

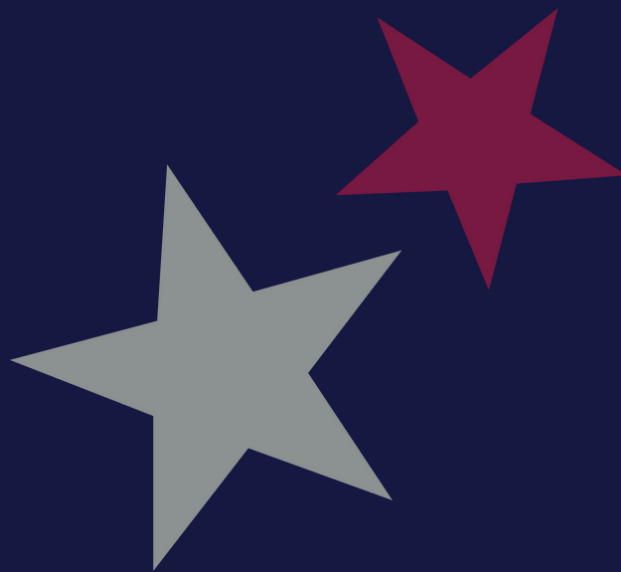


**Astrea Academy Trust**

LEARN, THRIVE, SUCCEED

**Join Our Team**

Candidate Information Pack





# Welcome to Astrea

Thank you for your interest in joining the Astrea Academy Trust.

Astrea is a trust that is coming of age and moving beyond its foundational years into a mature phase of development, our aim is that every child gets a brilliant education.

Our work starts and ends with a universal belief in high standards and expectations for every child, no matter what barriers they face. Underpinning our vision is a commitment that knowledge and scholarship will be celebrated, we want our children to become resilient in the face of challenge and we commit to providing all Astrea children with rich opportunities and to supporting them every step of the way.

I am incredibly proud of what the Astrea family has achieved and as the trust matures, we are in a strong position to embark upon this next exciting phase, where all of our energy will be focused on providing a brilliant education which helps children to learn, thrive and lead successful lives.

**Rowena Hackwood**  
**Chief Executive Officer**





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# About us

The Trust has 26 academies across South Yorkshire and Cambridge, plus a nursery.

- 17 primaries
- 7 secondaries
- 1 all through (primary and secondary phase)
- 1 special school
- 1 nursery

Circa 15,000 students.

Circa 2,000 staff.

All our academies are rated **GOOD** by Ofsted.





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# Our Academies

**HILLTOPPERS**  
Astrea Academy Trust  
INSPIRING BEYOND MEASURE

**HIGHGATE  
PRIMARY ACADEMY**  
Astrea Academy Trust  
INSPIRING BEYOND MEASURE

**WAVERLEY  
ACADEMY**  
Astrea Academy Trust  
INSPIRING BEYOND MEASURE

**GOOSEACRE  
PRIMARY ACADEMY**  
Astrea Academy Trust  
INSPIRING BEYOND MEASURE

**ASTREA ACADEMY  
WOODFIELDS**  
IN LABORE ADI ASTRA

**CARRFIELD  
PRIMARY ACADEMY**  
Astrea Academy Trust  
INSPIRING BEYOND MEASURE

**Hatfield Academy**  
Astrea Academy Trust  
INSPIRING BEYOND MEASURE

**THE HILL  
PRIMARY ACADEMY**  
Astrea Academy Trust  
INSPIRING BEYOND MEASURE

**ERNULF ACADEMY**  
Astrea Academy Trust  
INSPIRING BEYOND MEASURE

**LOWER MEADOW  
PRIMARY ACADEMY**  
Astrea Academy Trust  
INSPIRING BEYOND MEASURE

**GREENGATE LANE  
ACADEMY**  
Astrea Academy Trust  
INSPIRING BEYOND MEASURE

**ST IVO  
ACADEMY**  
Astrea Academy Trust  
INSPIRING BEYOND MEASURE

**EDENTHORPE HALL  
ACADEMY**  
Astrea Academy Trust  
INSPIRING BEYOND MEASURE

**LONGSANDS  
ACADEMY**  
Astrea Academy Trust  
INSPIRING BEYOND MEASURE

**INTAKE  
PRIMARY ACADEMY**  
Astrea Academy Trust  
INSPIRING BEYOND MEASURE

**ASTREA ACADEMY  
SHEFFIELD**  
SAPIENTIA DUCIT ADI ASTRA

**ASTREA ACADEMY  
DEARNE**  
Astrea Academy Trust  
INSPIRING BEYOND MEASURE

**KINGFISHER  
PRIMARY**  
Astrea Academy Trust  
INSPIRING BEYOND MEASURE

**ASTREA ACADEMY  
NETHERWOOD**  
Astrea Academy Trust  
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**HEXTHORPE  
PRIMARY ACADEMY**  
Astrea Academy Trust  
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**ATLAS ACADEMY**  
Astrea Academy Trust  
INSPIRING BEYOND MEASURE

**BYRON WOOD  
ACADEMY**  
Astrea Academy Trust  
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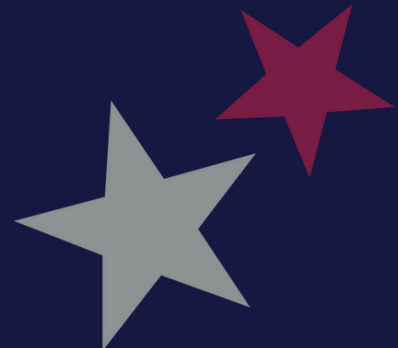
**DENABY MAIN  
PRIMARY ACADEMY**  
Astrea Academy Trust  
INSPIRING BEYOND MEASURE

**HARTLEY BROOK  
PRIMARY ACADEMY**  
Astrea Academy Trust  
INSPIRING BEYOND MEASURE

**THE CENTRE SCHOOL  
COTTENHAM**  
Astrea Academy Trust  
INSPIRING BEYOND MEASURE

**CASTLE ACADEMY**

**COTTENHAM  
VILLAGE COLLEGE**  
Astrea Academy Trust  
INSPIRING BEYOND MEASURE





# Trust values



## Scholarship

We will be informed by the best of academic and organisational thinking and research, using this where we can and expanding it where possible.



## Curiosity

We will ask searching questions, not take things on face value, seek out the best of what is known and engage in appreciative enquiry.



## Tenacity

We will deliver on our promises and see things through to completion. We will embody pace, urgency and determination in our focus on improving outcomes for children and on our own performance.





# Employee Benefits



We offer **enhanced annual leave** plus statutory bank holidays. We know that giving our people sufficient annual leave to do the things that matter to them is important.



We offer a **generous pension scheme** (both TPS and LGPS) employers contribution, because our peoples future matters to us.



We provide access for all of our employees to an **Employee Assistance Programme**. We recognise the challenges that our people face and are proud to support their emotional, physical, social and financial wellbeing.



We provide access for all of our employees to **AXA's 24/7 health support line** that gives you access to appointments with qualified nurses, midwives and pharmacists. We know that ensuring our people have access to medical advice matters.



# Employee Benefits



We provide a **financial wellbeing portal** providing advice on mortgages, financial planning, budgets, debt support, utility savings and financial worries that impact mental health.



We offer **life assurance\*** to all to provide peace of mind for our people and their families.



We provide **enhanced family leave**, providing paid leave to support our people when they need it the most.



Access to **discounts for teachers**, exclusive discount and cashback rewards for teachers and education staff so our people can make savings.



# Employee Benefits



Access to membership with **Costco** and the **Blue Light Card** for savings and discounts, available to all our employees.



Financial contribution to **optical care** for habitual DSE users.



We offer access to the **cycle to work scheme** for bicycles and cycling accessories, as a salary sacrifice deduction.



Discounted **gym membership** for all employees at **the gym group**, with 245 locations nationwide to support our peoples physical, emotional and financial health.



**Our  
operational success  
relies  
fundamentally on  
the success of our  
people** 



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# Workload and Wellbeing

We prioritise our peoples workload and wellbeing through four key mechanisms.

**We know that when our people thrive, we thrive.**

-  **Culture**
-  **Workload Reduction**
-  **Staff Development**
-  **Wellbeing**

We are invested in our people and committed to the wellbeing of all. We want our people to thrive both professionally and personally.

We value our employees commitment and care, essential to our students' success, and strive to support work-life balance and mutual support at all times.



# Workload and Wellbeing

## ★ Culture

We take a positive and proactive approach in supporting the health, safety and wellbeing of our people through support, professional trust and respect, ensuring that their work has a **POSITIVE** impact.

## ★ Workload Reduction

We have consistent behaviour systems, expert pastoral teams, collaborative planning, live marking, targeted data only recording what we need. We are a **SUPPORTIVE** Trust.

## ★ Staff Development

We provide **EXTRA INSET** days, collaborative communities, high-quality CPD with the **Astrea Talent Programme**, balanced calendars, open feedback and protected time.

## ★ Wellbeing

We provide 24/7 **WELLBEING SUPPORT**, pay above national pay, train mental health champions, support flexible working, believe in streamlined communication, regular feedback and celebrations.

# Information on our Academies



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# Primary Academies



## ATLAS ACADEMY




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 Prospect Place, Doncaster, DN1 3QP  
 01302 363612  
 <https://astreatlas.org>



## BYRON WOOD ACADEMY

Astrea Academy Trust  
INSPIRING BEYOND MEASURE

 Earldom Road, Sheffield, S4 7EJ  
 0114 272 3264  
 <https://astreabyronwood.org>






## CARRFIELD PRIMARY ACADEMY

Astrea Academy Trust  
INSPIRING BEYOND MEASURE

 Highgate Lane, Bolton Upon Dearne, S63 8AL  
 01709 893121  
 <https://astreacarrfield.org>






CASTLE ACADEMY  
Astrea Academy Trust  
INSPIRING BEYOND MEASURE

 Station Road, Conisbrough, DN12 3DB  
 01709 513010  
 <https://astreacastle.org>



## DENABY MAIN PRIMARY ACADEMY




Astrea Academy Trust  
INSPIRING BEYOND MEASURE

 School Walk, Denaby Main, DN12 4HZ  
 01709 863622  
 <https://astreadenabymain.org>



## EDENTHORPE HALL ACADEMY




Astrea Academy Trust  
INSPIRING BEYOND MEASURE

 The Drive, Edenthorpe, DN3 2LS  
 01302 882381  
 <https://astreaedenthorpehall.org>



## GOOSEACRE PRIMARY ACADEMY




Astrea Academy Trust  
INSPIRING BEYOND MEASURE

 Gooseacre Avenue, Thurnscoe, S63 ONU  
 01709 893569  
 <https://astreagooseacre.org/>



## GREENGATE LANE ACADEMY




Astrea Academy Trust  
INSPIRING BEYOND MEASURE

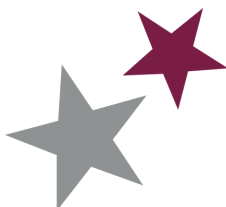
 Greengate Lane, High Green, S35 3GT  
 0114 284 8322  
 <https://astreagreengatelane.org>



## HARTLEY BROOK PRIMARY ACADEMY

Astrea Academy Trust  
INSPIRING BEYOND MEASURE

 Hartley Brook Road, Sheffield, S5 6HY  
 0114 245 6882  
 <https://astreahartleybrook.org>



# Primary Academies



📍 Hatfield House Lane, Sheffield, S5 6HY  
☎️ 0114 2456871  
🌐 <https://astreahatfield.org>



📍 High Street, Cottenham, Cambridge, CB24 8UA  
☎️ 01954 288944  
🌐 <https://astreacottenham.org>



📍 Nicholas Lane, Goldthorpe, Rotherham, S63 9AS  
☎️ 01709 892160  
🌐 <https://astreahighgate.org>



📍 Sidney Road, Doncaster, DN2 6EW  
☎️ 01302 344743  
🌐 <https://astreaintake.org>



📍 Coventry Grove, Doncaster, DN2 4PY  
☎️ 01302 349275  
🌐 <https://astrea-kingfisher.org>



📍 Batemoor Road, Sheffield, S8 8EE  
☎️ 01142 372 700  
🌐 <https://astrealowermeadow.org>



📍 Tudor Street, Thurnscoe, S63 0DS  
☎️ 01709 892145  
🌐 <https://astreathehill.org>



📍 Douglas Road, Doncaster, DN4 0UB  
☎️ 01302 853326  
🌐 <https://astreawaverley.org>

# Secondary Academies






**ASTREA ACADEMY  
DEARNE**  
Astrea Academy Trust  
INSPIRING BEYOND MEASURE

 Goldthorpe Road, Goldthorpe, Rotherham S63 9EW  
 01709 892211  
 <https://astreadearne.org>






**ASTREA ACADEMY  
WOODFIELDS**  
IN LABORE AD ASTRA




 Weston Road, Doncaster, DN4 8ND  
 01302 312140  
 <https://astreawoodfields.org>



**ASTREA ACADEMY  
NETHERWOOD**  
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 Dove Valley Way, Wombwell, Barnsley, S73 8FE  
 01226 272000  
 <https://astreanetherwood.org>






 High Street, Cottenham, Cambridge, CB24 8UA  
 01954 288944  
 <https://astreacottenham.org>






**ERNULF ACADEMY**  
Astrea Academy Trust  
INSPIRING BEYOND MEASURE

 Barford Road, Saint Neots, PE19 2SH  
 01480 374748  
 <https://astreaernulf.org/>



 Longsands Road, Longsands, St Neots, PE19 1LQ  
 01480 353535  
 <https://astrea-longsands.org>



 High Leys, St Ives, PE27 6RR  
 01480 375400  
 <https://astreastivo.org>

# All through academy (3-18)



📍 Andover Street, Sheffield  
☎ 0114 5539110  
🌐 <https://astreasheffield.org>

# Special School



📍 High Street, Cottenham, CB24 8UA  
☎ 01954 288789  
🌐 <https://astreacentreschool.org>

# Private Nursery



📍 Hilltoppers, Brunswick Street, Thurnscoe, S63 0JU  
☎ 01709 892145  
🌐 <https://astreahilltoppers.org>



# Applicant Information

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share in this commitment.

We embrace diversity and promote equality of opportunity. As an equal opportunity employer we consider all requests for flexible working.

We know that diversity fosters creativity and innovation. We are committed to developing and retaining a workforce that is representative of the diverse communities that we serve. We are committed to equality of opportunity, to **being fair and inclusive and building our culture of belonging.**

We are a **disability confident employer** with the following commitments to those looking to 'join our team' and grow their career with Astrea.

- Ensure our recruitment process is inclusive and accessible
- Guarantee an interview to disabled people who meet the minimum criteria for the role
- Ensure all reasonable adjustments for interview are provided



Please visit our website to  
learn more and to grow  
your career with Astrea.

[www.astreaacademytrust.org](http://www.astreaacademytrust.org)



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★ Scholarship ★ Curiosity ★ Tenacity ★



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