

Recruitment Pack

Working for Steel City Schools Partnership



Steel City
Schools Partnership

A message from our CEO

Thank you for showing an interest in this exciting opportunity with Steel City Schools Partnership.

As a Multi-Academy Trust with a very clear vision and ambition, Trustees are keen to ensure they recruit and retain the highest calibre of staff in order to provide the very best education possible to the children we serve. I hope that by reading this pack and the information available on the Trust and schools websites you will get a good overview of the exciting opportunities and support you can expect as a member of staff at our trust.

Steel City Schools Partnership is a collaborative organisation driven by our vision **'To provide an excellent education for all'**. We aim to do this by **'Achieving Excellence, Sustaining Excellence, Sharing Excellence'**. As a trust, we seek to support and challenge each other to improve the outcomes and life chances of all our pupils across all our schools. Our values of **Aspirational, Collaboration, Inclusive, Respectful and Supportive** underpin how we work across SCSP but also with our external partners and work with others.

The Trust's Strategic Plan for the next 18 months sets out that we are ambitious for our pupils, staff, communities and organisation. We are very interested in learning about the skills and experience that you can bring to our Trust and your vision for how you will support delivery of our strategic objectives. The information included within this pack aims to help you decide if you have the right qualities, skills, and experience to apply for the role. If you have any further questions please do get in touch.

I hope, like me, you will see that this as an exciting and very rewarding role. I look forward to receiving your application and hopefully meeting you in the very near future.

Yours faithfully



Nicola Shipman
Chief Executive Officer

A message from our Chair of Trustees

Thank you for your interest in working for us here at **Steel City Schools Partnership**.

Steel City Schools Partnership is a Multi Academy Trust that currently leads a partnership of 10 primary schools. We have a proven track record of securing change and sustainable school improvement. Our current schools have all made good progress towards meeting the challenging targets set and expected by the DfE, Regional Director, and by us as trustees.

Our vision is to provide high quality education and deliver the best outcomes for children and young people within an ethos based on our vision and underpinning aims:

Our Vision:

To provide an excellent education for all

Our Underpinning Aims:

Achieving Excellence | Sustaining Excellence | Sharing Excellence

Our desire is to provide outstanding educational provision for children and families, firmly rooted in the context of the local communities. We seek to support lifelong learning, and provide excellence in teaching through high expectations that adhere to traditional values and standards.

This is an exciting time in our development as we continue our journey of improvement and look to expand our partnership of schools and services to have further impact on the lives of young people. We look for growth to continue, supported by our external partners to do so.

You will be joining an ambitious and innovative team, therefore we are seeking imaginative and creative members of staff who can help us secure positive outcomes for the children, staff, families and the wider communities we serve.

If you share our vision and passion for children and their families, we would like to hear from you.

Yours faithfully



Peter Mucklow
Chair of Trustees

On behalf of the Trustees:

Fatima Adesanya, Katy Davison, Paul Doherty, James Glover, Jeremy Harris, Peter Mucklow, Juliet Rowson and Nicola Shipman

Who are Steel City Schools Partnership?



Steel City Schools Partnership was formed on April 1st 2013 following a long-established partnership between three local schools – Fox Hill Primary, Mansel Primary and Montenevy Primary. Following a period of continued improvement, SCSP welcomed two new schools to the Trust – Greenhill Primary and Windmill Hill Primary – both on February 1st 2018. Woodseats Primary joined SCSP on September 1st 2019, Brook House Junior School on April 1st 2021, Lound Infant and Lound Junior joined on September 1st 2021. Bankwood became our tenth school, joining us on April 1st 2023. The Trust is delighted to be working with Sheffield Local Authority and city schools who are considering joining SCSP.

The Multi-Academy Trust has been established to ensure a primary-led partnership of schools with an ambition to work closely with other academies and schools in both formal and informal arrangements. The Trust aims to provide a high-quality learning environment that inspires and motivates children, staff and the wider community to engage in education and learning. The “To provide an excellent education for all” philosophy drives policy, practice and governance in order to achieve this. Leadership development, succession planning and capacity building are also priorities for the Trust.

As a Multi Academy Trust we work closely and value greatly our relationship with a number of local and regional partners, being a Partner with the regional Teaching School Hub, Great Heights. SCSP has been successful with our CPD programme and outreach work, leading training for a range of educational and leadership programmes. We have lead staff who are subject experts at all levels of the current National Professional Qualifications. Our CEO is a National Leader of Education and an Ofsted Inspector, as is one of our Executive Directors of School Improvement.

Our success is due to our biggest and most valuable asset – our staff team.

What can SCSP offer you?

Guidance of a supportive and experienced executive team who invest in the development of their leaders

Access to healthcare and wellbeing services

Encouragement for further and continued professional development

Pension Scheme



Our Vision and Values

Our Vision:

To provide an excellent education for all

We aim to accomplish this by:

Achieving Excellence
Sustaining Excellence
Sharing Excellence



Our Values



Aspirational



Collaborative



Inclusive



Respectful



Supportive

Our Strategic Priorities



Pupil Outcomes

To ensure our schools provide the very best teaching in order to promote and provide high quality learning for our children to achieve better and improved outcomes.



SEND

To strengthen our capacity and approaches to children with special educational needs and disabilities in mainstream provision so that they and other children thrive.



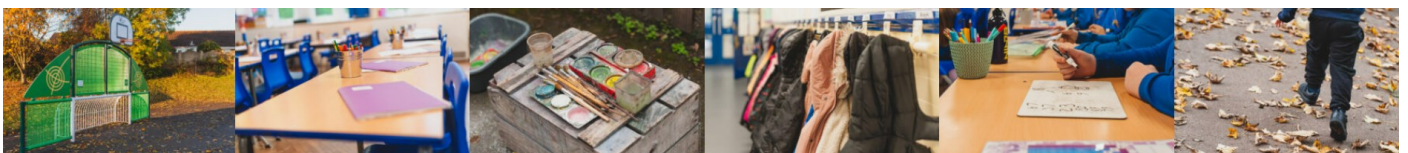
Communication & Engagement

Strengthen the experience of working within SCSP by improving core working practices and internal communication, supported by appropriate opportunities for flexible working. Embed a culture of engagement, listening, and responsive action so that our people feel valued and connected to the trust's vision and ambition.



Systems & Processes (Including Finance)

Streamline and strengthen trust-wide systems and ways of working so that school leaders are meaningfully engaged in decision making, improvement strategies are applied consistently and impactfully across all schools, and success is actively celebrated. Ensure the effective use of financial and staffing resources to support sustainability and rebuild a modest reserve.



Our Schools



BANKWOOD
PRIMARY SCHOOL

BANKWOOD PRIMARY

Bankwood Primary joined SCSP in April 2023 after a period of working with SCSP since May 2022. This partnership was a result of brokerage by Sheffield LA to support the school at a time of no leadership, governance and awaiting publication of the Ofsted report. As a school in Special Measures, there has been much to do, however there is a real willingness and passion from all staff who are deeply committed to the school and community. Consequently, the school has made good progress. The school has approximately 66% of the pupils deemed to be disadvantaged and serves an area of diverse and complex need.

BROOK HOUSE JUNIOR

Brook House Junior is a good school (Ofsted—November 2022). It is a larger than average, three form entry Junior School, situated in the South East of Sheffield. The school serves a close knit community and has wonderful external grounds, backing onto the Rother Valley Park. The school is popular within the community with many pupils coming to the school from outside the catchment area. Brook House Junior School works closely with its feeder infant school, Beighton Nursery Infant, its secondary, Westfield as well as with other local and regional schools.



FOX HILL PRIMARY

Fox Hill had a successful Ofsted Inspection in January 2025. The school is in the north of Sheffield serving predominantly the Fox Hill estate with approximately 61% of the cohort deemed disadvantaged pupils. Fox Hill Primary also hosts an Integrated Resource base for 21 pupils with 'complex and multiple' special educational needs. 37% of pupils have SEND. The school was rehoused in a new building in 2015. Fox Hill works closely with the local secondary school, Yewlands, and is a target English Hub (Whiston Worrygoose) school for early reading and phonics.



Fox Hill
Primary School

GREENHILL PRIMARY

Greenhill Primary is an effective school (Ofsted Good July 2022) serving the Greenhill village and Low Edges community in the south of the city. Since joining SCSP in February 2018, the school has made significant progress in raising the outcomes and progress for the pupils. SCSP are delighted that an IR for 12 children with SEMH/ASD opened on site in October 2022 and the previous pre-school provision, became a school-led nursery in April 2023. The school has approximately 39% disadvantaged pupils and over 26% of pupils have SEND, with 40 EHCPs.

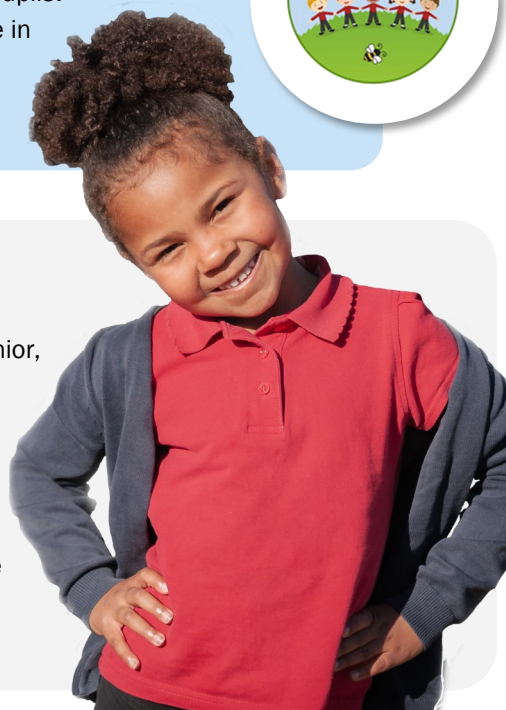


LOUD INFANT & LOUND JUNIOR

Operating on 2 separate sites, Lound Infant and Lound Junior, formally Lound Academy Trust, joined SCSP in September 2021. Both schools were inspected following just a year working with SCSP. They were both deemed Good (Infant November 2022 and Junior September 2022). They serve the Burncross / Chapeltown area. Lound works closely with the other SCSP and locality schools in the north of the city as well as with its feeder secondary, Ecclesfield.



Children at the heart of everything we do





MANSEL PRIMARY

Mansel is a school with a real sense of community and inclusive culture (Ofsted Good- March 2023) in the north of the city serving the Parson Cross estate. Approximately 52% of the pupils are deemed to be disadvantaged yet despite this challenge, has recorded strong outcomes. The school has benefited from strong leadership and governance. Mansel works closely with the neighbouring secondary school, Yewlands, and is a graduated English Hub (Whiston Worrygoose) network school for early reading and phonics.

MONTENEY PRIMARY

Monteney (Ofsted Good – March 2023) serves the Parson Cross and Shiregreen estates in the north of the city. Approximately 35% of the pupils are deemed to be disadvantaged. Monteney works closely with a range of external partners including the feeder secondary school, Yewlands, as well as Learners First and Learn Sheffield. Monteney is a target English Hub (Whiston Worrygoose) network school for early reading and phonics.



WINDMILL HILL PRIMARY

Windmill Hill Primary (Ofsted Good – June 2022) joined SCSP in February 2018 after a period of time working in conjunction with the CEO. Windmill Hill serves the Burncross / Chapeltown area in north Sheffield. The biggest challenge facing the school is the condition of the building and in December 2022 the Trust were delighted to hear from the DfE that the school was going to be rebuilt under the schools rebuilding programme. The school currently operates mixed aged classes due to a decline in pupil admission numbers to 45 from 54.



WOODSEATS PRIMARY

Woodseats Primary (Ofsted Good – March 2024) joined SCSP in September 2019 after a period of collaboration with Greenhill Primary. The Headteacher was new to role in September 2022 with the previous headteacher appointed to one of the EDSI roles at SCSP. The school is housed within a Victorian building, and is based in the south of the city on Chesterfield Road (A61). The school has approximately 33% of the pupils deemed to be disadvantaged and serves a higher than average number of pupils from ethnic backgrounds. Mobility of pupils in the school is higher than the national average.

