



Joining our staff

Information for applicants 2019-20



Chorus
Education Trust

Outstanding Achievement for All

Welcome

Thank you for enquiring about a role within Chorus Education Trust. I joined the Trust in 2019 and it was immediately clear to me that its greatest asset is its staff. I've been hugely impressed by the commitment of colleagues, who really do want to make a difference to our students' lives.

I know that working in education isn't an easy ride; you do it because you believe in it – and our Trust recognises and rewards you for that. This is a place where, if you have drive, talent and commitment, there will be opportunities for you to grow and develop.

Some of our staff have found opportunities within our Teaching School to share their professional expertise and support other colleagues. Key to our ethos is collaboration; we encourage this across our schools but also across the region. We were one of only six Teaching Schools in the country to be chosen to establish a Teaching School Hub, to provide school to school support and CPD across South Yorkshire.

We want all of our staff, whether they are based in the classroom or provide the services that keep our organisation running, to be committed to continuous improvement. We will support you as you develop your professional practice, as long as you support our students on their journeys.

There is a culture of success in Chorus. We promise our students amazing lessons, staff who care, and support inside and outside of the classroom. In return, we expect brilliant behaviour and great attitudes to learning from them.

If you want to be part of that deal, if you care and you want to feel valued, then please consider joining us.

Best wishes,

Chris James
CEO, Chorus Education Trust



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About our Trust

We are a growing Trust, committed to providing every child with the best education possible in both primary and secondary schools across South Yorkshire and Derbyshire.

Founded by Silverdale, an outstanding secondary school in Sheffield, we have since been joined by two other secondary schools: Westfield in Sheffield and Hope Valley College in the Peak District. We also have a large Teaching School and a national SCITT, and are currently developing the South Yorkshire Teaching School Hub – one of only six hubs to be created in England by the Department for Education.

Our ethos

We believe in **'Outstanding Achievement for All'** which means ensuring that every student achieves beyond expectations, whatever their situation. We believe that our schools can be both inclusive and aspirational. We achieve this through collaboration and harnessing the outstanding expertise across our region. We strive to foster an inclusive, supportive culture in all of our schools, for both staff and students, providing everyone with diverse enrichment opportunities that support their growth

What's in a name?

Whilst we can draw upon the wealth of skills and experience in both our founding school, Silverdale, and its Teaching School (the Sheffield Teaching School Alliance), we recognise that every school that joins us has a unique contribution to make. Whether a primary or secondary school, we want them to help shape our growing Trust, to bring their own learning, and actively get involved in developing our vision for the future. So choosing the name 'Chorus' seemed appropriate:

individual voices coming together to work as one. We believe that there is strength in us working together but recognise that we must retain the unique character of every school. Our Trust is about all of our schools, not just one.

Our branding also reflects our inclusive approach – to both schools and students. We welcome a diverse range of staff, students and schools, recognising that through diversity we can find strength.

An outstanding education should not depend on your postcode

We believe that every child in our region deserves the best education possible, and we know that there is outstanding expertise across our region that can be harnessed to make this happen. That means drawing on one of the biggest strengths in the education world – the willingness to share, support and collaborate.

Working with both primary and secondary schools in South Yorkshire and Derbyshire, we are working to build a Trust that provides the very best education for young people, where ever they live.

Central Trust Team

We currently have a Central Trust Team covering: school improvement and raising standards, inclusion, finance, payroll, HR, facilities, risk management, ICT, governance, marketing and communications. A Director of English and a Director of Maths work with colleagues and students across the Trust to support the development and delivery of high level provision in these core subjects.

www.chorustrust.org



Why join our staff?

We believe our staff are our most important resource within our Trust, and do our best to support and develop them.

Training and development

With a Teaching School – the Sheffield Teaching School Alliance (STSA) – at our heart, we are able to offer a range of courses, both in-house and externally. STSA has a strong track record of developing teachers at all levels.

As part of the Trust you will be able to take advantage of opportunities working with colleagues at other schools, as well as contribute to our ever-improving practice. When you are ready to take the next step in your career we are sure you will want to stay with us.

Terms and conditions

We follow the national pay and conditions for teaching staff, and the National Joint Council for Local Government Services national agreement on pay and conditions for support staff.

Pension schemes

Teaching staff are included in the Teachers' Pension Scheme.

Support staff are included in the Local Government Pension Scheme.

Trade union recognition

The following trade unions are recognised:

ASCL, GMB, NEU, UNISON.

It's great to work with people who are professionals in their fields, and trusted to get on and do their jobs. The support from colleagues has been immeasurable and means I look forward to coming to work every day.



Silverdale School

Our founding school is Silverdale, an 11-18 secondary comprehensive in the south-west of Sheffield. It was rated as 'outstanding' by Ofsted in 2014 and was chosen as the Top State School in the North by the Sunday Times in 2018 – the same year that students achieved the top Progress 8 score in the whole of South Yorkshire. The 2019 Progress 8 score is +0.58 and, at A-level we achieved an Alps 1 score, putting our students' progress in the top 1% of the country. We pride ourselves on being a diverse and inclusive school, with over 50 languages spoken by staff and students.

Staff

The school has around 110 FTE staff. Teachers are organised into subject departments, with heads of department reporting to a member of the Senior Leadership Team (SLT). Business services staff are organised under the Business Support Services Manager – as are educational support staff, who also report to the relevant pastoral or SEND leaders. Additional support is provided by the central trust team in areas such as risk management, IT, HR, finance, governance and communications.

The Leadership Team consists of Head of School, 2 x Deputy Headteachers, 2 x Assistant Headteachers, and the Business Support Services Manager. Every year other staff join the team as a development opportunity via Associate to SLT posts. The Head of School reports directly to the Chorus CEO.

One of our strengths is the number of subject specialists we have in post, many of whom are able to draw down their A-level teaching for the benefit of our younger students, helping them achieve beyond the requirements of GCSE. Many of our teachers are engaged in our Teaching School and train other teachers across the region who want to gain subject knowledge.

Pastoral care

Our pastoral and support system is based on form and key stage groupings. Each form belongs to a key stage group with a Form Tutor, a Key Stage Leader and a Pastoral Manager to monitor attendance, work progress, behaviour and achievements. This is balanced with clear expectations about acceptable behaviour and a sanctions and rewards system that is fair, clear and consistently applied.

The **Learning Support team** supports students with special educational needs and disabilities (SEND) to access their education. They include teaching assistants, keyworkers and intervention leaders for specific areas, e.g. autism. The Student Support team helps students who may need emotional support or help with mental health issues. They work closely with form tutors and the key stage teams, as well as families and outside agencies.



HIGHEST
PROGRESS 8
SCORE
in South Yorkshire
2018

HIGHEST
ATTAINMENT
8 SCORE
in Sheffield
2019



Silverdale School *cont.*

Admissions

The school has approximately 1,470 students including nearly 400 in the Sixth Form. In recent years the number of student applications to Silverdale has exceeded the admission limit; approximately 180 students are admitted annually to Year 7, who are placed in 6 mixed ability classes. However, due to the lack of enough school places in the south-west of the city, there are three year groups that have 240 students in 8 mixed ability classes.

Facilities

The school was rebuilt in 2009 and is housed in a modern, PFI-funded building, situated on a single site in 17 acres of grounds with extensive views over Sheffield and the surrounding countryside. There are extensive sporting and performance facilities, as well as design and technology workshops, ICT suites, a library and a large number of fully equipped science laboratories.

The school has an Integrated Resource Unit for Profoundly Deaf children which is staffed by teachers from the Sheffield Service for Sensory Impaired Children.

A broad and balanced curriculum

We are proud to offer a curriculum that goes beyond the EBacc suite of subjects, valuing the arts and humanities just as much as science and languages.

In Year 7 students are placed in all-ability classes for teaching, registration and tutor purposes. The timetable for Years 8 and 9 is constructed to allow setting in some subjects. In Years 10 and 11 students study up to 9 subjects and can also take a qualification in their home language. Over 70% of students study the English Baccalaureate suite of subjects.

Beyond the classroom

Our P.E. department runs numerous clubs and teams, with success at local, regional and national level. We run regular revision sessions for GCSE and A-level; and we provide a breakfast club and after-school homework club.

Clubs and other opportunities include: Masterchef competition; Student Council; school musical; Duke of Edinburgh; debating society; choir; the Dice (tabletop games); film club; drama club; Christian Union; parallel problem solving; Chinese language and culture.

Numerous trip are run throughout the school year, including European language trips, biology and geography field trips, theatre trips, maths tournaments, business trips to Cadbury World, Jaguar and Alton Towers, and visits to local universities to explore a range of subjects.

www.silverdale-chorustrust.org



We are keen to innovate and inject some individuality in to learning and welcome imagination. Our close links with universities give a superb opportunity to collaborate with a supportive group of like-minded, dedicated professionals.



Silverdale Sixth Form

Silverdale Sixth Form is one of the most successful in Sheffield, indeed in the entire country. We pride ourselves on the exceptionally high levels of attainment and progress achieved by our students.

In 2019 our students achieved:

- The highest A-level results in Sheffield, out of all state schools.
- The highest progress score in Sheffield, out of both state and independent schools.
- An award of Alps 1 for the first time ever, putting their progress in the top 1% in the country.

We have gone to great lengths to maintain a broad and balanced offer for Sixth Form, and also provide an array of enrichment opportunities, as well as extensive support for students' next steps into university, apprenticeships and careers.

The Sixth Form is extremely popular – with students from both Silverdale and across the city (with students from other Chorus Trust schools having priority access). Students comment on how friendly it is, with most people forgetting which school students previously attended after just a couple of weeks.

A wide range of A-level, BTEC and other Level 3 options are offered. A post-16 enrichment programme includes Duke of Edinburgh Awards Scheme, Extended Project Qualification (EPQ) and volunteering.

The vast majority of students go on to university, with a number starting apprenticeships. The school has close links with a number of Oxbridge colleges and a high success rate in obtaining Oxbridge places.

www.silverdalesixthform.com

SILVERDALE SIXTH FORM

HIGHEST
A-LEVEL
RESULTS
in Sheffield
2017

HIGHEST
A-LEVEL
PROGRESS
SCORE
in Sheffield
2018

HIGHEST
ATTAINMENT
8 SCORE
in Sheffield
2019

HIGHEST
A-LEVEL
RESULTS
in Sheffield
2019

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Chorus Trust is exciting, visionary, energetic, embracing, positive, pro-active. You are surrounded by like-minded people who are experts in their field, sharing and growing on a daily basis.

Westfield School

Westfield School, an 11-16 secondary comprehensive in south-east Sheffield with over 1,170 students, is on the cusp of achieving great things. It officially joined the Trust on 1 December 2018, following several months under its leadership.

Staff

The Leadership Team consists of Head of School, 3 x Deputy Headteachers (of which one is the SENCO), 2 x Assistant Headteachers, and the Business Support Services Manager. The Head of School reports directly to the Chorus CEO.

The school has 98 FTE staff. Teachers are organised into faculties, with faculty heads reporting to a member of the Senior Leadership Team (SLT). Business services staff are organised under the Business Support Services Manager – as are educational support staff, who also report to the relevant pastoral or SEND leaders. Additional support is provided by the central trust team in areas such as risk management, IT, HR, finance, governance and communications.

Pastoral care

The pastoral and support system is based on key stage and hall groupings. Each form belongs to a key stage group with a Form Tutor (or ARKS Key Worker), a Key

Stage Leader and a Pastoral Manager to monitor attendance, work progress, behaviour and achievements. Sporting and other events are organised into halls.

In 2019 the school introduced a 'Positive Discipline' system, which means:

- A rewards-led system.
- A calm and purposeful environment, all the time, every day.
- Self-managing students who are ambitious, ready, kind and safe.
- No low-level disruption to lessons.
- Crystal clear expectations and structures consistently implemented at every level and at every stage of the school day.

The Learning Support team provides specific, time-limited, evidence-based intervention for students who are not making good progress due to a special educational need.

A broad and balanced curriculum

Our options process allows students to study the full suite of EBacc subjects at GCSE. Leading to this they experience a wide range of subjects, to enable them to make an informed choice.



Westfield School *cont.*

Admissions

For the past two years, Westfield has been oversubscribed on first preferences, with 240 students entering each year. There is a strong relationship with the primary schools within the Westfield community.

Facilities

Westfield has a proud history of sporting success, having previously been a specialist sports college. Onsite facilities include a swimming pool, gym, sports halls and extensive outside pitches – all of which can be used by staff. The building is PFI-funded (built in 2007) and provides excellent, modern facilities, surrounded by playing fields. The school community recently raised funds to install a new library.

Teaching and learning

We recently reviewed our curriculum to increase the academic challenge and have set new targets for all students that encourage them to raise their aspirations. We believe that having the best teachers in the classroom is key to our students' success, so we have continued to recruit subject specialist teachers who bring a wealth of knowledge and experience. The school is focusing on the

Trust priority of 'responsive teaching', ensuring that students receive support tailored to their learning needs. Following feedback that parents wanted to be more engaged with students' learning, there has been an increased focus on setting meaningful homework and more direct engagement with parents and carers.

Sixth Form

Westfield students have priority admissions status for Silverdale Sixth Form, providing they meet the admissions criteria. In 2018 the first 11 students from Westfield entered Silverdale Sixth Form.

Beyond the classroom

Regular revision sessions are provided beyond the normal school day, and an after-school homework club is run from the school library. Extra curricular activities include the school choir, dramatic productions, art club, music club and a host of leadership opportunities via our School Ambassador scheme. The P.E. department has a strong reputation in the city and students have achieved numerous local, national and international accolades.

www.westfield-chorustrust.org

The best thing about working at Westfield is feeling like you are part of a team who are making a difference to students' lives and who are committed to keeping improving. We've had a lot to work on and some tough times as a school, but, because of the hard work of everyone at the school, we are moving in the right direction.



Hope Valley College

Hope Valley College is a comprehensive secondary at the heart of the local community. It is a small, friendly and supportive school and sits within the village of Hope in the Derbyshire Peak District.

It joined Chorus in September 2019, when it also welcomed a new Principal. In 2019 the students achieved the third best GCSE results in Derbyshire out of all non-selective schools.

Staff

The Leadership Team consists of the Principal and 2 x Assistant Headteachers. The Principal reports directly to the Chorus CEO. The school has 77 FTE staff. Teachers are organised into faculties, with faculty heads reporting to a member of the College Leadership Team (CLT).

Business services staff are organised under team leaders who report to the Principal. Education support staff are organised under an Assistant Principal. Additional support is provided by the Central Trust Team in areas such as facilities, risk management, ICT, HR, finance, governance and communication.

Pastoral care

Hope Valley is a school where everyone is known by name. Staff go to great lengths to ensure that everyone

is included and has the opportunity to excel. Key to this is the vertical house system, where students across all years work closely together throughout the year.

Admissions

There are over 570 students. The college attracts students from across north Derbyshire and sits at the heart of the local community, about 11 miles from the city of Sheffield. A small number of students join the college's Post-16 Pathways, which is an area-wide provision comprising mainly foundation learning programmes (incorporating work experience and life skills) for young people with specific learning difficulties or special educational needs.

Facilities

The school owns and maintains its own buildings, which date back to the 1950s and 1960s. The stunning countryside location means students can take part in a wide range of outdoor activities, including an on-site bike trail and numerous local trips. Facilities within the school include design and technology workshops, a construction workshop, a new library, a music studio and an indoor climbing wall. The Post-16 Pathways unit also includes an onsite garden and allotment, which their students maintain.



Hope Valley College *cont.*

A broad and balanced curriculum

Despite its small size, the college provides an exciting range of subjects for students that go beyond the traditional offer of maths, science, humanities and languages. These include construction and engineering, psychology, art and textiles, computer aided design, drama and music.

Beyond the classroom

Some of the college's enrichment activities are core to the curriculum, such as our outdoor education programme. But school life extends well beyond the classroom, incorporating a wide range of clubs and lots of trips and visits – including a regular French trip. Embedded in the local community, the college works

in partnership on events as varied as heart screenings and car boot sales – as well as providing a community room on site that can be hired out.

Sixth Form

Hope Valley students have priority admissions status for Silverdale Sixth Form, providing they meet the admissions criteria.

Names, not just numbers

The staff embrace the opportunities that being a smaller school offers, providing a nurturing, student-focused, environment, where decisions are driven by how best to meet the needs of both students and staff.

www.hopevalley-chorustrust.org



Hope Valley College is a really friendly, supportive community. I love working with my colleagues. The atmosphere here is homely and close knit. This is a unique place where everyone knows each other.



Sheffield Teaching School Alliance

Our Teaching School supports staff at every stage of their career - from initial teacher training, right through to middle, senior and executive leadership. We also provide subject specialism training. The Teaching School grew from Silverdale School, was designated as one of the first Teaching Schools in 2012 and sits at the heart of the Sheffield Teaching School Alliance.

We have a large, cross phase, nationally recognised School Direct teacher training programme, provide an Appropriate Body service to schools to report on the progress of NQTs and offer a fully developed programme of CPD for all school staff. All of these activities provide opportunities for staff within our Trust to take on new roles and skills. Some staff have taught on our CPD courses, including subject specialism training. Others have worked with our Teaching School team to recruit and train new teachers. Many colleagues have offered School Experience sessions in their lessons,

or opened up their classrooms to visitors interested in joining the profession.

We work with over 60 schools in our School Direct network, which includes primary, secondary, special and the Peak District – training over 100 teachers every year. We are always looking for new partners and to deepen existing relationships.

Our Specialist Leaders in Education (SLEs) enable us to provide school-to-school support across the region. These roles provide excellent opportunities for staff in our Trust wishing to further their experience and skills.

This year we were awarded Teaching School Hub status (one of only six in the country), to provide a one-stop shop for CPD and school to school support services in South Yorkshire.

www.sheffieldtsa.org



Sheffield
Teaching School Alliance

The whole experience has been excellent. Everyone has been really helpful - what an amazing start to a fantastic profession!

The National Modern Languages SCITT

We are training the next generation of modern languages teachers in England!

Our one-year, postgraduate course is unique in that it is solely focused on modern languages and offers placements in a network of both state and independent schools across our geographical hubs in England.

It came about as a result of our success recruiting and training modern languages teachers through School Direct, and the need to train more languages teachers nationally. Working with the Department for Education, we established the NML SCITT as a unique partnership between state and independent schools.

Trainees receive specialist tuition in the teaching of modern languages and join a cohort of other language trainees, ensuring they get the specific support they need.

Placements are in schools within our geographical hubs, which currently include:

- Abingdon / Oxfordshire.
- Bolton.
- Oundle.
- Sheffield / Peak District.
- South East London.

From September 2020 we will be opening new hubs in:

- East Midlands & South Lincolnshire.
- Cheadle Hulme.

We attract applicants from both inside and outside of the United Kingdom, all of whom have high fluency in English, even if it is not their native language.

Trainees experience an induction course at the end of August, as well as 19 extra training days when they all come together to learn, discuss and share ideas about teaching languages. They have an individual training plan, which includes online modules and they have the opportunity to teach in two schools, where they are supported by mentors.

At the end of the course they can achieve QTS (Qualified Teacher Status) and a PGCE (Post Graduate Certificate in Education), as well as credits towards a Master's qualification. Over 88% of last year's students found a job within six weeks of completing the course.

www.nationalmodernlanguages.com



The support I received was outstanding... The course has made me stronger, more resilient and grown up.

Contact us

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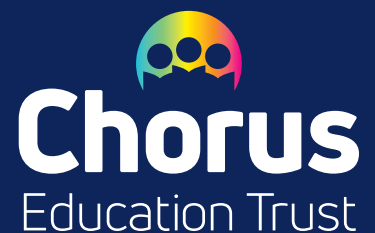
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