

# Application Support Pack

September 2026



## Welcome from The Headteacher

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 the Bennerley Fields School

Our school has recently expanded and we have gone from 11 classes to 15 classes. Our pupils are taught in mixed age classes that are group according to need and ability, ranging from Early Years up to Y11 and have a variety 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.

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 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.

Karen Hayes

**Chief Executive Officer**

## About Esteem Multi-Academy Trust

Esteem MAT was formed in 2018 and now consists of fourteen academies from the East and West Midlands. Many of our pupils have special educational needs and/or disabilities or are disadvantaged. Therefore, inclusion is our watchword, and our vision is for Esteem to be a learning community of excellence for SEND and alternative provision in the Midlands. However, we want mainstream schools to join us too as they have many pupils with SEND or who are disadvantaged. We want all our pupils to achieve their full potential whatever type of school they attend.

Our vision is to be a Trust that:

- Leads and supports our academies to provide the highest standards of education and development for all our pupils
- Enables academies with a shared sense of purpose to benefit from alignment whilst maintaining individuality
- Provides a strong, collective voice for our academies at a local and national level
- Delivers support and SEND expertise to our academies and to other schools and local authorities
- Our vision will be delivered via our three core strategic aims. Everything we do should be ultimately focused on doing these three things well:

We will provide an ambitious, inspirational, bespoke education, setting the foundation for the future and ensuring our young people are ready for the world.

We will deliver high standards and value for money from our support services, resources, estate and technology.

We will invest in and support our people, exploiting opportunities for collaborative, continual professional development, sharing of expertise and best practice.

Our people are our most valuable resource. We invest in them by providing high quality specialist training, opportunities to collaborate and develop their careers within Esteem.

We greatly value each school's unique identity, which reflect the diverse needs of the pupils. It is also important to us that our pupils feel they belong to their school community. This is why we believe that our schools need strong leaders and governors who understand their local context. Being part of a family of schools in a trust brings the added benefits of support and collaboration.

## Our Academies



## Why work with Esteem?

### Pension Scheme



Local Government Pension Scheme  
/ Teachers Pension Scheme

### Holiday



Generous holiday entitlement

### GP Line



Access a GP quickly via phone

### Discounts



Retail, Gym, and destination  
discounts (and much more!)  
through our benefit partner  
Westfield Rewards!

### Cash Back



Get cash back on opticians,  
dental treatments,  
prescription charges,  
alternative therapies and  
private consultations.

### Support & Advice



Access our Employee Assistance  
Programme for 24/7 guidance,  
advice and wellbeing support. You  
can also make use of our network  
of Wellbeing Champions

### Financial Wellbeing



Access to our Financial Wellbeing  
Partner, MyMoneyMatters –  
including a Free basic will, financial  
advice and learning library.

### CPD



Access to The National College  
CPD Platform, Apprenticeship  
programmes and qualifications.  
The Esteem EPIC Hub, our  
professional learning offer – is a  
central part to investment in all  
our colleagues.

### Maternity Support



Enhanced Maternity Pay  
  
In addition to all this, get access to  
many more benefits as an Education  
Professional – such as Blue Light  
Discount and Tickets for Teachers!



## Safeguarding

Esteem Multi-Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers, agency staff and anyone working on behalf of the Trust to share this commitment.

Safeguarding is everyone's responsibility and all adults within the Trust have a duty to protect children from harm and promote their welfare. The Trust is committed to creating and maintaining a safe culture where pupils are protected from abuse, harm and exploitation and where unsuitable individuals are prevented from working with children and young people.

The welfare of every child is paramount. We recognise that some children may be particularly vulnerable, including children with special educational needs and disabilities, children experiencing adversity and children who may have experienced trauma, abuse or neglect. We are committed to taking a child-centred and trauma-informed approach to support all pupils across our academies.

The Trust pays full regard to the current statutory guidance set out in 'Keeping Children Safe in Education' (KCSIE) and all safer recruitment requirements. As part of our robust recruitment and selection procedures, we carry out thorough pre-employment checks on all shortlisted and successful applicants. These checks include, but are not limited to:

- Verification of identity;
- Enhanced Disclosure and Barring Service (DBS) checks, including barred list checks where appropriate;
- Verification of academic and professional qualifications;
- Obtaining references, including questions relating to suitability to work with children;
- Checking full employment history and exploring any gaps in employment;
- Online searches in line with KCSIE requirements;
- Prohibition from teaching checks and Section 128 checks where applicable;
- Verification of the candidate's right to work in the UK and medical fitness for the role.

The successful candidate will be required to undertake all relevant pre-employment checks satisfactory to the Trust. This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore applicants are required to declare all cautions and convictions, including those regarded as spent, unless protected under current legislation.



The Trust takes any safeguarding concerns or allegations relating to the safety and welfare of children extremely seriously. If you are currently working with children, either in a paid or voluntary capacity, your current employer will be asked about disciplinary offences relating to children and young people, including those which are time expired, and whether you have been the subject of any child protection concerns or allegations and the outcome of any investigation or disciplinary proceedings. Where previous roles have involved work with children, these matters may also be explored with former employers.

Esteem Multi-Academy Trust's [Safeguarding Policy](#) applies to all adults, including volunteers and agency staff, working in or on behalf of the MAT.

We are committed to equality of opportunity and welcome applications from all suitably qualified candidates. The possession of a criminal record will not necessarily prevent appointment and will be considered on a case-by-case basis in line with the nature of the role and the relevant circumstances.

## Application Process

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

After the closing date, shortlisting will be conducted by a panel who will score your application against the person specification, so please ensure that you read the Job Description and Person Specification carefully before you complete your application form. Your completed application form and supporting statement should address and evidence the essential and desired criteria in the Person Specification. All candidates invited to the interview and assessment day must bring the following:

- 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

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, 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.