



Joining
St Clare Catholic
Multi Academy Trust

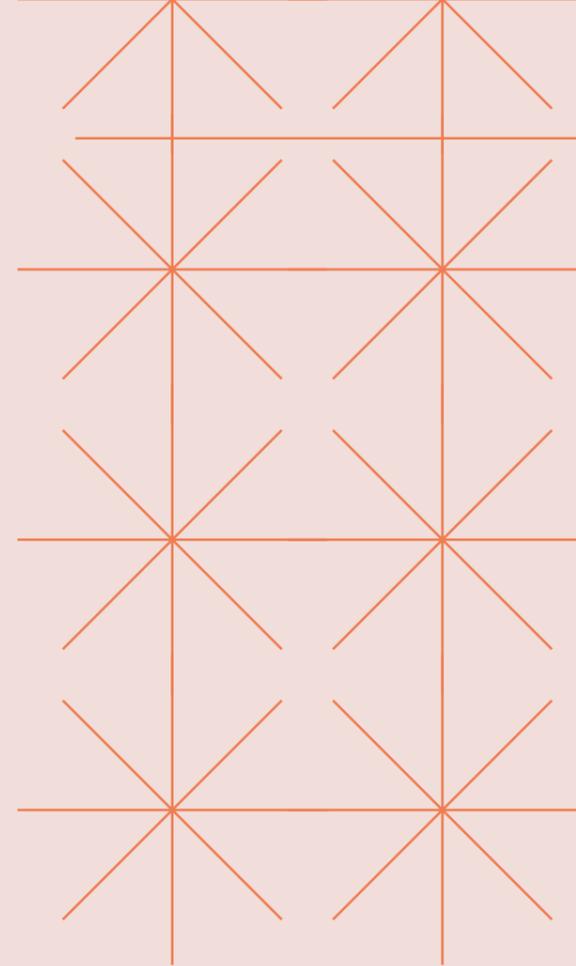
Staff Brochure



St Clare
Catholic Multi Academy Trust

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“The Writing Fundamentals sessions undertaken in the Trust were exactly that... fundamental! High-quality discussions amongst professionals who work in a variety of primary settings were an excellent way to really pinpoint the key knowledge the children need before they move on to secondary education. This useful discourse allowed us to collaboratively create a robust tracker to be utilised amongst the Trust that focuses on the true fundamentals of writing across the primary stages. With this, we can ensure all of our learners within the St Clare’s CMAT are secure and confident writers!”

Lauren Redfern – Primary Teacher & part of the Trust ‘Writing Fundamentals’ programme

“The Teaching Characteristics of Excellence sessions I participated in were a valuable exercise, offering me a crucial opportunity to deeply reflect on the core elements of high-quality teaching. Not only does it allow me to think deeply and critically about effective classroom practices, but it also prompts a critical consideration of their accessibility for Early Career Teachers. These discussions left me with a clearer understanding of how to offer impactful support as a leader, through pinpointing and breaking down the most crucial elements of good practice.”

Emily Edwards – Teacher involved in Teacher Training

“Being part of St Clare CMAT has allowed me to work alongside other careers professionals within the Trust, sharing ideas best practice, as well as highlighting areas to strengthen within my own careers programme. This collaboration is a great process to be part of and has strengthened the bonds between the schools, helping with sharing resources and having others I can ask questions of when needed.”

Phil Richardson – Careers Lead



A Warm Welcome from Our CEO

Thank you for your interest in joining St Clare Catholic Multi Academy Trust.

It is a privilege to lead this family of schools, united by a shared Catholic Christian mission and a deep commitment to serving our communities across the Diocese of Hallam.

At St Clare CMAT, we believe in the transformative power of education rooted in faith, compassion, and excellence.

Our Trust was established in response to the vision of the Bishop of Hallam:

...to create high-achieving Catholic Multi Academy Trusts with a strong moral purpose.

Since our formation in September 2022, we have grown into a vibrant and collaborative network of schools across Sheffield, Barnsley, Doncaster, and Rotherham.

We are currently a Trust of fourteen schools, comprising eleven primary schools, two 11-18 schools and one 3-16 through school. We work closely with nine additional primary schools and look forward to welcoming them into our Trust over the next 18 to 24 months.

We are looking for people who share our vision for a family of schools founded on strong relationships between staff, pupils, families, and parishes: people who share our commitment to nurturing the distinctiveness of each school while harnessing our collective capacity to ensure that every child flourishes.

It is an exciting time to join us, as we have many established strengths to draw on but remain a young organisation being shaped by the ambition, talents and vision of everyone who works in our schools and in our shared services team.



Steve Davies,
CEO



Our Vision

St Clare CMAT is committed to building a family of schools where, through our love for each other, the God-given gifts of every pupil and every member of staff shine brightly for the good of all.



“I’m proud to be part of St Clare CMAT. I have a clear understanding of my role, and although my work is office-based, I can see how it contributes to the Trust’s ambition of ensuring every child receives the highest quality education. I find my work rewarding, especially seeing new networks forming and feeling the energy from inspiring training sessions. I am excited for the future.”

Anita Bray – Executive PA

“Working for St Clare CMAT has greatly benefitted my ongoing development into a finance professional. Through my apprenticeship I get dedicated study days to learn new concepts and material, and I’m able to apply this to a varied and challenging role to transform these into useful skills. Being part of a new trust also means I am exposed to a lot of interesting work and valuable experiences as our organisation grows.”

Dan Slack – Finance Officer

Our Ambitions

Drawing from the legacy and inspiration of St Clare of Assisi, who dedicated her life to God, humility, simplicity, and caring for the poor, St Clare CMAT lives out its mission to serve the communities most in need through every aspect of school life.

We are committed to providing the best possible education and experiences to all pupils, regardless of their background, using our expertise, shared resources and outstanding leadership to help all children flourish.



The best outcomes for all pupils

- Every child experiences the best of what happens anywhere across the Trust.
- Every child feels safe, happy and loved because they are known as an individual. They feel that they belong.
- Every child knows what to expect when they come to school because routines are consistent and predictable.
- Every child achieves their full potential because there are high expectations, along with support and challenge.
- Every child experiences provision that is focused on Healthy Child Development.



The best leaders inspiring each of our school communities

- Every leader knows their school well and is best placed to drive its development and contribute to improvement across the Trust.
- Every leader engages with Trust systems and routines that foster curiosity, insight, and collaborative problem-solving.
- Every leader is empowered to think boldly and creatively about shared challenges.
- Every leader experiences a Trust culture grounded in dialogue and reflective practice.
- Every leader participates in meaningful, effective CPD and formation, with professional conversations centred on purpose, shared thinking, teamwork, values, and behaviours.
- Every school is supported by effective Governors who are well prepared to serve their communities with confidence in our Catholic/Christian faith.

The best workforce, where every member of staff is committed and flourishing

- Every member of staff feels part of a proud, caring community where everyone looks after each other and the school environment.
- Every member of staff feels they can make a difference because everyone can contribute their gifts and talents and have their voice heard.
- Every member of staff benefits from the Trust's shared commitment to serving the greater good, fostering curious, strong and trusting relationships that enable all to flourish.
- Every member of staff receives high-quality CPD and reflective, dialogue-based Appraisal, helping build a dynamic workforce capable of leading CPD, change and development across the Trust.



The best inclusive communities where everyone belongs

- School communities are patient, respectful and tolerant, giving everyone the chance to put things right and make a fresh start when mistakes occur.
- Governors and staff in every school value the love, joy and hope in our shared work and would not wish to return to working alone.
- Leaders focus on ensuring that protective and preventative practices are as important as the provision for pupils needing additional or extra support, both in their own school and across the Trust.
- Staff at all levels are equipped with the knowledge, skills, values and attitudes needed to help every pupil flourish and succeed.
- Every school has a strong, inclusive curriculum, using the graduated response and purposeful dialogue to identify, assess and meet pupils' needs.

Our Schools



St Clare CMAT plays a system leading role. The Trust owns and operates the Sheffield SCITT, is the lead organisation for the South Yorkshire Maths Hub, and runs the St Wilfrid's English Hub.



All Saints Catholic High School

- Secondary
- Sheffield
- allsaints.sheffield.sch.uk



Emmaus Catholic and CofE Primary School

- Primary
- Sheffield
- emmaus.sheffield.sch.uk



St John Fisher Primary

- Primary
- Sheffield
- st-johnfisher.org



St Marie's School

- Primary
- Sheffield
- st-maries.sheffield.sch.uk



Holy Trinity Catholic and Church of England School

- All-through
- Barnsley
- holytrinitybarnsley.org



Notre Dame High School

- Secondary
- Sheffield
- notredame-high.co.uk



St Mary's Primary School

- Primary
- Sheffield
- st-marysgreen.sheffield.sch.uk



St Thomas of Canterbury School

- Primary
- Sheffield
- st-tc.co.uk



Sacred Heart School

- Primary
- Sheffield
- sacredheart.sheffield.sch.uk



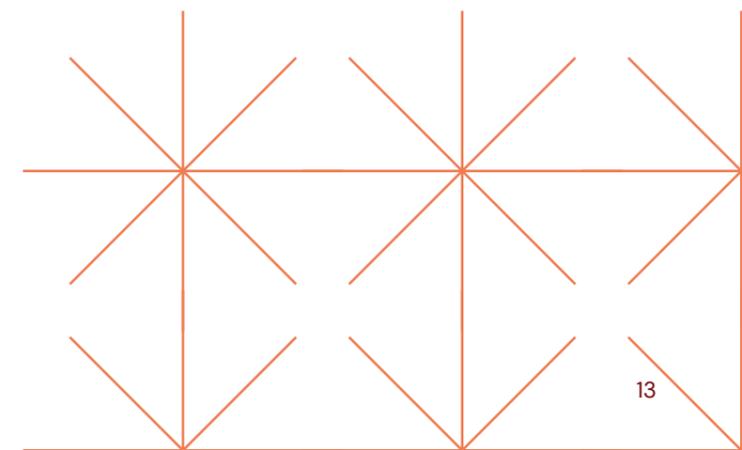
St Alban's Catholic Primary and Nursery School

- Primary
- Doncaster
- st-albans.doncaster.sch.uk



St Wilfrid's Catholic Primary School

- Primary
- Sheffield
- stwilfridssheffield.co.uk





Why Work for Us?

find out more here:
www.stclarecmat.org.uk/why-work-for-us/



Joining St Clare CMAT is an opportunity to embrace a unique professional environment where our legacy, values and strong commitment to equality lead best practice.

We are looking for people who share our values, inspired by Catholic social teachings of dignity, belonging, inclusion, collective responsibility, and interdependence over competition.

In return, we offer a welcoming, family ethos and continuous investment in your wellbeing, professional formation and development.

Together, we strive to create a culture of support, ambition, and shared learning.

When you join St Clare, no matter your starting point, you'll be benefiting from:

01. Professional Development

Professional development and progression are a crucial part of our vision for the future. Every member of teaching staff across the Trust has a clear development pathway, supported by our partnership with Sheffield SCITT and Hallam Teaching Alliance.

In addition to teaching positions, there are also a wide range of opportunities in support roles at our central office or within our academies.

Our professional development offer includes:

- Initial Teacher Training
- Early Career Framework
- A supportive and developmental appraisal process
- SEND and subject networks
- Aspiring Leaders Programme
- Trust-wide INSET
- Secondment opportunities.

There are also developmental opportunities through involvement with the Sheffield SCITT, the South Yorkshire Maths Hub, the St Wilfrid's English Hub and the Hallam Delivery Hub for The Ambition Institute Early Career Framework, all of which are run by St Clare CMAT.

"Participating in the Aspiring Leaders programme has been a valuable experience in my leadership journey. I find the programme to be a powerful blend of mission-driven leadership and practical development. It has given me the opportunity to reflect deeply on my vocation and the call to Catholic headship, while also equipping me with the practical tools needed to lead a school community with clarity and compassion."

The programme is guided by experienced leaders who understand both the spiritual and operational dimensions of Catholic leadership. The real-world scenarios challenge me to think strategically, and the Trust-aligned school improvement project helps me to apply my learning in a meaningful and impactful way."

Rachel Hobkirk – Assistant Head Teacher (member of our Aspiring Leaders' Programme)

“As a member of St Clare CMAT, I have been provided with numerous opportunities for professional development as Headteacher, such as attending forums, conferences and regular meetings with the other Headteachers in the Trust, School Improvement Directors and the CEO, focusing on content such as compassionate leadership, strategic development and being an effective moral leader. I have been asked to mentor other leaders in different schools within the Trust and share my expertise, offer guidance and support those new to the role. Many members of staff within my school have relished the opportunity to work with colleagues across the Trust, and join networks and working parties to deepen their own understanding and engage in dialogue to further embed strong practice across our schools.”

Lindsey Ebsworth – Head Teacher



“Being part of the mutual group of heads within St Clare CMAT has been incredibly valuable in my journey as a new headteacher. The support and insight from more experienced colleagues have made a real difference. I was honoured to share my leadership journey at the aspiring heads training – a proud moment that reflected how far I’ve come.”

Louise Clements – Head Teacher

02. Networking and Collaboration

St Clare CMAT takes pride in its inspiring leadership and excellent governance, which are found in every school community. Through shared expertise and a culture of care, local governors, school leaders and staff in every role are encouraged to be innovative, reflective, and collaborative.

Networking and collaboration opportunities across the Trust include:

- Early Years Network
- SEND network
- Subject networks
- Senior leaders network
- Designated Safeguarding Leads network
- Headteacher forums and conference
- Trust-wide INSET.

A fundamental feature of the way we work is that where we have shared challenges, we draw on expertise within the Trust to work on these together. This provides regular opportunities for collaboration within the Trust.

03. Employee Benefits

We pride ourselves on being a values-driven and relational organisation. Other benefits include:

- Membership of Teacher Pension Scheme or Local Government Pension Scheme
- Generous holiday entitlements
- Supportive and developmental appraisal process for all staff
- Salary sacrifice schemes
- Professional development offer for all staff
- Access to counselling services.

To see the benefits of working at St Clare MAT in action, head over to our website: <https://www.stclarecmat.org.uk/why-work-for-us/>

Contact Us

To view our latest vacancies, please visit our [Vacancies](#) page.

St Clare Catholic Multi Academy Trust

Hallam Pastoral Centre
St Charles Street
Sheffield S9 3WU

T: 0114 478 5220

E: [EMAIL ADDRESS FOR JOB ENQUIRIES]



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