



# Join Our Team

## Candidate Information Pack



# Welcome to Astrea

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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



**Operational success**  
relies fundamentally  
on **the success**  
**of our people**

# About the Trust

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**The trust has 26 academies across South Yorkshire and Cambridgeshire**



We are committed to ensuring that all children in the trust have accelerated opportunities that enable them to learn, thrive, and lead successful lives. Our ambition is to tackle historical educational disadvantage and to play our part in the social regeneration of areas that have experienced poor education opportunities.

The trust has grown rapidly since its creation and now educates around 15,000 students in 26 academies. In Cambridgeshire, the trust comprises four secondary schools and one SEMH special school. In South Yorkshire, the trust works through seventeen primary academies, one all-through school, and three secondary schools.

The trust's Executive Team is led by Rowena Hackwood as Chief Executive Officer. A wider central team supports the work of individual academies in core areas such as academic support, inclusion, governance, finance, HR, estates, and IT. With a 2030 strategy in place, we are clear and specific about our vision for behaviour, curriculum and teaching quality.

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

# Astrea in Numbers

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**26**  
ACADEMIES

**2,000**  
MEMBERS  
OF  
STAFF



**100%**  
RATED 'GOOD'

**14,000** PUPILS

**£3.9m**  
REINVESTED  
INTO SCHOOLS  
TO IMPROVE  
FACILITIES AND  
INFRASTRUCTURE



# Our Academies

## PRIMARY



## SECONDARY



## ALL-THROUGH



## SPECIAL



# Our Vision and Values

Our future success is underpinned by a strong set of shared values. These values are important because they support the vision, shape the culture, and make a statement about what we hold dear.



## **SCHOLARSHIP:**

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



## **CURIOSITY:**

We ask searching questions, not taking things at face value, seeking out the best of what is known and engaging in appreciative enquiry.



## **TENACITY:**

We deliver on our promises and see things through to completion. We 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.



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



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.

# Employee Benefits



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



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.



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



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



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.

# Workload and Wellbeing

At Astrea, we know that when our people thrive, our students thrive. that's why we prioritise workload and wellbeing through four key mechanisms, each designed to support our staff both professionally and personally.

## WELLBEING

We provide 24/7 wellbeing support, pay staff above national pay points, have mental health champions, flexible working, have streamlined communications, regular feedback and celebrations. When you **THRIVE**, we thrive.



## 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 apply consistent behaviour systems, employ expert pastoral teams, use collaborative planning, live marking, targeted data and streamlined communication to be a **SUPPORTIVE** trust.



## STAFF DEVELOPMENT



We have extra **INSET** days, collaborative communities, offer high-quality CPD with the **ASTREA TALENT PROGRAMME**, promote balanced calendars, open feedback and protected time..

# 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)**



**Astrea Academy Trust**  
LEARN, THRIVE, SUCCEED