

CAREERS

Join our team

www.aspireacademiestrust.org.uk

Our STORY



We are a family of schools that have come together to make a difference to the lives of our children.



We have created a network that is truly supportive. We value expertise and encourage high-quality collaborations that give our community a voice and an opportunity to be heard. Collaboration across Aspire enables us to capture best practice and make innovative improvements.

Aspire Academies Trust offers a variety of core education and business services to our schools, so they can focus their attention on the children, teaching and learning.

Together we are stronger.

WELLBEING

Package

We understand that our staff are the foundation of our success and that their wellbeing is crucial to delivering high-quality education to all children.

We have created a Wellbeing Package to support their needs. We will continue to develop the package, taking into consideration staff feedback and suggestions.



STAFF WELLBEING PACKAGE

FINANCE

- Competitive Salaries
- Free School Lunches
- Cost of Living Support Resources
- Free Parking
- Generous Sick Pay Policy
- Access to Vivup Benefits
- Refer-A-Teacher Recruitment Payment



WORK-LIFE BALANCE

- Flexible Working
- Career Break Policy
- Generous Parental Leave Package
- Milestone Birthday Off



WELLNESS

- Employee Assistance Program
- Free Flu Vaccinations
- Free Eye Test for DSE users
- Occupational Health
- Cross-Trust Peer Support
- Wellbeing Calendar
- Priority Admission for Staff Children
- Staff Voice Program



PROFESSIONAL DEVELOPMENT

- Secondments
- Cross-Trust Working
- Career Pathways Conversation
- Coaching & Mentoring
- Career Opportunity Pathway



CENTRAL SERVICES

- Shared Resources
- Support for School Improvement, Finance, Marketing & Communications, Premises, Compliance, Catering, ICT, HR, Governance & Safeguarding



Our VISION & VALUES

Our Vision

Our vision is to provide all children in our care with the best possible opportunities to succeed, despite their age, ability or background.

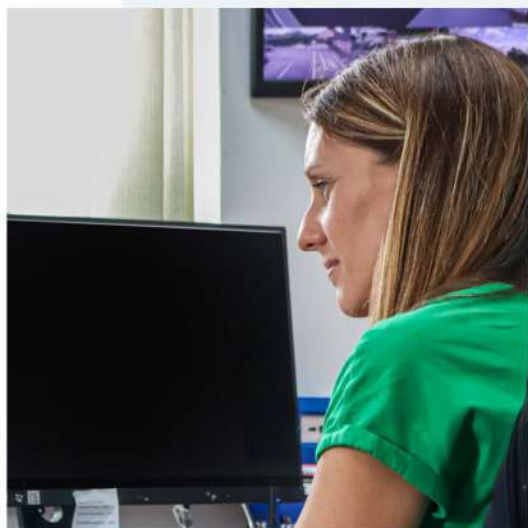
The cornerstones of our vision help to guide our thinking and keep us ahead of the game; Insight, trend-setting, growth, leadership and approachability.



Our Values

All of our schools have their own individual values which are aligned with those of Aspire.

They are brought to life through a variety of interactive learning opportunities and are fundamental to the school cultures and their communities.



Integrity

Aspirational

Collaboration

Creativity

Relationships

Accountability

We have high expectations that all our staff display the behaviours & characteristics associated with our values.

Our STAFF VOICE

We have introduced a new staff voice programme, to ensure that we understand the needs of our staff and are supporting them effectively.



HR Drop-In's

We offer HR Drop-In sessions in each school to give our staff the opportunity to discuss anything HR related in person.



Online Staff Suggestion Box

Our staff receive a half-termly bulletin with updates from across the Trust. This includes a link to an online suggestion box. All suggestions are considered and responded to directly.



Career Pathways Conversation

Every term our School Support & Improvement Team offer career pathway conversations, for teaching and teaching support staff members that would like to discuss the next steps in their careers.

TESTIMONIALS



“

Kitchen Assistant | Hammond Academy

I have worked at an Aspire school since the Trust first started. I really enjoy my job and we have a great team of staff that genuinely care about each other and the children.

”



“

Deputy Principal | The Grove Academy

I have worked for Aspire Academies Trust for my whole teaching career and am proud to have worked collaboratively with colleagues from all six schools. I joined Bovingdon Primary Academy in September 2013 as a NQT and worked with the most wonderful team and group of children. The school supported career progression and I quickly began my leadership journey. After seven years I was ready for a new challenge, which coincided with the opportunity of Assistant Principal at another Aspire school. I was successful and have worked at The Grove Academy since 2020! I continue to develop professionally by learning from all of my wonderful colleagues both at my school and across Aspire.

”



“

Teacher | Bedmond Academy

I appreciate the additional support and reassurance available from the Aspire Central Services Team. It feels like they actually care about my career development and I like the idea of the new HR drop-in sessions at school.

”

Our CENTRAL SERVICES



We offer a variety of Education and Business services to our schools, enabling staff to focus their attention on the children, teaching and learning.

Education

Our School Support & Improvement Team offer networking opportunities, data analysis, strategic advice, professional development, curriculum improvements and everyday support.

All schools receive additional support from our cross-Trust SALT and EYFS lead.

Business

Our Central Services Team offers expertise and support with Finance, Operations, Catering, ICT & Data Management, HR, Marketing & Communications and Governance.

Having an overview of all schools helps us identify where strong practice can be shared.



SCHOOL SUPPORT & IMPROVEMENT

Our School Support & Improvement Team have created a support framework that ensures our schools are continually improving and providing the best possible education for all of our learners.

Peer Reviews

We organise constructive peer reviews between staff members with similar job roles across Aspire, fostering a collaborative environment where staff can share best practices and provide valuable feedback.

External Reviews

We engage external specialists to conduct comprehensive school reviews focusing on specific areas of teaching and learning, ensuring we receive objective insights and recommendations.

PLP Network

Aspire boasts a network of Primary Lead Practitioners (PLPs) who are experts in their fields. These PLPs lead initiatives and provide specialised support to enhance teaching practices across Aspire.

Spotlight Discussions

Each school has an Academy Improvement Plan (AIP). These meetings provide a platform to discuss their AIP's, considering progress, challenges and strategies to achieve school improvement goals.

SSIT Evaluation

We conduct thorough evaluations of each school's performance, celebrating areas that are successful and identifying areas that need further development.

Internal Moderation

We implement internal moderation processes to ensure consistency and high standards in teaching and learning methods, helping to maintain a consistent approach and facilitate the sharing of effective practices.

Time for Curiosity Sessions (T4C)

We host T4C sessions focused on specific topics, to encourage innovative thinking among our staff. These provide opportunities to explore new ideas and approaches that will enhance the educational experience for our learners.

EYFS Reviews

The Aspire EYFS Lead works regularly with our Early Years teams to develop their offering. We conduct a termly review at each school to ensure that our youngest learners are receiving a strong foundation for their educational journey.

Pupil Achievement Meetings

Data on pupil achievement is meticulously analysed and discussed with Principals. This helps track pupil progress, identify areas of need and develop strategies to support all pupils to achieve their full potential.





[Bedmond Academy](#)

Bedmond, Abbots Langley | Ofsted GOOD

Bedmond Academy is a friendly one-form entry primary school, located in the heart of the village.



[Bovingdon Primary Academy](#)

Bovingdon, Hemel Hempstead | Ofsted GOOD

Bovingdon Primary Academy is a two-form entry school, situated in the heart of the village and an active part of the local community.



[Broadfield Academy](#)

Windmill Road, Hemel Hempstead | Ofsted GOOD

Broadfield Academy is a two-form entry primary school, situated in Hemel Hempstead on the edge of the Chilterns.



[Hammond Academy](#)

Cambrian Way, Hemel Hempstead | Ofsted GOOD

Hammond Academy is a forward thinking two-form entry primary school situated within large grounds.



[Knutsford Primary Academy](#)

Balmoral Road, Watford | Ofsted GOOD

Knutsford Primary Academy is an oversubscribed two-form entry primary school at the heart of the local community.



[The Grove Academy](#)

Fourth Ave, Watford | Ofsted RI

The Grove Academy is a two-form entry Primary school that supports, inspires and motivates their children.



Join our team





Our VACANCIES

See our vacancies and apply online at:
www.aspireacademiestrust.org.uk/vacancies

Please get in touch

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