



Application Pack



A WELCOME FROM

JOHN WATSON, HEAD OF SCHOOL

Dear Applicant,

Thank you for your interest in joining Forge Valley School & Sixth Form

Forge Valley is a safe, inclusive community where pupils are encouraged to aim high, work hard, and grow into confident, responsible young adults. Strong relationships, clear expectations, and the belief that every pupil can succeed underpin everything we do.

Our ethos centres on ambition, endeavour, and success, supporting pupils to develop the skills they need for academic success and later life. We work hard to protect childhood, nurture individuality, and give pupils the confidence to explore their interests and aspirations.

We take a restorative, relational approach across the school, prioritising trust, communication, and positive behaviour. This helps us maintain a respectful, supportive culture where pupils are encouraged to be present, respectful, and ready to learn.

Our school community is guided by our Five Pillars: **Respect, Resilience, Kindness, Leadership, and Ambition.**

We are delighted you are considering joining us and welcome applicants who share our commitment to inclusion, aspiration, and meaningful impact.

We look forward to learning more about the skills and experience you could bring to Forge Valley.



School Context

Forge Valley School is a vibrant, mixed secondary school and sixth form on Wood Lane in Sheffield. As part of the INOVA Multi-Academy Trust, we take pride in being a safe, inclusive and collaborative community, shaped by our shared values of **Ambition, Endeavour and Success**.

We work with students aged 11–19, and our most recent Ofsted inspection in May 2024 recognised the hard work of our whole staff team, rating the school **Good** in every area. This reflects the strong teaching, excellent pastoral care and positive relationships that our colleagues help create every day.

Our school benefits from a wide range of extracurricular opportunities and modern facilities — including a fantastic community sports centre — giving staff and pupils a great environment in which to teach, learn and grow together.



Vision and Values

At Forge Valley School, our vision is to be a safe, inclusive, and ambitious learning community where every pupil is empowered to thrive. We believe that all young people should be supported to become independent thinkers who are resilient, confident, and prepared for life in an ever-changing world.

We strive to provide stimulating experiences that nurture childhood while preparing pupils for adulthood, enabling them to achieve their full potential academically, personally, and socially.



High Expectations

We believe that every pupil is capable of excellence — and we create the environment, expectations and support to help them achieve it.



High Quality Teaching

Excellent teaching is essential for delivering the curriculum. Teachers employ evidence-based strategies to simplify complex concepts, set high expectations, and offer clear explanations.



Leading by Example

Staff model professionalism, kindness and respect, fostering a culture where positive behaviour and strong relationships help every child thrive.

"Forge Valley School is an inclusive and welcoming school. There are strong relationships between staff and pupils. Pupils treat one and other with respect. The school has developed a culture of high expectation". - Ofsted May 2024

What do you most value about working at Forge Valley School?

Sense of doing valuable work: teaching and making a difference. Supportive and like-minded colleagues.

TEACHER AT FORGE VALLEY





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.



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Our Vision Is To
Transform Lives
Through The
Power Of Learning
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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.

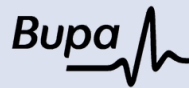
L MOORE - PRIMARIES BUSINESS MANAGER

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



CAR PARKING

Free staff parking across all INOVA schools locations



PENSION

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



STAFF SOCIALS

Staff socials and department gatherings are a regular feature of life at INOVA schools. Being part of a team and a community.



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 enjoy eye-care vouchers to help with regular eye tests and maintain good vision



DISCOUNT

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

WE ALSO OFFER

Menopause advice and support

Support during absence

Support with short and long-term health conditions

Disability support

Neurodiversity support

Staff benefits

Mental health support

Support and advice for carers

A suite of HR policies

Reasonable adjustments

