELL,  
THAT SYSTEMS ARE CLEAR  
AND THAT CHILDREN ARE  
ALSO CONFIDENT ABOUT  
THEIR LEARNING.**

**FIONA MCNALLY  
SCHOOL IMPROVEMENT PARTNER**





**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



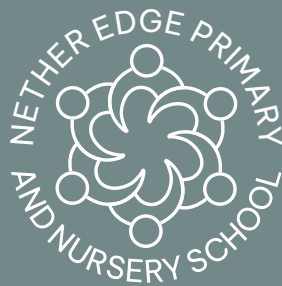
"What attracted me to joining the Trust was the large and diverse community where there is equal representation."

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