



**ASTREA ACADEMY
WOODFIELDS**

IN LABORE AD ASTRA



**Academy Information
for Candidates**

Introduction



Thank you for your interest in becoming a part of the **Astrea Academy Woodfields** team.



Astrea Academy Woodfields is on an exciting journey towards excellence.

There is much to be celebrated within the academy and, for the successful candidate, this position offers a fantastic opportunity to shape and enhance the life chances of our students so that they go on to be successful in their next stage of their educational journey.

To ensure that we continue and strengthen the trajectory of rapid improvement, we are keen to attract exceptional colleagues to join the staff community to realise the potential which Woodfields clearly has. We are looking for colleagues who share our vision and commitment to a knowledge-rich curriculum and a traditional approach to teaching, behaviour and culture, influenced by Lemov's Teach Like A Champion and Tom Bennett.

The ideal candidate will be fully aligned to our vision and be an outstanding classroom practitioner with a track record of strong outcomes and in supporting the development of other colleagues.

We are seeking someone who can walk the walk and be a beacon of excellent practice in a classroom environment, whilst possessing the muscularity of intellect and professional credibility to drive up standards across the academy. I hope you can see that this is an exciting time to join the Academy.

If you are considering applying for this role, you will need to have ambition for the scholars as well as for yourself. We want colleagues who are prepared to push themselves professionally to develop their skills and experiences, so that the young people of Woodfields get the very best we can offer them.

If you would like to visit the academy, please contact Kathryn Haughian - kathryn.haughian@astreawoodfields.org - to arrange a visit or to find out more about the role.

Introduction



Thank you for your interest in becoming a part of the **Astrea Academy Woodfields** team.

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.

If you'd like to visit the school ahead of submitting an application, please contact Kathryn Haughian - kathryn.haughian@astreawoodfields.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.

As a Trust, we are values-driven. At Woodfields, 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 aspirational 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.

It is our job to redouble our efforts to help children overcome these barriers so that they can flourish.

With very best wishes,
David Scales - Principal



Director of Secondary Education



Astrea Academy Trust is an ambitious, dynamic Trust on 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 by removing any barriers to achieving this.



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.

We are committed to a knowledge-rich curriculum and a traditional approach to teaching, behaviour and culture. With careful curriculum design, spaced retrieval practice, strong attention to behaviour policy and practice, detailed assessment and achieving mastery in small steps, rates of progress across our secondaries have recently increased greatly.

We believe in explicit instruction and have been greatly influenced by Lemov's 'Teach Like A Champion', Rosenshine and recent developments in cognitive science. Excellent teaching must sit alongside a very carefully sequenced curriculum, with a culture of deliberate practice and instructional coaching.

In all our schools, we have worked hard to create a scholarly culture that is warm and strict, disciplined and joyful, where there is 'purpose not power', and crucially where teachers can focus on teaching and pupils can focus on learning.

As a Trust of 26 schools, we have the capacity to scaffold and support our leaders both educationally and operationally - with finance, HR, technology and data teams, and a Regional Director and subject specialists.

If you are aligned to our mission and values, have a strong track record of improving young people's education and a drive to do more, we very much look forward to hearing from you.

With very best wishes,

Richard Tutt
Director of Secondary Education

10 Great Reasons to Work Here



1

The curriculum is already planned using resources shared across all Astrea Academies. You need to intellectual prepare for lessons rather than plan from scratch.

2

We give feedback to scholars, there is no book marking.

3

Behaviour systems are centralised. The senior and pastoral teams organise detentions and children are polite and courteous. You can teach!

4

We have extra INSET days a year to give you the opportunities and time you need to develop as a teacher.

5

Our house style is Teach Like a Champion (Lemov). There are no gimmicks, or high workload alternatives to simple and effective teaching from the front.

6

There are strong routines that leave very few grey areas. The school is very predictable and calm.

7

There is a free lunch if you eat with the scholars as part of **Family Dining**. This develops their manners and builds good relationships between staff and scholars.

8

We are a warm, welcoming and friendly place to work and learn. There are 750 scholars so you will know most people well.

9

SLT are visible and approachable. This means that issues can be resolved quickly.

10

Our beating heart is our performing arts programme. Every new starter gets a musical instrument and lessons, we all learn poetry by heart, we have shows and productions. You can get involved!

What makes AAW special?



Performing Arts Programme

Every child who joins gets given a musical instrument and learns it to at least grade 3 standard by Year 9.

They all follow the Andrew Lloyd Webber Programme and have the opportunity to take part in residentials, ensembles, orchestras and shows in world famous musical venues.

Family Dining

Each lunchtime, year seven children eat together, serve each other, learn table manners and have good conversations.

This helps them develop socially and teaches them valuable nutritional lessons.

Poetry by Heart

Poetry by Heart is a national poetry speaking competition for schools and colleges.

Last year, our drama club scholars beat more than 3,000 entries to get to the

final at Shakespeare's Globe theatre where they performed poem '*Invictus*' by William Ernest Henley.



Codifying Culture



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

Excellence is a habit



Scholars 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 scholars 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 scholar 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 scholars.

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 scholars every lesson, every day. Sanctions are issued when wrong choices are made.

Rowing together



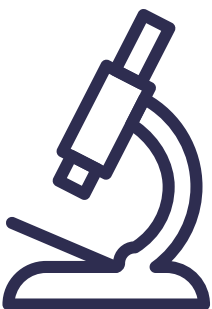
Aligned around our vision and values, all staff row together with relentless consistency. Ignoring issues undermines our culture; instead we collectively row together for the benefit of all.

Aspiration



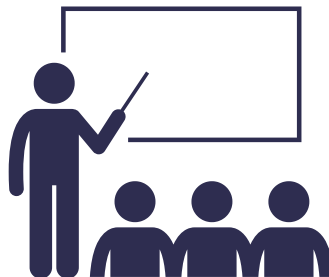
We deliver a knowledge-rich curriculum providing the foundation for excellent outcomes and further opportunities. We believe everyone can succeed. We focus on raising attainment, not just aspirations, turning goals into reality.

Sweat the small stuff



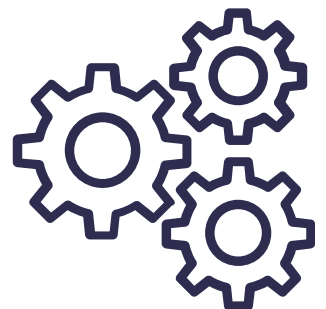
Leaders and staff adopt a meticulous approach, with a relentless drive to ensure fundamental basics are consistently in place and maintained at all times.

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.

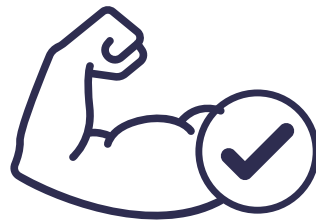
Our Mantras



Work hard, be kind



No excuses



Prove the doubters wrong



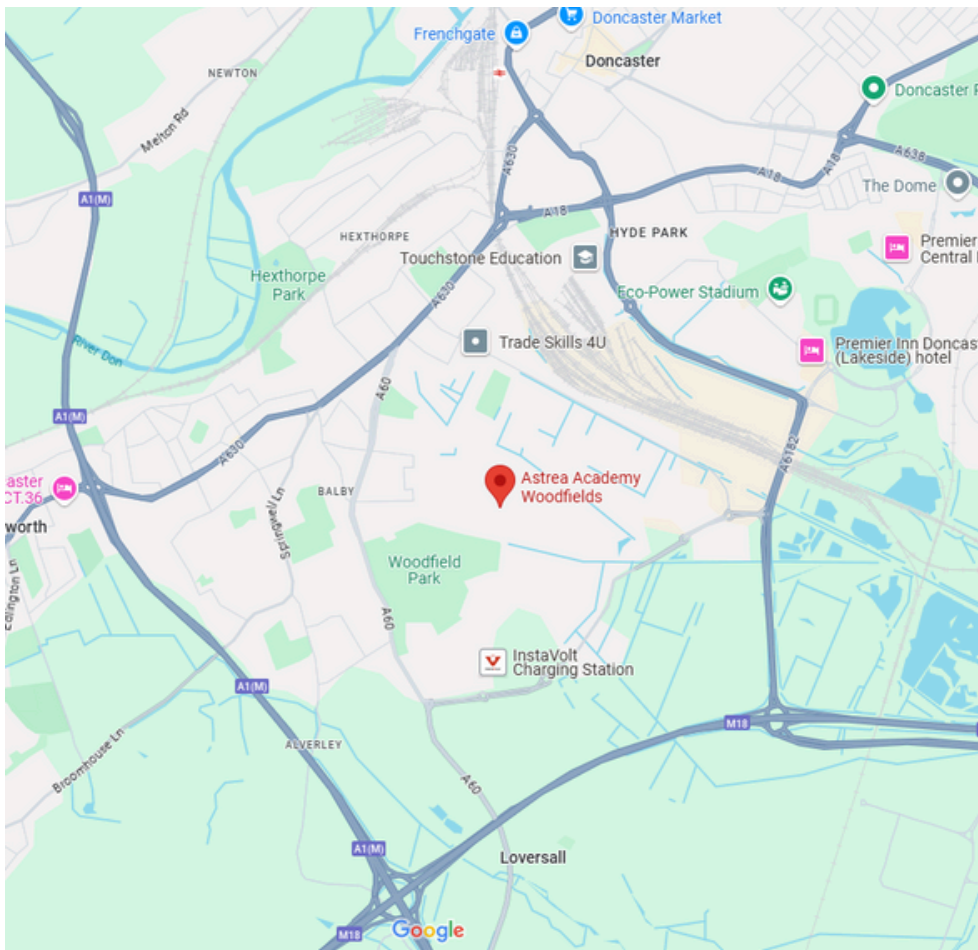
**University, or a real alternative, and
live a great life!**



How to find us



**Weston Road, Balby, Doncaster, South Yorkshire
DN4 8ND - ample parking**



Distances to....

Rotherham	7.9 miles
Doncaster	8.6 miles
Barnsley	9 miles
Sheffield	15.2 miles
Wakefield	16.8 miles
Chesterfield	27.5 miles
Leeds	34.4 miles

Public Transport Links



The 226 bus stops just outside the school gates and runs regularly from Barnsley Town Centre.

The school is served by **Doncaster train station**, with regular services to Sheffield, Rotherham, Meadowhall, Sheffield, Wakefield and Leeds.



Doncaster Train Station

(Approx. 2 miles and a short bus ride away)

All about Doncaster!

- It's a vibrant city replete with a rich historical past, bustling markets and a robust rail industry.
- Doncaster has good schooling options with excellent Ofsted ratings, making it attractive to families.
- Fast rail links to London
- Home of Yorkshire Wildlife Park & Doncaster Racecourse
- Close to the Peak District National Park

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



Your application

If you like what you've read so far and think you can see yourself as a key member of the Astrea Woodfields team, it's time to fill in your application.

Your application is an important part of the selection process as it's used to determine whether or not you'll be chosen to have an interview. It's really important that you try to capture all of the relevant information we have asked for on the form so we can get a good feel for who you are and why you're great.

All applications must be submitted through **My New Term** - the link to our careers page is here:

[Astrea Academy Woodfields Careers Page Link](#)

Tips for a great application

- Check out the person specification - this highlights the key aspects we're looking for.
- Be yourself. Your personality, values and vision are the most important to us - you must be a great fit!
- Be sure to read this pack and our policies thoroughly to ensure you are fully aligned to our ways of working. If so - tell us about it!
- Make sure you tell us what skills you have that make you perfect for this role. Tell us the impact of your work, don't just list the tasks that you have completed.
- List any formal qualifications on your application. We'll need to see the certificates for your qualifications at interview stage.
- Make sure you include paid work, unpaid work and any work experience in your employment history. Start with your current employment, or if you are currently unemployed, your most recent employment. If there are any gaps in your employment, you must tell us why for safer recruitment purposes.
- At least one of your referees should be your current employer. If you are not currently employed, provide your most recent employer. If you don't have any employment history, think about professional referee's who would best describe your strengths for the role and your suitability to work with children.

Any questions?



Who do I contact to arrange a visit to the school?

If you'd like to visit the school ahead of submitting an application, please contact Kathryn Haughian at kathryn.haughian@astreawoodfields.org. We'd love to show you round and answer any questions you may have (depending on the number of requests, this may be a shared visit with other potential applicants). Likewise, a phone call or teams meeting may work for you - please reach out and we'll make it happen.

Who should I contact if I have any special requirements?

If you're unable to complete our online application form and need some support, and/or you need our documents in an alternative format, for example, large print, please call or email Kathryn Haughian at kathryn.haughian@astreawoodfields.org.

How long will it take for you to decide if I've got an interview?

This can vary depending on the number of applications we receive for each vacancy. Generally speaking, we do try our best to make or decision and contact applicants invited for interview within a week of the closing date.

Will I be notified if my application is unsuccessful and will I receive feedback?

We know how much time and effort goes into an application and we really appreciate the time you've taken to apply for a job with us. During the shortlisting stage, you application status will be updated on MyNewTerm & you will receive an automated email from the system. Due to the volume of applications we receive, we're unable to provide feedback to unsuccessful candidates at the shortlisting stage.

