



KS1 Class Teacher Permanent Application Pack



A WELCOME FROM

PEGGY HAUGHTON, CHAIR OF GOVERNORS

Dear Class Teacher applicant,
Thank you for your interest in the post of KS1 Class Teacher at Shooters Grove Primary School. I would like to extend to you a warm welcome on behalf of the school, and I am very pleased that you are considering applying to lead our fantastic school.



The leadership of the school is currently in the care of our two acting Co-Heads, who have both been a part of the school for a long time, and the school benefits from a dedicated staff team and links with the local community. From September, we have successfully appointed Rhona Biondi as Head of School, who is an experienced leader, with exceptional knowledge and understanding of the school and its direction. As Governors, we are immensely proud of our school and the progress we have made. We are looking for an inspirational teacher to engage and motivate all pupils, alongside experienced teachers and leaders, building upon the successes already achieved.

Shooters Grove was rated 'good' in our last Ofsted inspection in February 2022, with another inspection now due, and everyone in the team continues to work hard to support the education of the children. The school has worked hard to address the areas for development highlighted in the last Ofsted visit and has made excellent progress but has more recently had to address other challenges due to falling pupil intake numbers. The school is also currently in the process of joining INOVA Multi-Academy Trust, a process that we expect to be completed by July 2026.

I warmly encourage you to visit the school to see the pupils and staff at work. There will be school tours available on **Wednesday 10th June at 9.00am, Thursday 11th June at 9.00am or 4.00pm**. Please contact Rhona Biondi by email rbiondi@shootersgrove.sheffield.sch.uk to book a place.

The **closing date for applications** is **Wednesday 17th June 2026 at 11.59 pm**.

The **interviews** for this post will be held on **Thursday 23rd June 2026**.

We look forward to receiving your application.



School Context

Shooters Grove Primary School is a long-established community primary school located on Wood Lane in the Stannington area of Sheffield. It serves children aged 3 to 11 and operates under the Sheffield local authority, with a mixed-gender intake supporting a diverse community, with an inclusive ethos.

The school has capacity for around 465 pupils, reflecting its position as a well-attended local primary setting.

The most recent full Ofsted inspection, February 2022, judged that Shooters Grove Primary School continues to be a good school. Inspectors highlighted the school's friendly and inclusive environment, the consistently high expectations set by staff, and the strong relationships between pupils and teachers. Pupils feel safe, behave well, and show enthusiasm for learning.



Our Values

- We value the potential and contributions of every individual.
- We value the way in which all members of our community are unique. We respect each person for their views, for who they are, and we treat them with fairness and honesty.
- We value our environment and we aim, through our curriculum and practices, to teach respect for our world, and how we should care for it for future generations as well as our own.
- We value the promotion of co-operation and understanding between all members of our diverse community.
- We value and promote the importance of a healthy lifestyle.
- We value the rights enjoyed by each person in our community and society. We recognise the responsibilities that go with them.

Mission Statement

At Shooters Grove Primary we work collaboratively to provide every child with a high quality, creative and enjoyable learning experience where success is celebrated and children feel valued and secure.

Vision Statement

At Shooters Grove Primary School, we are determined to create an inclusive culture of learning where all children will be challenged in their thinking, to achieve to the best of their abilities and strive to become life-long learners.

We value each child's individuality and will provide a safe, stimulating, challenging environment, which nurtures creativity and curiosity. We will empower our children to become resourceful, resilient and respected citizens who can make valuable contributions, locally and globally, to modern Britain's sustainable future.

This will be achieved most effectively when, as a whole school community, we work together.



At Shooters Grove, we have a passion for teaching and learning as well as ensuring that children leave us with fond memories and enriching experiences.

Our school is a place where every child is known, valued and encouraged to reach their full potential. Working here means being part of a supportive community and staff team who are dedicated to making the school the best it can be for our children."

AMY MACPHERSON, TEACHER





A WELCOME FROM

LEE BARBER, CHIEF EXECUTIVE

Welcome to INOVA Multi-Academy Trust and thank you for your interest in joining our organisation. I am the Chief Executive Officer, and I feel incredibly proud to lead such a wonderfully diverse group of schools, that have people at their heart.



At INOVA Multi-Academy Trust, our vision is clear and unapologetically ambitious: Transforming lives through the power of learning. We are a values-led Trust, committed to Innovation, Collaboration, and Excellence. These principles guide everything we do — from the way we educate and support our learners, to how we develop our staff and engage with our communities.

Each of our schools is unique, shaped by its local context, and we are proud to celebrate that diversity. But what unites us is a shared commitment to equity, high standards, and the belief that every child — regardless of background, need, or starting point — deserves a brilliant education and the opportunity to succeed.

At the heart of INOVA Multi-Academy Trust is a people-centred culture. We believe that when we invest in people, we invest in futures. That's why we have created a Trust model that is agile, responsive, and grounded in trust — one that removes unnecessary noise from schools and enables Headteachers and staff to focus on what really matters: the young people we serve.

Our central teams provide high-quality support and challenge, reducing workload and unlocking capacity at school level. From curriculum development and inclusion, to safeguarding, wellbeing, and digital transformation, we direct more resources where they matter most — into classrooms, into staff development, and into building futures full of possibility.

We also believe in doing things differently — whether that's through our Institute of Talent, our evidence-led school improvement strategy, or our collaborative leadership networks. We don't just strive for compliance — we strive for brilliance.

As CEO, I have the privilege of working alongside a deeply committed team of leaders, educators, governors, and support staff — all of whom share a common purpose: to unlock potential and create opportunity.

As a prospective staff member, or simply interested in our work, I invite you to explore our Trust and connect with our journey. Together, we are building futures worth believing in.

Thank you again for your interest in joining us and the best of luck with your application.

INOVA Multi Academy Trust

At INOVA Multi-Academy Trust, we believe wholeheartedly that our people are our greatest strength. It is our talented, dedicated and passionate colleagues—across our schools and central team—who make it possible for our pupils to flourish. When staff feel valued, supported and empowered, they create the conditions where children and young people can thrive.

We are committed to fostering a culture where colleagues feel respected, listened to and encouraged to bring their best selves to work every day. INOVA staff consistently go above and beyond, demonstrating professionalism, creativity and care in everything they do. Their commitment is the driving force behind the high aspirations we hold for every learner.

We also recognise that working in education can be fast-paced and demanding. That's why we take a solutions-focused approach, removing barriers wherever possible and ensuring our people have what they need to succeed—whether that's protected time for wellbeing, access to outstanding professional development, or simply the space to pause for a much-needed cup of tea.

“
Our Vision Is To
Transform Lives
Through The
Power Of Learning
”



OUR MISSION

To equip young people with the knowledge, skills and character to thrive in a rapidly changing world.

From nursery to destination, our pathways will embed a culture of innovation, collaboration and excellence delivered through high quality, inclusive and enjoyable educational experiences.

OUR VALUES

INNOVATION

- We embrace forward thinking solutions
- We experiment, learning from our success and failures
- We champion the use of cutting-edge resources
- We are agile in our approach

COLLABORATION

- We ensure a safe and transparent culture
- We are proactively involved in our communities
- We apply resilience and adaptability
- We promote teamwork and inclusivity

EXCELLENCE

- We have high standards and expectations
- We continually evaluate, seeking improvement
- We insist on equity for all
- We foster a culture of ownership and responsibility





OUR OFFER

Each of our schools has its own distinctive character, reflecting the local community it serves. Children joining us have a broad range of abilities and social backgrounds. We recognise and celebrate different aptitudes and interests and believe that everyone can develop through dedication and hard work, leaving our schools fully prepared for successful lives.

PRIMARY EDUCATION

One of our primary schools is graded Ofsted 'Outstanding' and all others are graded 'Good' giving our children an excellent start to their education and preparing them fully for their secondary transition.

SECONDARY & SIXTH FORM EDUCATION

Our secondary schools work in close collaboration to further develop our curriculum and outcomes. Our sixth form provision is Ofsted graded 'Good' or 'Outstanding.'

CENTRAL SERVICES

Our support staff are highly valued, and we offer a range of central services to our schools to enable them to concentrate on outstanding teaching, high quality learning and effective support for individual needs. Services include:

- Catering
- Communications and Marketing
- Facilities and Estates
- Finance
- Governance
- HR
- IT
- School Improvement



At INOVA, we build brighter futures by nurturing not just pupils, but each other. When you're surrounded by people who truly care, every challenge becomes an opportunity to shine.





Working at INOVA Multi Academy Trust is a daily reminder that education changes everything. Being part of that journey — and doing it with a team that leads with heart — is what makes this place so special.

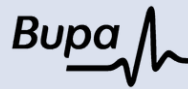
L MOORE - PRIMARIES BUSINESS MANAGER

OUR BENEFITS



CPD

We offer comprehensive CPD opportunities and training to support ongoing professional growth



HEALTHY MINDS

24/7 confidential support for wellbeing, health, relationships, work, and legal or financial issues — including counselling, CBT, and nurse advice



FREE PARKING

We offer free, convenient staff parking across all INOVA locations.



PENSION

Competitive pension schemes, including the Teachers' Pension Scheme (TPS) and the Local Government Pension Scheme (LGPS)



DISCOUNT

Access exclusive discount schemes for teachers and public service staff across retail, travel, and lifestyle



CYCLE

Save on bikes and equipment through our Cycle to Work Scheme, stay active, and reduce your carbon footprint



VACCINATIONS

Annual flu vaccinations are offered free to all staff at our school sites to help keep you healthy



EYE-CARE

Eligible colleagues can receive financial support with eye tests



HEALTH CARE

Discounted health cover through Westfield Health to support your wellbeing and provide extra care

WE ALSO OFFER

Menopause advice and support

Support during ill health

Neurodiversity support

Staff benefits

Mental health support

Support for carers

A suite of HR family friendly policies

Reasonable adjustments

... also did I mention we're also pretty good fun. Staff socials and department gatherings are a regular feature of life at INOVA schools. We believe that fostering outside of school strengthens our community and enhances collaboration.



THE ROLE

The Teacher plays a vital role in delivering a broad and balanced curriculum while fostering a positive learning environment where every pupil feels supported and motivated to achieve their full potential. They plan engaging lessons, monitor and assess pupil progress, and provide constructive feedback to enhance attainment levels. In addition, teachers work collaboratively with senior leaders, colleagues, pastoral teams, and parents or carers to support pupils' personal development, address individual needs, and promote an inclusive school culture.

This role will be a permanent position, starting in September 2026.

Salary Range	MPS & UPR (suitable for ECTs)
Hours of Work	In accordance with Teachers' Pay and Conditions
Responsible To	Head of School
Responsible For	All aspect of classroom teacher standards
Benefits	• Teachers' Pension Scheme • Salary Sacrifice Car Scheme • Cycle to Work Scheme • Discounted membership for Westfield Health • Occupational Health • Wellbeing Programme • Continuous CPD and Training



RESPONSIBILITIES

Teaching and Learning

- To set challenging teaching and learning objectives which are relevant to all pupils in their classes.
- To use teaching and learning objectives to plan lessons and sequences of lessons, showing how this will assess pupils' learning.
- To select and prepare resources, and plan for their safe and effective organisation, considering pupils' interests and their learning needs, language and cultural backgrounds, with the help of support staff where appropriate.
- To plan opportunities for pupils to learn in out-of-school contexts.
- To produce long and short-term planning in accordance with school policy and procedures and within required deadlines.
- To develop and audit schemes of work and other documentation related to the teaching of the curriculum and to support delivery, including support for colleagues to enable curriculum requirements to be met.
- To develop strategies to promote new teaching methods and improve learning within the class, and monitor effectiveness in raising standards of teaching and learning.
- To lead or contribute to professional development activities as part of the planned programme for the school and to promote the sharing of good practice.
- To manage the resources available to you within your class and ensure this is maintained and ensuring continuous development of curriculum provision.
- To have high expectations of pupils and build successful relationships centred on teaching and learning.
- To establish a purposeful learning environment where diversity is valued and where pupils feel safe, secure and confident.
- To teach the required or expected knowledge, understanding and skills relevant to the curriculum for pupils in their age range.
- To promote active and independent learning that enables pupils to think for themselves and to plan and manage their own learning.



RESPONSIBILITIES

Support for the School

- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person
- Be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop
- Contribute to the overall ethos/work/aims of the school
- Establish constructive relationships and communicate with other agencies/professionals, to support the achievement and progress of pupils
- Attend and participate in regular meetings
- Participate in training and other learning activities as required
- Recognise own strengths and areas of expertise and use these to advise and support others
- Provide appropriate guidance and supervision, and assist in the training and development of staff as appropriate
- Undertake planned supervision of pupils' out-of-school hours learning activities
- Supervise pupils on visits, trips and out-of-school activities as required
- Any other duties and responsibilities appropriate to the grade and role

Assessment and Feedback

- To make appropriate use of the school's monitoring and assessment strategies to evaluate pupils' progress towards planned learning objectives.
- To use monitoring and assessment information to improve planning and teaching, and provide immediate and constructive feedback to support pupils as they learn.
- To involve pupils in reflecting on, evaluating and improving their own performance and progress.
- To assess pupils' progress accurately against appropriate standards, providing evidence of the range of their learning, progress and attainment over time to inform planning and reporting on pupils' attainment to parents, carers, other professionals and pupils as appropriate.

Culture and Behaviour

- To set high expectations for pupils' behaviour and establish a clear framework for classroom discipline in line with school policy to anticipate and manage pupils' behaviour constructively and promote self-control and independence.
- Build a positive, inclusive learning environment by implementing clear routines for classroom behaviour, promoting good and courteous behaviour both in classrooms and around the school, in accordance with the academy's behaviour policy.



THE PERSON

Qualifications and Experience	• Degree in relevant discipline. • Qualified Teacher Status • Evidence of recent professional development relating to teaching and learning • Successful teaching experience in a primary school or evidence of successful completion of initial teacher training
Knowledge and Skills	• Good IT Skills • A secure knowledge of the relevant subject and curriculum areas. • An understanding of what an excellent education looks like in the classroom • An understanding of the strategies needed to establish consistently high expectations • Know and understand how to assess the relevant subject and curriculum areas, including stator assessment requirements • Good communication and interpersonal skills • Able to identify own needs and strengths to improve teaching, responding to feedback and advice from colleagues • An effective team member, who contributes positively and provides mutual support when needed • Commitment to own professional development
Personal Attributes and Behaviours	• Adaptability to quickly adjust teaching methods to meet the needs of all pupils • Flexibility to be able to handle unexpected situations with professionalism • Patience in interactions with a variety of pupils and situations, with a calm demeanour • Responsive to coaching and feedback • Empathy to understand the needs and challenges of pupils and being able to relate to them on a personal level. • Resilience to manage challenging behaviour or difficult situations with professionalism
OTHER REQUIREMENTS	• Successful candidate will be subject to an enhanced Disclosure and Barring Service Check. • Right to work in the UK • Evidence of a commitment to promoting the welfare and safeguarding of children and young people • Show a commitment and proactive approach to drive forward equality, diversity, equity and inclusion and to own personal development.



HOW TO APPLY

There will be school tours available on **Wednesday 10th June at 9.00am, Thursday 11th June at 9.00am or 4.00pm**. Please contact Rhona Biondi by email rbiondi@shootersgrove.sheffield.sch.uk to book a place.

The **closing date for applications** is **Monday 15th June 2026 at 11.59pm**.

The **interviews** for this post will be held on **Thursday 23rd June 2026**.

SAFEGUARDING

INOVA Multi-Academy Trust is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. We will ensure that all of our recruitment and selection practices reflect this commitment. All candidates will be subject to the following employment checks:

SHORTLISTED CANDIDATES:

- References will be requested before interview
- A Criminal Convictions Disclosure Form will be requested at interview
- Evidence of right to work in the UK will be requested at interview
- Qualification certificates will be requested at interview
- Disclosures concerning child protection investigations, relationships with pupils, employees, governors or trustees, prohibition orders and section 128 directions (where applicable) will be requested at interview
- We may conduct online searches for shortlisted candidates prior to making our final decision. If any information obtained from the online searches raises concerns around someone's suitability for the role, or to working with children, then this may be raised with the candidate at interview and/or we may take advice from the local authority children's service.

SUCCESSFUL CANDIDATES:

- Successful candidates will be required to undertake a DBS Enhanced Disclosure (with barred list) check
- Successful candidates will be required to complete a Childcare Disqualification under the Childcare Act 2006 Declaration (for applicable posts)
- Pre-employment medical screening.

Please Note: Canvassing of any employee, Trustee or member of the Local Governing Board, directly or indirectly, and your application will be disqualified.



HOW TO APPLY

POLICIES

Our approach to safeguarding and school safeguarding policies can be found on the Trust website: [Safeguarding | INOVA Multi-Academy Trust](#)

EQUALITY AND DIVERSITY

We are committed to providing equality of opportunity for all and ensuring that all stages of recruitment and selection are fair and that applicants are not discriminated against on the grounds of race, nationality, gender religion, age, disability, marital status or sexual orientation.

DATA PROTECTION

As part of the recruitment process, we need to collect your personal data. For more information about what we do with your personal data, please see our Recruitment Privacy Notice on the [policies](#) page of our website.

