



# Shooters Grove Nursery & Primary School



# A WELCOME FROM

## OUR SCHOOL TEAM

Dear Applicant,

Thank you for your interest in joining Shooters Grove Primary School. We are a thriving, inclusive community committed to providing high-quality, creative, and enjoyable learning experiences for every child. Our staff team is central to this mission, and we are proud of the collaborative, supportive culture that underpins our work.



At Shooters Grove, our vision is to nurture confident, curious, and resilient learners who are equipped for life beyond primary school. We believe in the individuality of every child and strive to create a safe, stimulating environment where pupils feel valued, challenged, and inspired. This ethos extends to our staff: we invest in professional growth, encourage reflective practice, and celebrate the strengths each person brings to our school.

Our values — respect, fairness, honesty, cooperation, and care for our world — shape daily life here. They guide how we teach, how we support one another, and how we work in partnership with families and the wider community. Staff who join us become part of a team that is ambitious for children, committed to continuous improvement, and passionate about making a meaningful difference.

If you share our belief in inclusive, child-centred education and want to contribute to a school where imagination, belief, and achievement are at the heart of everything we do, we would be delighted to welcome you to Shooters Grove.



## 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 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 Vision Is To Transform Lives Through The Power Of Learning

”



## 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.

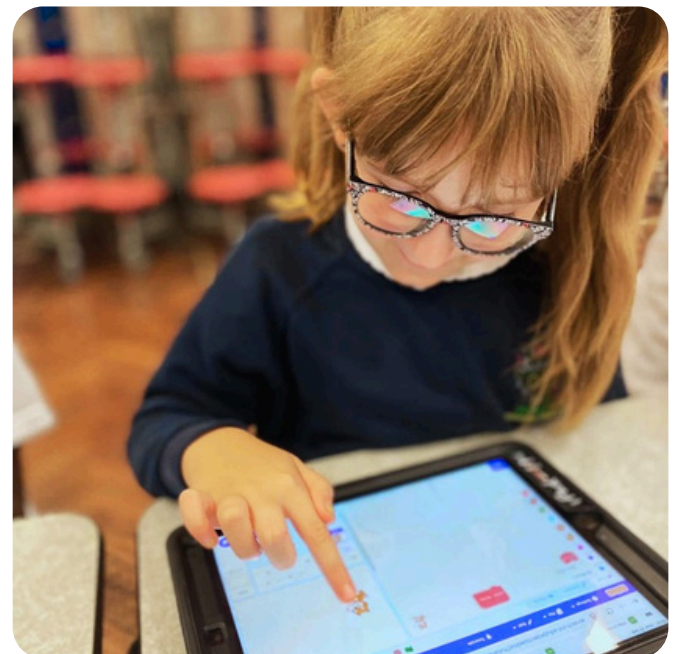
## SECONDARY & SIXTH FORM EDUCATION

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.

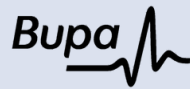
**L MOORE - PRIMARIES BUSINESS MANAGER**

# 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



## CAR SCHEME

Save on your next car with our salary-sacrifice scheme, plus **free 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.

