

# Why Work for Us

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## The Keys Academy Trust

We are always seeking dynamic, committed and skilled members of staff to join our forward thinking, supportive and collaborative teams in both our schools and central team.

# Message from our CEO

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Thank you for your interest in The Keys Academy Trust, we are pleased that you are exploring the opportunity of a career within The Keys. We are a growing family of schools, united by a shared commitment to securing the very best educational outcomes for all our pupils.

At The Keys, we believe in the power of education to unlock futures - and that starts with the people who make it happen every day.

Our approach allows each school to thrive within its own community, while benefiting from the collective strength and efficiency of the Trust.

Collaboration, integrity and nurture are at the heart of all we do. We listen to our school communities and work together strategically, because we know that by working in partnership, we are greater than the sum of our parts.

Whether you are in the classroom, on the playground or supporting our schools in other ways, your work will make a real difference to the children and communities we serve.

If you are looking to be part of a supportive, forward-thinking and values-driven Trust, we would be delighted to hear from you.



# Who We Are

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The Keys Academy Trust is a family of thirteen distinctive schools rooted at the heart of the communities they serve. All our schools have aligned values and share a common vision to aspire to the provision of excellent learning and pastoral care for pupils and staff.

Our driving purpose is to support and improve schools to advance education for the public benefit. It is our belief that excellent learning is achieved through high quality teaching, delivery of a rich and exciting curriculum which is appropriately resourced and includes extraordinary opportunities for pupils so they gain an experience of “life in all its fullness”. This, in turn, unlocks future life chances for all.

We have a well-established infrastructure in place for Finance, HR, Premises and Admin that supports our schools to deliver strong progress and attainment outcomes and other agreed strategic priorities.

In line with our Christian ethos, we are committed to being open and welcoming to all.



***98% of staff survey responses in 2025 confirmed they have good friendships at work.***



# Our Vision and Values

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## VISION AND VALUES

We are a family of distinctive schools at the heart of the diverse communities we serve.

In line with our Christian ethos, we aspire to excellent learning and pastoral care for pupils and staff and are committed to being open and welcoming to all.



### Excellence

Striving always to do our very best, so we fulfil our potential, individually and together.



### Partnership

Collaborating with others, within the Trust and outside, for the benefit for all.



### Love of Learning

Offering a broad, balanced and rich curriculum, so we don't just grow in knowledge and skills, but also in our appetite to keep learning.



### Innovation

Seeking new and better ways of teaching, using evidence-informed research to create the best conditions for learning for our pupils, our staff and our communities.



### Nurture

Creating safe environments where all can flourish and become responsible and caring members of their communities.



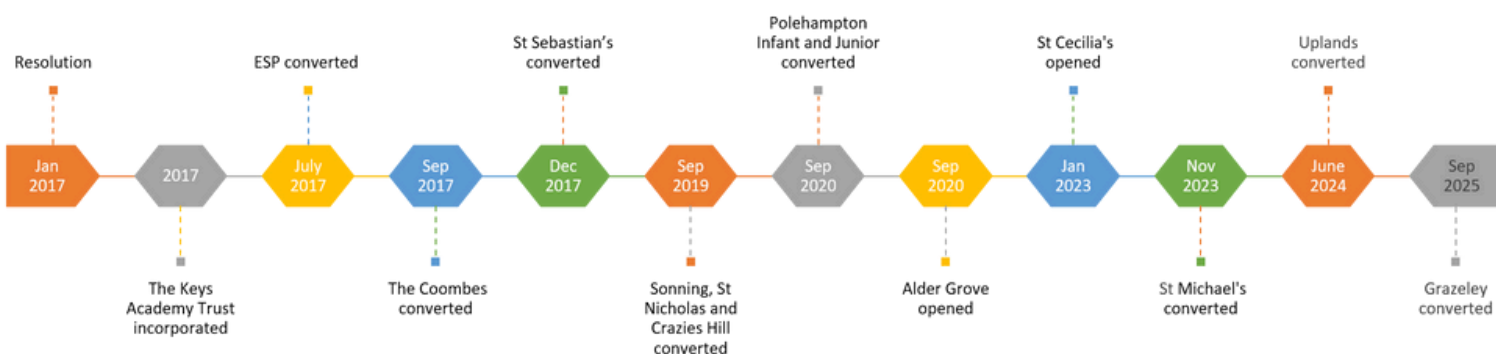
### Integrity

Embodying honesty, demonstrating humility and grace when things go wrong and acting transparently and wisely in all we do.



# Our Schools

Since our inception, we have been on a journey of growth, collaboration, and impact. This timeline highlights key milestones along the way, showcasing our commitment to progress and development. From our early steps in 2017 to our most recent school - Grazeley C of E primary School conversion in September 2025 - each moment represents our dedication to partnership and excellence.



**Earley St Peter's**  
CE Primary School



**St Michael's Church of England Primary School**  
Sandhurst, Berkshire



**THE COOMBES**  
CE Primary School



**Alder Grove**  
Church of England Primary School



**St Sebastian's C of E Primary**  
School and Nursery



**St Cecilia's**  
CHURCH OF ENGLAND PRIMARY SCHOOL



# 10 Reasons to Choose Us

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- 01 Commitment to Professional Development** – The Keys invests in continuous professional growth, offering high-quality CPD, leadership pathways, and career progression opportunities for all.
- 02 Collaborative Culture** – Being part of a Trust means access to a supportive network of educators who share best practices, resources, and expertise.
- 03 Strong Values and Vision** – The Keys is committed to ensuring everyone - pupils and staff reach their full potential, with a focus on inclusivity, innovation, and excellence in education.
- 04 Wellbeing Support** – The Keys prioritises staff wellbeing, offering initiatives, resources, and an inclusive culture that supports work-life balance.
- 05 Opportunities for Career Growth** – Whether you're starting as an ECT, returning from a career break or looking to step into leadership, The Keys provides structured career pathways and mentoring for all.
- 06 Innovative Teaching and Learning** – The Keys' schools embrace modern teaching strategies, technology, and research-based approaches to improve pupil outcomes.
- 07 Competitive Pay and Benefits** – You will receive a fair and competitive salary, along with additional benefits that enhance job satisfaction.
- 08 A Diverse and Inclusive Community** – The Keys values inclusion and diversity, fostering a workplace where everyone feels valued and empowered.
- 09 Making a Difference** – Working for The Keys means having a meaningful impact on children's lives, particularly in schools that strive to provide exceptional education.
- 10 Strong Leadership and Governance** – With a well-structured leadership team, The Keys provides clear direction, stability, and support to help staff and pupils flourish.

***"Couldn't ask for a friendlier and more supportive team."***

Support staff, Earley St Peter's C of E Primary School

# Career Pathways

The Keys is committed to fostering the growth and development of every member of our team. Our unique offer to you is our Centre of Professional Growth & Excellence, which provides CPD for all employees within our Trust.

Whether you work in a classroom, office, or school grounds, you are a vital part of our community, and we are here to help you thrive. Our universal offer guarantees that every staff member, regardless of role or career stage, has access to ongoing high-quality training, meaningful collaboration, wellbeing support, and clear development pathways.

Our Career Pathways offer clear, structured routes for progression, ensuring that you have access to meaningful opportunities for professional learning and career advancement.

We have a range of diverse opportunities available to help you take the next step in your career. Whether you are looking to develop new skills, explore leadership roles, or gain specialist qualifications, The Keys provides the support, training, and networks to help you flourish.

Your career journey starts here!



***"The leadership team are driving positive change to ensure that practice is current and up to date that is both child centred and workload aware."***

Teacher, Polehampton Junior School



# Your Benefits

Local  
Government and  
Teachers  
Pension with life  
insurance

EAP  
Employee  
Assistant  
Programme



Counselling

Financial  
Wellbeing  
Support



Paid induction  
and training



CPD



Career Pathways

Continuous  
Service honoured  
from Local  
Authority



Secondment  
opportunities



Cycle to Work  
Scheme



Wellbeing  
Initiatives and  
events



Free Eye Tests  
for DSE users



Trust-wide  
events



Wide network of  
opportunities for  
collaboration

Free subscription  
to Headspace for  
Educators

Eligible for Blue  
Light Card

Enhanced  
occupational  
maternity,  
paternity and  
sick pay



Holiday  
entitlement



Dell Advantage  
Employee  
Programme

Watch this space  
for additional staff  
benefits coming  
soon...

# What our colleagues say

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*"I think we are an excellent Trust and team, and I am very proud to work as part of TKAT. The Central Team are excellent and provide great support, and I feel valued in my role."*

Executive Head, North Hub

*"Management are approachable, respectful and considerate at our school and this makes a massive difference to well being."*

Teacher, Earley St Peter's C of E Primary School

*"The trust has been invaluable to us and their support, especially surrounding times of OFSTED and SIAMs, has been amazing! There is that real family feel and camaraderie when it matters, which makes all the difference."*

Teacher, Polehampton Junior School

*"I really enjoy being part of St Cecilia's and being part of the wider Trust and feel a valued member of the team."*

Support Staff, St Cecilia's C of E Primary School

*"Being new to TKAT I am still getting to know the team, and how they work. So far, my working journey has been positive."*

Central Team



# We look forward to hearing from you

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We hope that you have enjoyed learning more about us and now feel inspired to apply for one of our vacancies.

To apply, please complete the online application form available through My New Term. You can view our employer profile here: <https://mynewterm.com/trust/The-Keys-Academy-Trust/16732>. All applications will receive an email confirmation of receipt of application via My New Term. Details of the recruitment process and updates will also be shared via My New Term.

Alternatively, if we do not currently have any suitable vacancies you are encouraged to join our Talent Pool, by clicking on the above link.

If you have any questions, please do not hesitate to get in touch with us via: [recruitment@keysacademytrust.org](mailto:recruitment@keysacademytrust.org).

You can be sure that we will take the time and care to fully read every application, as we appreciate how much energy goes into applying for jobs.





# Thank you for considering a career within The Keys Academy Trust



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



[recruitment@keysacademytrust.org](mailto:recruitment@keysacademytrust.org)



c/o Earley St Peter's C of E Primary School, Church Road, Earley, Reading, Berkshire, RG6 1EY



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