



# Application Pack



# A WELCOME FROM

**ANNA HUGHES, HEAD OF SCHOOL**

Dear Applicant,

Thank you for your interest in joining the team at Bradfield School. I am delighted that you are considering becoming part of our community, and I would like to take this opportunity to share a little about what makes Bradfield such a special place to work.



At Bradfield, we are proud of our strong sense of community and shared commitment to providing the very best education for our pupils. Our staff are dedicated, collaborative, and deeply invested in ensuring that every young person is supported, challenged, and inspired to succeed. We believe that high-quality education is built on positive relationships — between pupils, staff, and families — and this ethos underpins everything we do.

We place a strong emphasis on professional development and staff wellbeing. Whether you are at the beginning of your career or looking to take the next step, Bradfield offers a supportive environment where colleagues are encouraged to reflect, grow, and develop their practice. Our collaborative culture means that staff work closely together, sharing expertise and supporting one another to achieve the best outcomes for our pupils.

One of our greatest strengths is our pupils. They are enthusiastic, respectful, and proud of their school. Working with them is both rewarding and inspiring, and staff consistently tell us that the relationships they build with pupils are one of the most fulfilling aspects of working at Bradfield.

We are seeking individuals who share our values, who are passionate about making a difference, and who are keen to contribute positively to our school community. In return, we offer a welcoming, inclusive workplace where your contribution will be valued and your professional voice respected. Thank you once again for your interest in Bradfield School. I encourage you to explore our website and, should you progress in the recruitment process, we very much look forward to meeting you and discussing how you could play a part in our school's future.

## School Context

Bradfield Secondary School is an 11–16 comprehensive school serving the rural and semi-rural communities of Bradfield and the surrounding villages to the north-west of Sheffield. Set on the edge of the Peak District, the school benefits from a distinctive environment that supports a strong sense of community, wellbeing and learning.

The school has a long-established reputation at the heart of its local community and enjoys positive relationships with families, partner primary schools and local organisations.

Bradfield Secondary School is part of INOVA Multi-Academy Trust, working closely with partner schools to share expertise, improve outcomes and provide high-quality professional development for staff. This collaboration strengthens leaders' capacity at all levels and supports consistent improvement across teaching, learning and curriculum design.



## Vision and Values

Bradfield Secondary School is a community with high aspirations for every young person. We prepare pupils to thrive in a world that is technologically advanced, dynamic, and diverse.

While academic success matters, we place equal value on developing compassionate, resilient individuals who are organised, proactive, and ready to make a positive impact.



### Our Pupils

Pupils at Bradfield Secondary School are well-supported to develop positive behaviour, confidence and ambition.



### High Quality Teaching

Bradfield Secondary School places high importance on quality teaching that engages, challenges and supports all learners.



### School Community

Staff at Bradfield Secondary School work as a close, supportive community, where collaboration, mutual respect and shared values underpin everything we do.

"Relationships between staff and pupils are warm and respectful. Staff have high expectations of pupils' conduct, and pupils typically rise to meet them. Behaviour in lessons is calm and focused." - Ofsted June 2025



Excellent team ethic. Been made to feel most welcome in my first year.

TEACHER AT BRADFIELD SCHOOL



# 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.

