

Millbrook Primary School and Nursery



Applicant Information Booklet



Headteacher Welcome



It is my absolute pleasure to welcome you to Millbrook Primary School and Nursery. We are a vibrant, diverse and inclusive learning community in the heart of Telford, and I am incredibly proud to lead a school where every child is valued, nurtured and inspired to achieve their very best.

Our school values — BIRDS: Belonging, Inclusion, Respect, Diversity and Safety — sit at the heart of everything we do. These principles shape our relationships, curriculum and daily life. We believe children flourish when they feel safe, respected and celebrated for who they are, and our staff play a vital role in creating that environment.

As a member of the newly formed Four Hills Education Trust, Millbrook is part of an exciting and ambitious partnership committed to excellence, collaboration and opportunity for all. Being part of the Trust strengthens our vision for continued improvement and ensures that our staff benefit from shared expertise, high-quality professional development and a culture that empowers everyone to grow and thrive.

Thank you for your interest in joining the Millbrook team. Choosing the right school to work in is an important decision, and we are delighted that you are considering us. At Millbrook, you will find a supportive, welcoming and forward-thinking community that is committed to helping every child—and every adult—reach their full potential. Through strong teamwork, high-quality teaching and a genuine passion for making a difference, we aim to create a place where both staff and pupils can excel.

I hope this applicant information booklet gives you a sense of what makes our school such a special place to learn and work. If our values resonate with you, and you are enthusiastic about contributing to our ambitious and nurturing environment, we would be delighted to receive your application.

Warm regards,

Joanne Edwards



Climbing Together with

Four Hills
Education Trust

Where Every Step is Shaped with CARE

Our Values

At Millbrook Primary School & Nursery, we are proud to be a values-based school, guided by the principles of ethical leadership in everything we do.

Our core values—**Belonging, Inclusion, Respect, Diversity, and Safety (BIRDS)**—shape our culture, decisions, and relationships across the school community.



Belonging means that every child and staff member feels valued, supported, and part of our school family.

Inclusion ensures that all children, regardless of background or ability, have equal opportunities to thrive.

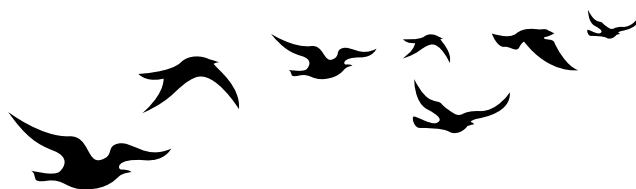
Respect underpins our interactions, fostering kindness, empathy, and understanding.

Diversity is celebrated, enriching our school with different perspectives, experiences, and cultures.

Safety—both physical and emotional—is our top priority, ensuring that every child learns in a secure and nurturing environment. Child and staff wellbeing is at the heart of all decision making.

These values are not just words; they are lived daily, creating a school where children flourish academically, socially, and emotionally, and staff thrive personally and professionally.

At Millbrook, we truly believe that “Education gives you wings to fly.” APJ Abdul Kalam



Our Vision

At Millbrook Primary School and Nursery, we pride ourselves on serving a unique and diverse community. We value the contribution of those from varied backgrounds, with different characteristics and life experiences. We believe that diversity allows us to build empathy for the lived experiences of other people, which is a key skill for those contributing positively to a globally minded society.

We support the statement by UNESCO (1994) which highlights that inclusion and participation are essential to human dignity and to the enjoyment and exercise of human rights. Because of this, we actively seek to break down barriers and bring about equalisation of opportunity for those in our community. In turn, this allows our children to engage with a broad, balanced and varied curriculum and reach their full potential.

Our curriculum offer has been designed to represent the diverse community our school serves. We understand that each child is unique, therefore we ensure our planning allows all pupils to make progress towards their individual targets whilst engaging them in memorable lessons. We acknowledge our pupils need to keep pace in a rapidly changing world, therefore, we provide our children with the opportunities required to understand complex global issues.

We champion the concept of a broad and balanced curriculum by ensuring coverage of all subjects, with reading at its heart, whilst allowing our children to be creative and pursue individual interests. Curiosity is a quality we want to encourage, as we want our children to feel empowered and inspired to continue a lifelong learning journey. We push them to be inquisitive and independent, whilst also developing their ability to work cooperatively, so they leave us having developed the interpersonal skills required to become integral members of society.

To enhance this, we encourage people in our community to demonstrate respect for themselves, others and the environment. We believe that mutual respect is a key value that positively prepares children for life in modern Britain and the wider world.

We believe that children thrive when provided with a safe and welcoming environment, which promotes their wellbeing, gives them a sense of belonging and provides them with a lifelong love of learning.

Our Aims

Our aims for pupils:

- Stimulate, nurture, and develop individuality and lively, enquiring minds in an atmosphere that is welcoming, safe and secure
- Provide an accessible, supportive, positive and challenging learning environment for all children
- Develop in pupils a sense of self-worth and independence, which enables each child to aim for and realise their fullest potential
- To educate children on the UN Rights of the Child and the associated responsibilities, which enables them to contribute positively to society
- To teach children to express their thoughts, feelings and opinions in a respectful way and know that they should be heard
- Offer a broad and balanced curriculum which develops children's knowledge and skills to enable them to become active, confident and responsible members of a rapidly changing world
- Ensure all pupils leave our school with a love of reading and being able to read with confidence and fluency
- To enhance children's Social, Moral, Spiritual and Cultural (SMSC) development through daily curriculum and enriching experiences

Our aims for our whole school community:

- Foster a school culture which is inclusive and places equal value on all its members whilst still viewing people as individuals
- Develop respect for and understanding of the ideas, cultures and beliefs of others, irrespective of their backgrounds, characteristics and life experiences
- Build partnerships between the school, the home, the local community and the wider world
- Promote and uphold the fundamental British Values of Tolerance, Mutual Respect, Democracy, Individual Liberty and Rule of Law
- Provide the whole community with a place of sanctuary and care.

“Education is the most powerful weapon which you can use to change the world.” Nelson Mandela

Our Context

Millbrook Primary School, located in Leegomery, Telford, was formed in 2005 through the amalgamation of separate junior and infant schools that opened in the late 1970s. The school sits on a spacious green site, offering excellent opportunities for outdoor learning. With fourteen classes from Reception to Year 6 and an attached nursery, we currently have over 460 children on roll. We are about to undergo an exciting expansion, which will include the addition of a new hall, kitchen, two classrooms, and a dedicated SEND hub, further enhancing our facilities for both children and staff.

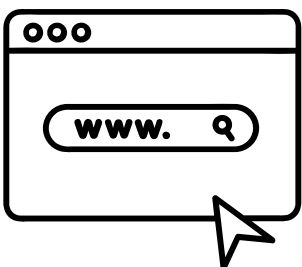
A key strength of Millbrook is our diverse community, making us unique within Telford and Wrekin. We celebrate the backgrounds and heritage of all our pupils, fostering an inclusive and supportive learning environment where pupils are at the heart of everything we do.

At the last full Ofsted inspection in October 2023, the school was graded 'Good' overall and 'Outstanding' for Early Years Provision. The opening paragraphs of the report states, "Millbrook Primary School is underpinned by strong relationships. Pupils reflect the values of the school and talk about belonging to somewhere that respects everyone. The school is a sanctuary for many pupils. This is a place where they are well cared for and looked after. Families appreciate the support the school provides. Pupils and staff are rightly proud of their diverse school. Staff sensitively support those with additional needs. Where there are specific barriers to learning, staff work quickly to identify and provide effective support. Pupils with special educational needs and/or disabilities (SEND) benefit from an inclusive culture of early identification and support."

It also states, "Leaders and staff make a cohesive team. They have a clear and ambitious vision for the school. Governors know the school well. They are involved in school life and provide effective support and challenge to school leaders. High-quality training for staff has had a positive impact. This has helped everyone to develop their skills and support leaders to improve the school."

**To find out more about the school,
scan the QR code or visit the website**

<https://www.millbrookprimary.org.uk/>



What pupils say...

We asked the children why adults should apply to work at Millbrook. They said...

“We have lots of happy faces at Millbrook and we want to have more teachers to enjoy it to.”

Year 3 Pupil

“Teachers have a good time at Millbrook because children are respectful and polite to them. You don't need to worry about respect from the children.” Year 4 Pupil

“We get lots of opportunities at Millbrook but new teachers bring more opportunities to happen in the future.” Year 4 Pupil

“Our school is nice and we welcome new people at our school.” Year 4 Pupil

“We want new teachers to come because students are polite to the teachers. We are diverse and we respect all religions and races. We celebrate different religious events.” Year 4 Pupil

“Teachers plan challenging but achievable lessons. They break the lessons down so we are successful.” Year 6 Pupil

“The people at Millbrook are friendly. The staff are helpful and they keep the school clean and tidy.” Year 6 Pupil

“It's a good environment to learn in. The learning conditions in school are mostly calm.” Year 6 Pupil

“Children are well supervised and taken care of so they feel safe and behave well.” Year 6 Pupil.

“We want kind, respectful, supportive, helpful and safe teachers to join our lovely school.” Year 6 Pupil

What staff say...

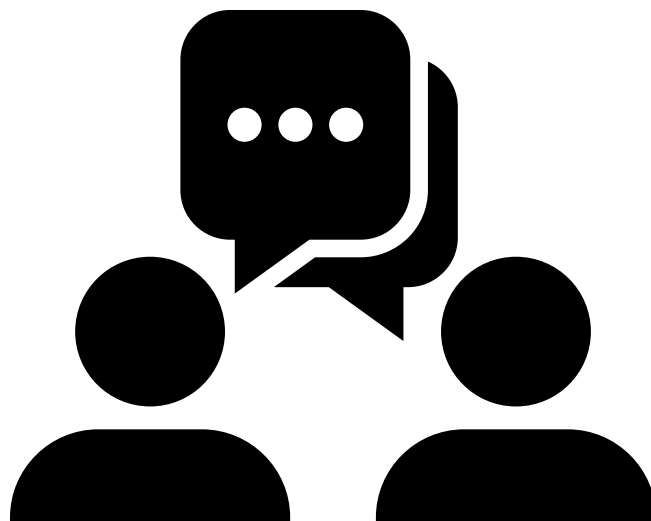
“The children at Millbrook Primary School are delightful. They are well-behaved and polite. They enjoy coming to school and work hard. The school’s approach to behaviour is relational and trauma informed. This means that relationships are placed at the heart of everything we do, providing children with a secure base from which they can learn and thrive.”

“Families are very supportive of the school. We have high engagement from parents and carers with Family Learning sessions and ESOL classes, demonstrating positive relationships between school and parents.”

“The staff at Millbrook are very friendly and approachable. As a new member of staff, I was made to feel welcome by everyone and had lots of support offered to me.”

“I have always felt supported with my mental health and well-being during my time at Millbrook Primary. The Senior Leadership Team have always had an open-door policy, and in my eyes gone over and beyond in supporting any requests I may have made in relation to my own well-being and CPD. I honestly don't believe there are many other schools that show such care and empathy towards their staff’s well-being and mental health.”

“I feel that my mental health is always supported, and I know where to go and who to go to if I need support. Leaders always make time to talk to me when I have been upset and I feel comfortable to be able to knock on the headteachers office door knowing that she will help if needed.”



Wellbeing at Millbrook

At Millbrook Primary School, staff wellbeing is at the heart of our decision-making process. We understand that a happy, supported, and well-balanced team is essential to attracting and retaining skilled, passionate educators. Our commitment to staff wellbeing is reflected in our proactive approach, led by a trained Senior Mental Health Lead, and supported by a dedicated team focused on mental health and wellbeing.

We are proud to have recently received the Gold Wellbeing Award for Schools, a recognition of our outstanding efforts to prioritise staff wellbeing. This prestigious award affirms our ongoing commitment to creating a supportive work environment where staff feel valued, heard, and supported.

We take a holistic approach to wellbeing, regularly reviewing policies, systems, and processes to reduce workload and ensure that staff have the tools and support they need to thrive. We have an open-door policy, valuing staff feedback and ideas on how we can continue to improve.

Some of the ways we support staff wellbeing include:

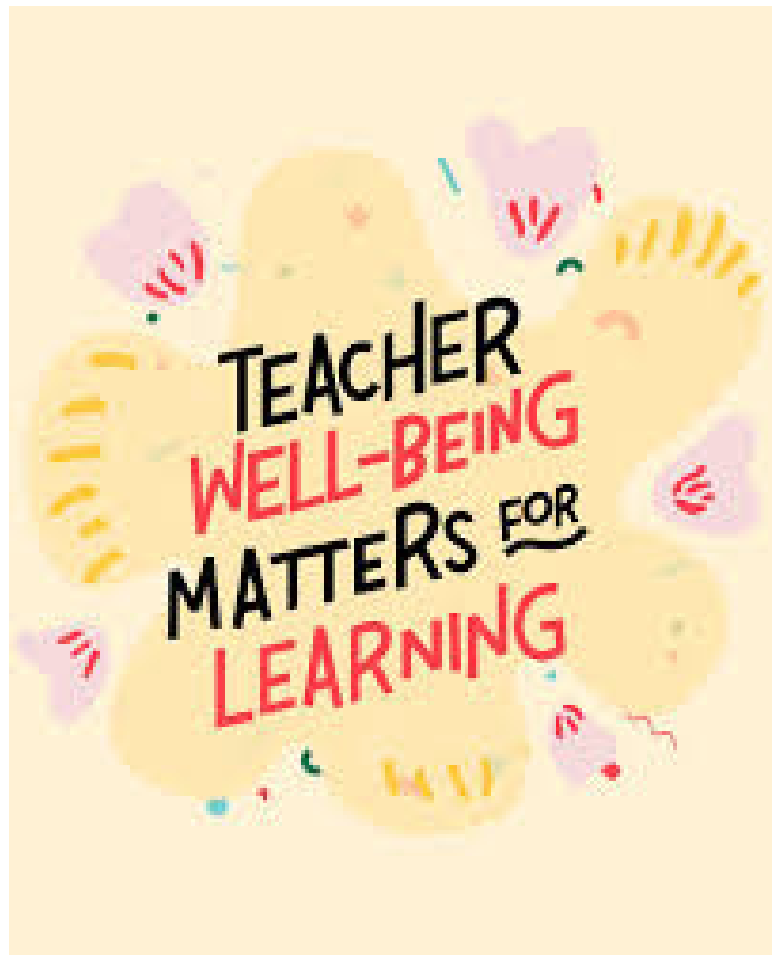
- A supportive, friendly, and caring staff who build positive relationships
- Senior Leaders with an open-door policy, always available to staff
- Access to a wellbeing team, including a trained Senior Mental Health Lead
- Regular collection of staff voice and clear communication on how feedback is implemented
- Consideration of staff preferences regarding year groups
- Support for life events and a Domestic Abuse Policy for staff
- Signposting for help and support, as well as referrals to occupational health when needed
- Discretionary time for appointments and special events, such as children's performances
- PPA at home for teachers once a week and phase meetings every other week
- Wellbeing activities for staff and a wellbeing newsletter.

Wellbeing at Millbrook

- School dinners paid for during special events and free tea and coffee (including a coffee machine)
- A food cupboard accessible to all staff
- Birthday celebrations, with a card and present for each staff member
- An end-of-year celebration including an awards ceremony

At Millbrook, we believe that supporting staff wellbeing leads to a happier, more productive environment where everyone can thrive.

≡ YOU ARE ≡
enough



OUR SCHOOL HAS ACHIEVED THE

Wellbeing Award for Schools

Promoting emotional wellbeing and mental health across our school

2024 - 2027



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Safeguarding at Millbrook

Millbrook Primary School & Nursery is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment.

Appointment to this post is subject to an enhanced Disclosure and Barring Service check as well as other pre-appointment checks outlined in Keeping Children Safe in Education.

This post also require checks under the Childcare Disqualification Regulations and Childcare Act 2006 as you will be required to work with children in the EYFS.

Please see the job description, person specification, safer recruitment and CP and Safeguarding policies for further details.

[Child Protection & Safeguarding | Millbrook Primary School and Nursery.](#)

[Policies | Millbrook Primary School and Nursery.](#)



"We must never forget that safeguarding is a shared responsibility. Every adult is a key player in ensuring the safety and well-being of our children."

Is Millbrook for you?

We can offer you:

- A warm and welcoming environment in which to work.
- A strong school ethos that encourages positive attitudes towards learning and behaviour.
- Strong relationships across and throughout the school.
- The opportunity to strengthen links with our parents/carers and the wider community.
- A diverse school community with inclusivity at its heart.
- An enthusiastic and committed team of staff who strive for the best outcomes for all pupils.
- Caring and enthusiastic pupils who are motivated to learn and thrive.
- A commitment to supporting your wellbeing.
- Access to high-quality CPD and career development opportunities.



We are looking for someone who:

- Can provide children with a sense of belonging by building trusting relationships in which all children are held with unconditional positive regard.
- Has a passion for inclusion and demonstrates high levels of inclusivity within their practice, actively seeking to remove barriers to learning.
- Demonstrates high levels of respect for themselves, others, and the environment.
- Values diversity and promotes equality through their words, actions, and practice.
- Promotes the welfare of children and is committed to developing their understanding of safeguarding and their responsibilities within it.
- Makes children feel safe and secure by responding to them calmly and consistently, with warmth, care, and empathy.
- Reflects on their practice and is committed to continued professional development.
- Takes pride in and responsibility for their work and development.
- Demonstrates a positive, solution-focused attitude with high levels of resilience.
- Is an outstanding communicator who can use initiative when working independently, but also works effectively as part of a team.
- Has excellent organisational skills.
- Knows how to support pupils' learning and development.
- Is able to plan and adapt learning experiences to meet individual needs.
- Has a passion for improving life outcomes for children from disadvantaged backgrounds.



Our Achievements



SCHOOL OF
SANCTUARY AWARD
WELCOMING ASYLUM SEEKERS AND REFUGEES



OUR SCHOOL HAS ACHIEVED THE

Wellbeing Award for Schools

Promoting emotional wellbeing and mental health across our school

2024 - 2027



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Join our team!

We hope you hear from you soon.