



# King Ecgbert School

## Recruitment Information



Excellence • Respect • Aspirations

Proud to be part of Mercia Learning Trust



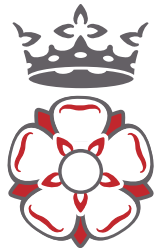


**KING EGBERT SCHOOL IS A HIGHLY  
SUCCESSFUL SCHOOL AT THE HEART  
OF MERCIA LEARNING TRUST.**

**WE PRIDE OURSELVES ON  
DELIVERING AN EXCEPTIONAL  
QUALITY OF EDUCATION  
TO LEARNERS FROM ALL  
BACKGROUNDS AGED 11-18.**



**Mr Paul Haigh  
Headteacher**



## Excellence • Respect • Aspirations

Welcome to King Egbert School. It is my honour to introduce myself as the Headteacher of this exceptionally strong school, where we cherish our longstanding reputation for excellence. As the current custodian of the school, I am responsible for the standards that families in this part of Sheffield have long relied on.

We are a warm, welcoming, and inclusive school, and we take pride in our comprehensive nature. Our catchment includes the leafy suburbs of Dore and Totley, where the school is located, and extends along the Abbeydale corridor for 5 miles into the city centre.



We serve a cross section of Sheffield's many and varied communities. Students benefit from growing up in a microcosm of the society we prepare them to make a positive contribution to as adults.



We take pride in celebrating diversity, with a commitment to ensuring that all staff and students feel valued and safe within our community. In my role as Headteacher, I consistently remind our students that we aspire to provide a King Egbert School education that equips them, upon leaving our institution, to do nothing less than contribute to making the world a better place.

We accomplish this by embodying our ERA values (Excellence, Respect & Aspirations).

Excellence in academia is our guiding force. Year after year, our exam results consistently surpass national averages, and our primary focus is on the success of our most vulnerable learners. We are dedicated to promoting social mobility and empowering students who face barriers to learning to achieve success.

We firmly believe that while excellent exam results are crucial, they alone are insufficient to prepare students for life. How students interact with one another holds significant importance, and as such, we maintain rigorous standards of behaviour and place an emphasis on developing soft skills such as manners. This embodies our Respect value.

Our final value centres around Aspirations, as our students progress to diverse and impressive destinations. We aim to encourage ambitious dreams among our students and ensure that concrete plans are in place, allowing us to facilitate the transformation of those dreams into reality.



The school is a wonderful place to work, and we are a team that provides mutual support. As an employer, we take pride in looking after our staff and empowering them to perform at their very best through excellent professional development and support.



**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.

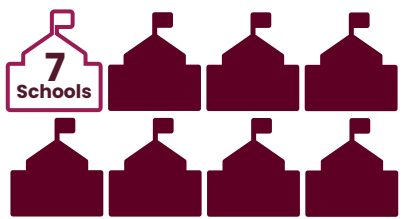
MLT is a great Trust with a clear vision, robust schools, effective central functions, and is led by talented staff and leaders. We have a strong identity, a positive culture, and an effective model of operation. Our scale and location enable us to function as a close-knit network and family of schools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



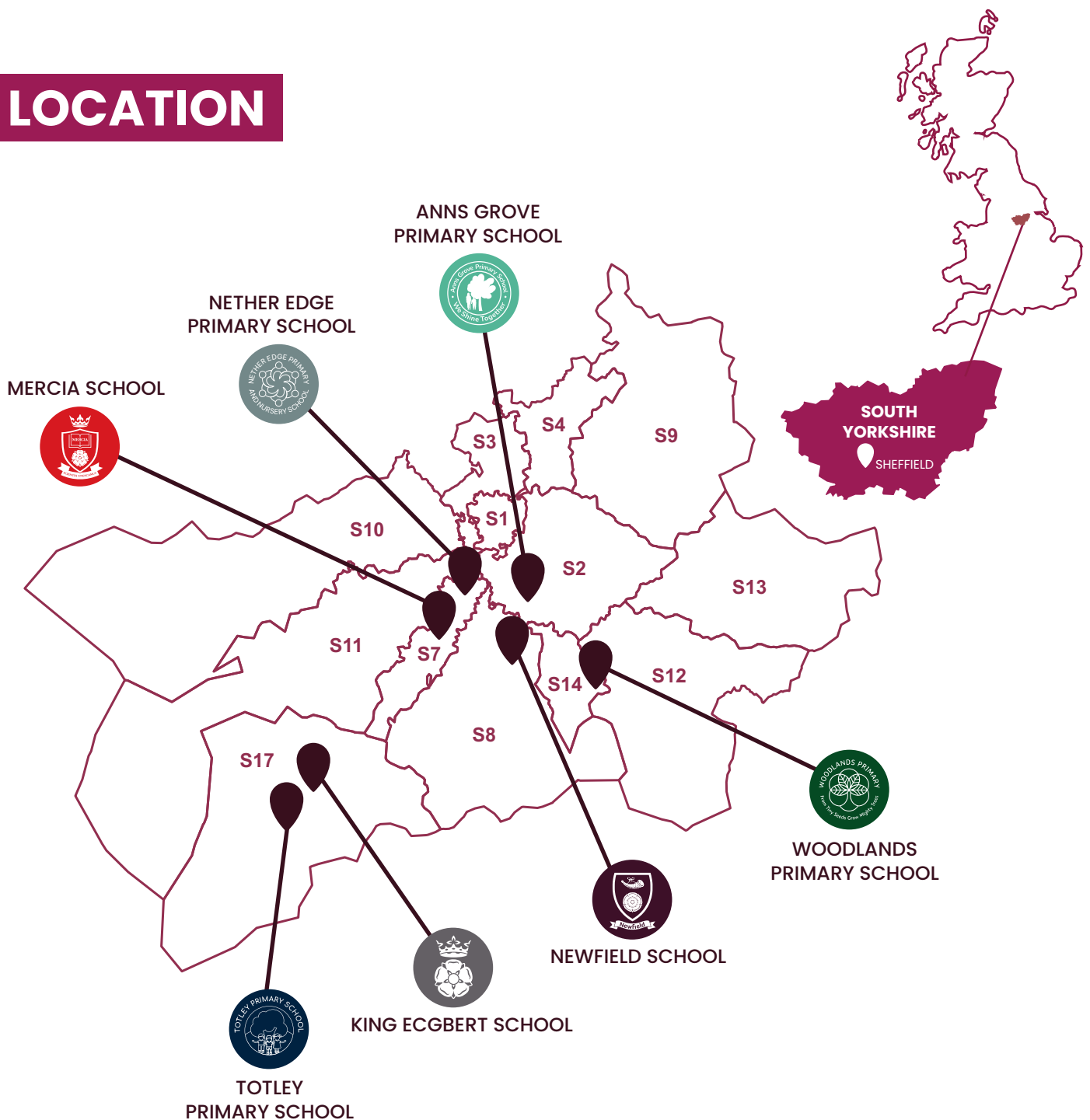
close to  
**5000**  
pupils



over  
**600**  
Staff



## LOCATION





# REASONS TO JOIN KING ECGBERT SCHOOL

## 1 OUTSTANDING SCHOOL

However you measure it, the school is very strong.



## 2 TEAMWORK

We are very fortunate to be able to recruit superb staff, but you are never working on your own - you are an important part of a great team.

## 3 SUPPORT FOR STAFF

Everyone is supported. Whether you're starting your career or are experienced and aspiring for more, you will receive help and support.



## 4 EXCEPTIONAL BEHAVIOUR

We have great relationships with our students but there are clear lines that will not be crossed and consistent systems that will allow teachers to get on and teach.



## 5 WORKLOAD

We constantly review what we ask staff to do. We have reduced marking and data drops and keep meetings purposeful and short.



## 6 ENJOYMENT

The school is an enjoyable place to work. There is a vibrant staff social scene, staff sports clubs, and plenty of opportunities to have fun at work.



## 7 PROFESSIONAL DEVELOPMENT

King Egbert staff take their careers seriously and we support that with great professional development at school and at trust level, where we grow our own future leaders.



## 8 RETENTION

People like working here; jobs do not come up often and people stay here a long time.

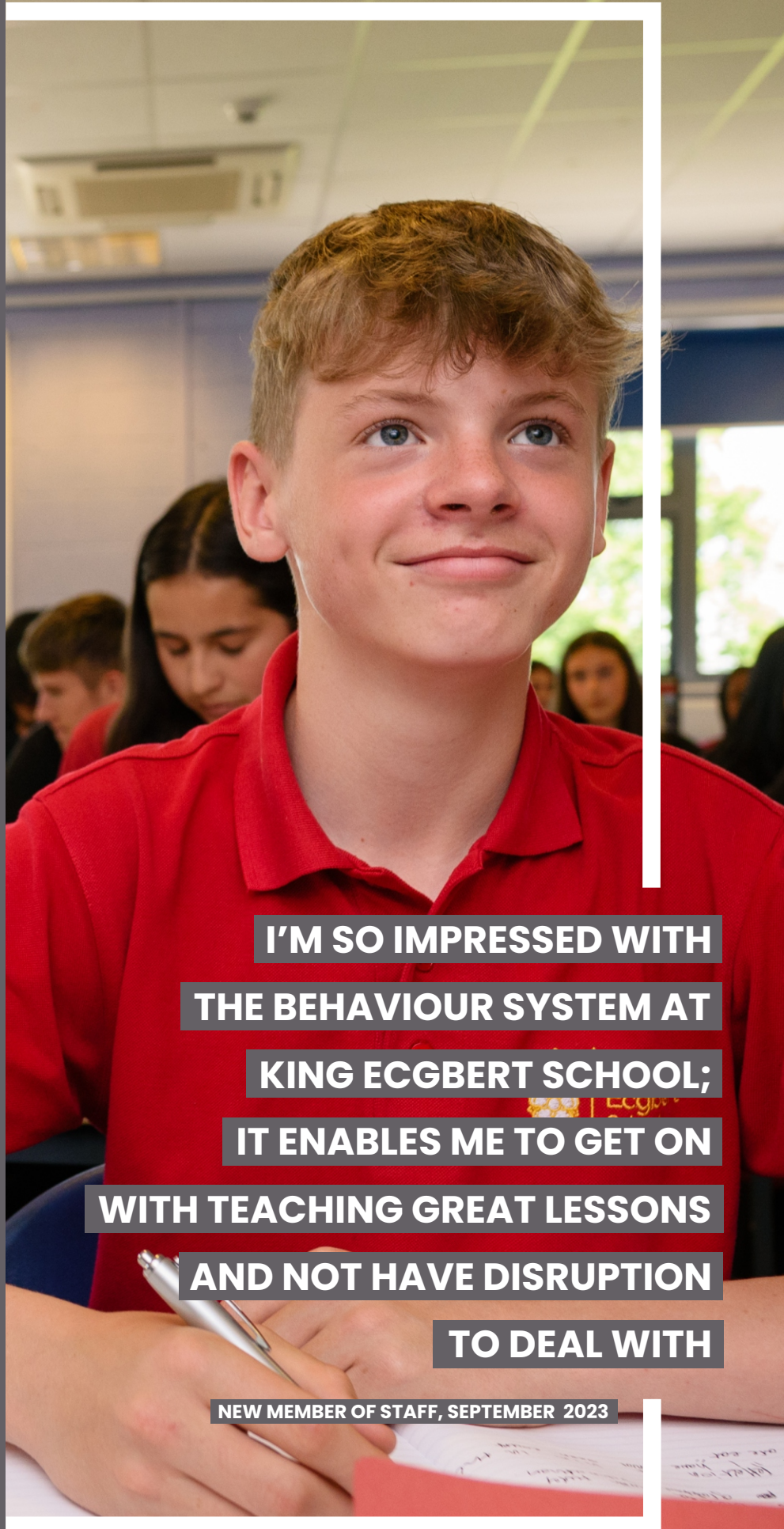
## 9 LOCATION

The Peak District is right on our doorstep, and people can go for walks, runs, climbing, and bike rides directly from work. The area offers excellent cafes, bars, and restaurants, as well as lovely places to live with more reasonable house prices compared to the south of England.




## 10 ACCESS TO GREAT CAREERS

Mercia Learning Trust is a leading multi academy trust with plans to grow. A post at King Egbert School, the largest school in the trust, is a great springboard to a career in an organisation that values talent.



**I'M SO IMPRESSED WITH  
THE BEHAVIOUR SYSTEM AT  
KING ECBERT SCHOOL;  
IT ENABLES ME TO GET ON  
WITH TEACHING GREAT LESSONS  
AND NOT HAVE DISRUPTION  
TO DEAL WITH**

**NEW MEMBER OF STAFF, SEPTEMBER 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.



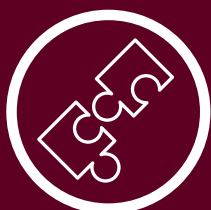
## INDUCTION

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



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**Mercia**  
Learning Trust