



# Academy Information for Candidates

# Introduction



Thank you for your interest in becoming a part of the **Astrea Academy Sheffield Secondary Phase** 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.

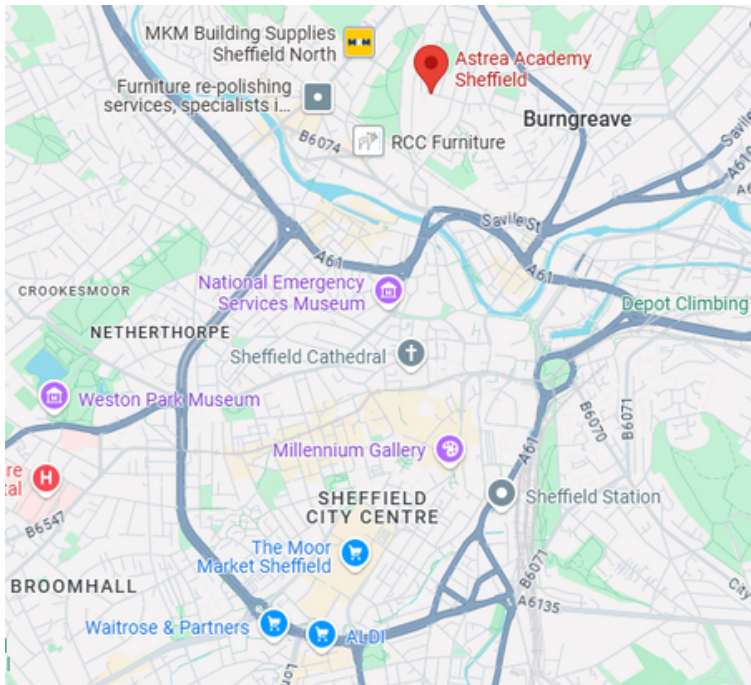
If you'd like to visit the school ahead of submitting an application, please contact Chloe Wood at [Chloe.Wood@AstreaSheffield.org](mailto:Chloe.Wood@AstreaSheffield.org). We'd love to show you round and answer any questions you may have. Likewise, a phone call or teams meeting may work for you - please reach out and we'll make it happen.

As a Trust, we are values-driven. At AAS, 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 they are new to English or have a special education 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 Boyd - Principal, Secondary Phase

# How to find us



(Very top of) Andover Street, Burngreave, Sheffield, S3 9BE.

The school is located to the north of **Sheffield**, in **Burngreave**.

We are a short walk from the well known big Tesco, just 3 miles from **Meadowhall** and less than a mile outside **Sheffield** city centre.

There is a bus route that stops on **Rock Street**, which is a few minutes walk from the school.

There are many more buses that travel along **Burngreave Road**, which is a little further but still within walking distance.



## Distances to...

Rotherham ≈ **6 miles**

Chesterfield ≈ **9 miles**

Barnsley ≈ **11 miles**

Wakefield ≈ **21 miles**

Doncaster ≈ **17 miles**

Huddersfield ≈ **22 miles**

# Who are we?



*Our vision is to provide an exceptional, knowledge rich experience, which ensures all scholars succeed. .*

## 3-18 All Through Academy

The academy has classes from Nursery to Year 13, across two buildings, the Primary Phase and Secondary Phase.

In 2025, our first reception class will join Year 7!

## First opened in 2018

From launching in 2018 with just 150 scholars and 20 staff, we now have 1059 scholars across 14 year groups!

## The Sixth Form opened in 2023

Our sixth form is very special. It is intentionally small to ensure exceptional support.

## Part of Astrea Academy Trust



Our staff work collaboratively with colleagues from other Astrea Academies.

## Context

- **778** secondary age scholars on roll
- **41** scholars in the sixth form
- **58%** of scholars are in receipt of Pupil Premium Funding
- **16%** of scholars are on the SEND register
- **54%** of scholars have English as an Additional Language

# 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



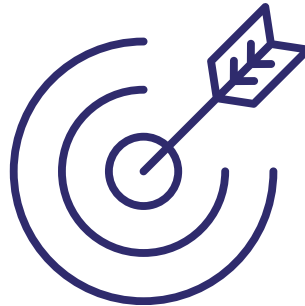
Belonging is one of the most powerful human emotions. Our school creates warm, welcoming, and friendly environment that are fully inclusive, ensuring every scholar feels joy and a sense of belonging.

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

## Rowing together



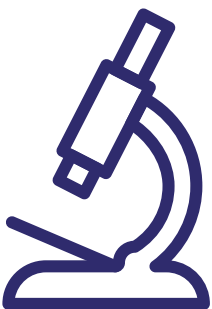
Aligned around our vision and values, all staff row together with relentless consistency. Ignoring issues undermines our culture; instead we collectively row together for the benefit of all.

## Aspiration



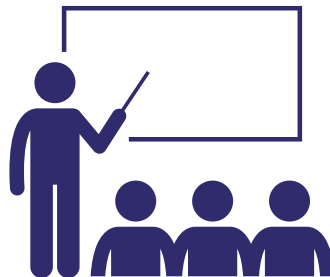
We deliver a knowledge-rich curriculum providing the foundation for excellent outcomes and further opportunities. We believe everyone can succeed. We focus on raising attainment, not just aspirations, turning goals into reality.

## Sweat the small stuff



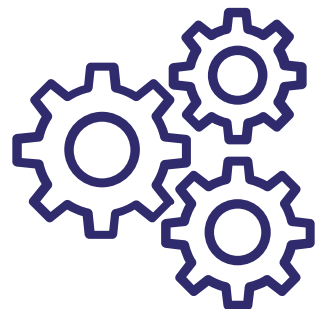
Leaders and staff adopt a meticulous approach, with a relentless drive to ensure fundamental basics are consistently in place and maintained at all times.

## 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.

# 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 Sheffield 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 Sheffield Careers Page Link](#)

## Tips for a great application

- Check out the job description and person specification - these highlight 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 Chloe Wood at [Chloe.Wood@AstreaSheffield.org](mailto:Chloe.Wood@AstreaSheffield.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 Chloe Wood on 01142 553 9110 / [Chloe.Wood@AstreaSheffield.org](mailto:Chloe.Wood@AstreaSheffield.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.

