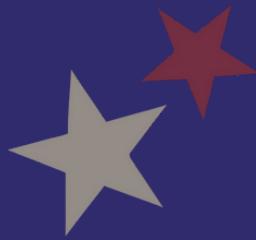




Academy Information for Candidates

Welcome from our Executive Principal



This pack is designed to help you get a feel for what it is like to work with us and help you decide whether you can see yourself as a part of our amazing team, so please give it a good read.

We welcome visits to the school ahead of submitting your application. If you would like to take this opportunity, please contact Sharon Kontou at Sharon.Kontou@astrea-longsands.org.



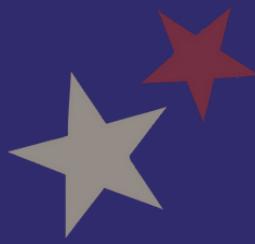
We'd love to show you round and answer any questions you may have. Likewise, a phone call or teams meeting may work for you - please reach out and we'll make it happen.

At Astrea Academies Trust we are values-driven. At Longsands Academy, our values are scholarship, curiosity, tenacity, respect and responsibility. We are unapologetically ambitious for every child, no matter what their background, prior attainment or needs. We want to ensure that all our scholars have the option to be able to go to university or real alternative. We are not going to reduce expectations because of a child's background or home life or because of a special educational need, in fact the opposite is true, as we know the transformational impact of education outcomes and family values. It is our job to redouble our efforts to help children overcome any barriers so that they can flourish.

If you are committed to working hard and care deeply about improving the life chances and life choices for our scholars we would welcome your application.

Francis Bray
Executive Principal

About Astrea Academy Trust



Astrea Academy Trust is an ambitious, dynamic Trust with a mission to tackle historic educational disadvantage and raise standards of education and opportunity across all our schools. We are committed to never settling for second best, and our aim is that every child in our 26 academies gets a brilliant education, removing any barriers to achieving this. We are committed to a scholarly culture, a knowledge-rich curriculum, and a traditional approach to teaching, behaviour, and culture, where children can learn, thrive and go on to lead successful lives.

Our academies are based across South Yorkshire and Cambridgeshire, often in areas or at schools which have experienced generationally poor educational opportunities. Our role is to change that. We have grown rapidly over the last six years and now educate around 14,000 students in 26 academies and settings.

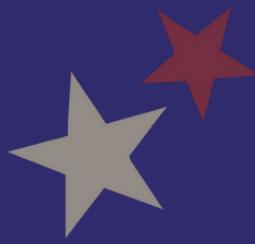
Our educational outcomes have improved substantially over the last few years, and we are incredibly clear and specific about our vision for behaviour, curriculum and teaching quality.

KEY CHARACTERISTICS OF OUR ACADEMIES

- High aspirations, with a firm emphasis on academic attainment.
- A knowledge-rich curriculum that develops a general knowledge of the world, not simply for progression for the workplace, but for the love of the acquisition of knowledge.
- A calm and purposeful learning environment built on mutual respect and centralised behaviour systems.
- Outstanding pastoral care with the provision of specific Trust delivered SEMH services where appropriate to the pupil.
- Standardised reading and arithmetic catch-up programmes for pupils where this is relevant and taught by specialists.
- Active parental and community involvement.
- A broad range of extra-curricular activities including sports, music, performing arts and academic clubs.



About Astrea Academy Trust



OBJECTIVES FOR PUPILS

- Encourage all children to be confident, hardworking and ambitious, regardless of background.
- Transmit a core body of knowledge to all pupils and the ability to think for themselves to be aware of the world around them.
- To be active and thoughtful participants in their local community.
- To be successful in achieving their qualifications at both GCSE and A-Level.

A KNOWLEDGE-RICH EDUCATION

By a knowledge-rich education, we mean a rigorous and extensive knowledge-based education, that draws its material and methods from the best and most important work in both the humanities and the sciences.

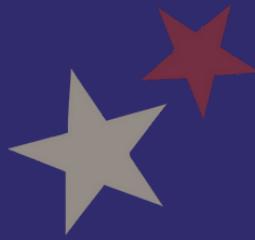
The aim of a core knowledge education is not primarily to prepare pupils for a job or career, it is more to transform their minds so that they are able to make reasonable and astute judgments and engage fruitfully in conversation and debate – not just about contemporary issues, but also about the universal questions that have been troubling mankind throughout history.

We want children to leave our schools with the confidence that comes from possessing an essential general knowledge. A knowledge-rich education should not confine itself to the Western canon but should embrace other cultures and traditions. What that canon includes will be subject to review but will always be closely connected to the history and the present nature of the society in which we live, including our international connections.

ASTREA TALENT PROGRAMME

We believe that everyone has talent. At Astrea, we want your career to flourish, nurturing potential through the Astrea Talent Programme. This provides a defined career pathway, with associated personal and professional development way points and opportunities, funded by the Trust, wherever you start on the pathway. From apprentice to senior leader, we are devoted to growth and fulfilment. We want you to realise your ambition plus competence towards a brilliant education for all our pupils, giving them the opportunities they truly deserve.

How to find us



Longsands Rd, St. Neots PE19 1LQ

Distances to....

Longsands is easy to locate just 10 minutes off the A1, there is ample parking available and direct links to london.

Bedford **13.1 miles**

Cambridge **18.4 miles**

Milton Keynes **31 miles**



Public Transport Links



St Neots Station

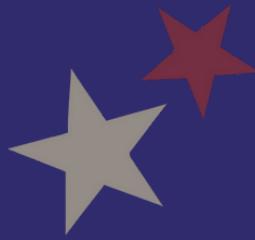
(1.1 miles and 11 minute walk)



Longsands Academy to St Pancras

You are able to get to London St Pancras in less than 2 hours.

Codifying Culture



‘We are what we repeatedly do.
Excellence, then, is not an act but a habit.’

Excellence is a habit



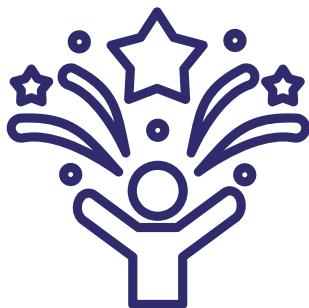
Students rise to meet our high expectations. Maintaining our standards is paramount to establishing strong cultural norms and fostering a culture of excellence.

Warm/Strict



We maintain high expectations for students while fostering an environment of warmth, genuine care, and positivity. This nurtures a supportive learning atmosphere which is both disciplined and joyful.

Joy and belonging



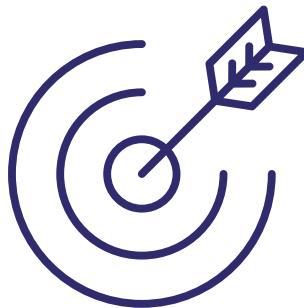
Belonging is one of the most powerful human emotions. Our school creates warm, welcoming, and friendly environment that are fully inclusive, ensuring every student feels joy and a sense of belonging.

Kindness & Politeness



These values are essential for a positive school culture. We foster an environment where kindness, politeness, and gratitude are consistently practiced, creating a respectful and supportive community for all students.

Purpose not power



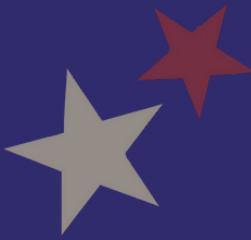
Actions, intentions, and words are guided by purpose, not merely by positions of authority. All colleagues can clearly articulate the rationale behind actions and decision-making processes.

Over communication



We consistently revisit and reinforce our mission, values, and principles. Over-communicating our core purpose ensures everyone remains aligned. Our values are lived not laminated.

Codifying Culture



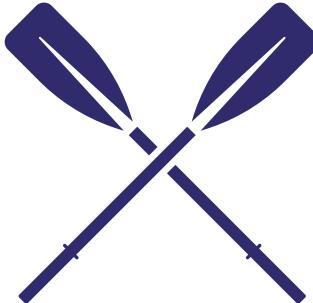
'A strong culture is taught not caught'

Praise & Recognition



Recognition, praise, and rewards drive positive change. We aim to praise students every lesson, every day. Sanctions are issued when wrong choices are made.

Rowing together



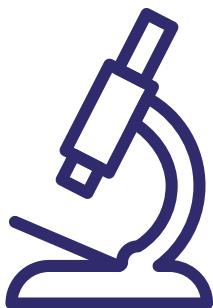
Aligned around our vision and values, all staff row together with relentless consistency. Ignoring issues undermines our culture; instead we collectively row together for the benefit of all.

Aspiration



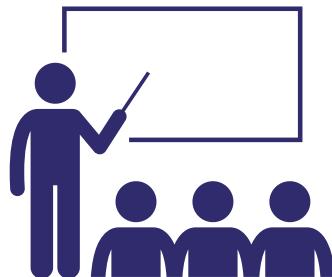
We deliver a knowledge-rich curriculum providing the foundation for excellent outcomes and further opportunities. We believe everyone can succeed. We focus on raising attainment, not just aspirations, turning goals into reality.

Sweat the small stuff



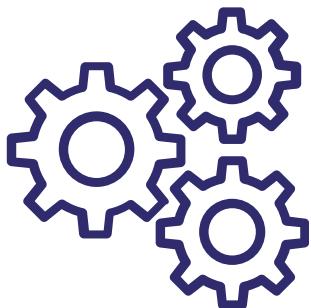
Leaders and staff adopt a meticulous approach, with a relentless drive to ensure fundamental basics are consistently in place and maintained at all times.

Teachers can teach and scholars can learn



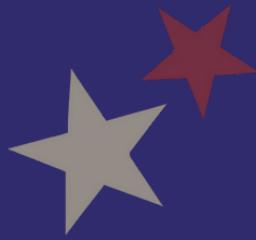
We are committed to fostering an environment where exemplary behaviour is the foundation for disruption free learning. All teachers and support staff can teach and do their jobs free from disruption, no matter their status.

Routines



Universal classroom routines help establish a culture focused on learning. By setting shared expectations and consistent behaviours, we shape the values and norms that define our school community.

Candidate Charter



We want every candidate to have an informed, engaging, and positive experience, and to support this we've created our Candidate Charter which outlines our commitment to you.

Our commitment to you

- Transparency – we will treat you with respect, honesty and fairness.
- Protecting your privacy – we'll ensure your information is secure and handled sensitively.
- Understanding – you will be given everything you need to make informed decisions.
- Showcasing talent – we will provide a good opportunity for you to share your skills, experience and potential.
- Feedback – we will provide constructive feedback professionally and promptly.
- Listening – we welcome feedback and we'll act on what you have to share.
- Inclusivity – our hiring decisions align with our commitment to create a high quality, diverse workforce.

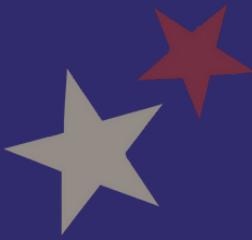
We will:

- Provide you with clear, accurate and timely information.
- Give you the opportunity to ask questions – and we'll ensure you get the answers you need.
- Respond to enquiries promptly and usually within 24 hours during the working week.
- Adopt a fair and consistent assessment process.
- Make sure you have all the documentation and details you need for an interview, well in advance.
- Provide you with real insight about what it's like to be part of our team.
- Ensure all offers are fair and equitable.
- Seek feedback on your experience at every opportunity, so we can continue to improve.

In return we ask that you:

- Be honest and upfront about your experience, aspirations and motivations.
- Provide open and accurate information when submitting an application.
- Always give yourself the best opportunity to succeed – research who we are and how we work.
- Let us know if situations change in relation to your interest and help us understand why.
- Prepare yourself for interview and let us know how we can support you.

How to apply



Astrea Academy Trust are an equal opportunities employer, committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. Successful applicants are subject to an enhanced Disclosure & Barring Service check and satisfactory employment references.

As well as verification of identity, we ask all successful candidates to undertake an enhanced DBS disclosure. In line with Keeping Children Safe in Education (KCSIE) guidance, we may also conduct an online search about any shortlisted candidates as part of our due diligence to identify any matters that might relate directly to our legal duty to meet safeguarding duties.

Disability confident employer:

Astrea Academy Trust is delighted to be part of such an important movement, which will ensure we have the guidance to challenge attitudes towards disability, tap into wider talent pools and help all individuals across the Trust fulfil their potential and realise their aspirations. As a Disability confident employer, we have pledged to promote a culture that ensures there are no barriers to the development and progression of disabled staff.

