



Application Support Pack



Welcome from The Head Teacher

Dear Applicant,

Thank you for your interest in this role at Bennerley Fields School. I am very pleased that you are considering applying to work in a successful and supportive special school.

I feel privileged to be leading Bennerley Fields School, an academy for pupils with Special Educational Needs and Disabilities (all of our pupils have an EHCP). We are proud to be a part of the Esteem Multi Academy Trust.



Bennerley Fields is an inspirational place to learn and work. We are a strong team of pupils, staff, parents and carers and governors. We value the strong links we have with the wider community. I lead a committed, skilled and highly specialised staff who provide outstanding, challenging and exciting learning opportunities for our incredible students.

Our students are independent and inquisitive learners. They never cease to amaze us with their attitude, determination and achievements. We believe strongly in teamwork and work closely with parents and carers to provide the best opportunities for our students. Together we shape our school; together we support each other and strive to be the best we can be.

As Headteacher I am committed to promoting emotional wellbeing and positive mental health; we embed a culture which values the happiness and emotional welfare of all our students, staff, parents and carers and wider stakeholders.

As well as making a positive contribution to the lives of our students, we can offer you:

- A supportive, collaborative and friendly staff environment in a specialist setting where you will have the chance to make a real and positive impact on the lives of our pupils
- Professional and continuous training programmes that supports career progression
- Generous pension schemes (Teachers'/ LGPS Pension Scheme)
- A range of health and wellbeing services through Westfield Health
- Free, on-site car parking
- School social events
- A commitment to staff wellbeing and work load consideration

We welcome applications from candidates who, having read the application pack, feel they have the necessary skills, experience and strength of character to fulfil the challenges of the role.

Visits to the site are encouraged, please contact the school on 0115 932 6374 to arrange this.

I wish you well in your application.

Yours faithfully,

Jenni Wright
Headteacher

About Bennerley Fields School

Our school is made up of two buildings. Three classes are housed in a separate building with its own outside space and play equipment. The primary block houses our pupils in Dovedale, Newstead and Duffield classes and follow our Stage 1 and the start of our Stage 2 curriculum. Our main school block has classes in KS2, KS3 and KS4 and follow our Stage 2, Stage 3 and Stage 4 curriculums. We also have a Community Room which acts as a therapy/meeting room, a sensory room, a school hall and a life skills room for developing cooking and living skills.

Around the main school building we have extensive playing fields and open spaces, with different playgrounds, outdoor learning areas and play equipment. There is a large polytunnel in our school garden where the children can learn how to grow plants and vegetables. We also have a fabulous Forest School area, which is accessed by all pupils during the school year.

Our pupils range from Early Years up to Y11 and have a range of needs and diagnoses. All of our pupils have a distinct learning need and our highest ability pupils in Y9-Y11 are working in line with a mainstream Y2 ability pupil. Our KS4 pupils sit Pre-Entry AQA Unit Award Scheme Units or Entry level units and qualifications. Some pupils are very complex in their learning and social/emotional needs and we have a total communication environment in many of our classrooms, using simple language, Makaton signs and symbols to develop pupils' communication.

Our pupils love coming to school and have a great willingness to progress, even though they find this tricky. They can also exhibit challenging behaviours due to complex communication and social/emotional needs; we use Team Teach and are a Thrive School of Excellence to support these needs. Staff working with our pupils need to have resilience and an understanding of the triggers behind behavioural challenges, and follow our values with regards to managing behaviour. Regulation, understanding and relationships are at the heart of how we manage challenging behaviour, rather than being consequence-driven in our approach.

Please have a look at our website to find out more information before you apply. Our curriculum page has extensive information about our different curriculum stages, and our class pages (under the 'Pupils' section) has information and photos about each class and activities they have been doing this year:

<https://www.bennerleyfields.derbyshire.sch.uk/>

Welcome from the Chief Executive Officer

Dear Applicant,

Thank you for your interest in joining Esteem Multi-Academy Trust.
You are considering Esteem at an important point in our journey.

Over recent years, the Trust has focused deliberately on strengthening its foundations.

- Clearer systems.
- Stronger processes.
- Greater consistency.
- A sharper strategic direction.

This work matters.

It allows our schools to focus on what matters most.
High-quality provision for children and young people with complex needs.
Support for the staff who work with them every day.

Esteem is a values-led organisation, but we are also ambitious and disciplined.
We are building a Trust that is:

- Strategically clear about what we exist to do
- Operationally strong and financially responsible
- Supportive of professional growth and collaboration
- Confident in its voice across SEND and Alternative Provision

We believe good systems should enable people, not constrain them.
We believe strong leadership is built on trust, clarity and accountability.
We believe improvement is sustained when people feel supported and challenged in equal measure.

If you join Esteem, you will be part of a Trust that is still evolving.
A Trust that reflects, learns and adapts.
A Trust that invests in its people and expects high standards in return.

We are always keen to hear from people who share our values, bring fresh thinking, and want to contribute to something purposeful and meaningful.

I wish you well in your application and thank you for taking the time to consider Esteem.

Kind Regards,

Karen Hayes

Chief Executive Officer

Esteem Multi-Academy Trust



About Esteem Multi-Academy Trust

Esteem Multi-Academy Trust was established in 2018 and now consists of fourteen academies across the East and West Midlands.

We are a specialist Trust with deep expertise in special educational needs, disabilities, and alternative provision. Many of our pupils have experienced disrupted education, disadvantage, or complex personal circumstances. We work relentlessly to ensure these young people receive the high-quality education, care, and opportunities they deserve.

Our purpose is simple: to improve life chances through strong schools, strong systems, and strong relationships.

We believe the best outcomes are achieved when high expectations sit alongside care, understanding, and inclusion. We combine ambition with realism and challenge with support.

Our vision is to be a Trust that:

- Delivers consistently strong education and personal development
- Builds confident, values-led leaders at every level
- Balances clear Trust-wide standards with local identity
- Acts as a respected voice for SEND and alternative provision
- Works in close partnership with families, communities, and local authorities

Our work is guided by five strategic aims: educational excellence and belonging; people development and wellbeing; community engagement and partnerships; operational efficiency and innovation; and sustainable growth.

Our values shape everything we do: working together, celebrating difference, being brave, and enjoying learning.

Our people are central to our success. We invest in professional development, collaboration, and leadership pathways, creating an environment where staff feel supported, trusted, and challenged to grow.

Each of our academies serves a unique community. Being part of Esteem provides stability, shared expertise, and collective strength, while preserving local character and purpose.

Through honest reflection, strong governance, and a commitment to continuous improvement, we work together to secure the best possible outcomes for every pupil.

Safeguarding and checks

Esteem Multi-Academy Trust is committed to safeguarding and promoting the welfare of all its students. We expect all staff, volunteers and agency staff to share this commitment. The successful candidate will be required to undertake a Disclosure and Barring Service (DBS) check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post, as all cases are judged individually according to the nature of the role and information provided. Esteem Multi-Academy Trust's Safeguarding Policy applies to all adults, including volunteers and agency staff, working in or on behalf of the MAT.

Each student's welfare is of paramount importance. We recognise that some children may be especially vulnerable to abuse e.g. those with special educational needs and disabilities, those living in adverse circumstances. We recognise that children who are abused or neglected may find it difficult to develop a sense of self-worth and to view the world positively. We recognise that some children who have experienced abuse may harm others. We will always take a considered and sensitive approach in order that we can support all students within our academies.

The MAT pays full regard to the DfE 'Keeping Children Safe in Education September 2025' guidance. We ensure that all appropriate measures are applied in relation to everyone who works for the MAT who is likely to be perceived by the students as a safe and trustworthy adult including volunteers and agency staff. As part of our safer recruiting practises, we scrutinise applicants; verify their identity, academic or vocational qualifications, obtain professional and personal references, check full employment history and ensure the applicant's health and physical capacity is suitable to undertake the role. Interviews and DBS checks are also undertaken.

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as "spent" must be declared. If you are currently working with children, either paid or voluntary, your current employer will be asked about disciplinary offences, including those related to children or young people (whether disciplinary sanction is current or time-expired), and whether you have been the subject of any child protection allegations or concerns and, if so, the outcome of any investigation or disciplinary proceedings. If you are not currently working with children, but have done in the past, that previous employer will be asked about these issues. Where neither your current or previous employment has involved working with children or young people, your current employer will be asked about your suitability to work with children and young people, although it may be answered "not applicable", where appropriate, if your work has not brought you in to contact with children or young people.

Application process and timeline

Applications are completed online via MyNewTerm via the Esteem MAT [Website](#).

After the closing date, shortlisting will be conducted by a panel who will match your skills interview purely on your application form, so please ensure that you read the Job Description and Person Specification carefully before you complete your application form.

All candidates invited to the interview and assessment day must bring the following documents; original documents only, copies will not be accepted:

- Documentary evidence for your right to work in the UK
- Documentary evidence of identity which meets the DBS requirements i.e. current photocard driving licence including a photograph and/or a passport and/or a full birth certificate
- Documentary proof of current name and address i.e. utility bill, financial statement etc.
- Where appropriate, documentation evidencing a name change
- Educational or professional qualifications that are essential or necessary for relevant for the post

Further information relating to DBS check documentation requirements can be found on the Government website at <https://www.gov.uk/guidance/documents-the-applicant-must-provide>.

If you are not the successful candidate, all your personal information will be destroyed, in a secure way, in line with General Data Protection Regulations (GDPR May 2018) guidelines.

References will be sought for shortlisted candidates for and we may approach previous employers for information to verify experience or qualifications prior to interview. Any relevant issues arising from references will be discussed at interview.

Your completed application form and supporting letter should address and evidence the essential and desired criteria in the Person Specification.