

PRINCIPAL CANDIDATE PACK



ATLAS ACADEMY

Astrea Academy Trust

INSPIRING BEYOND MEASURE



*A*CADEMICIS

| www.academicis.co.uk |

Helping Schools / Trusts appoint the best Senior Leaders

WELCOME LETTER

Dear Candidate,

Thank you for your interest in the post at our Academy. We are seeking to appoint a motivated and committed Principal with a strong sense of moral purpose to take up this fantastic leadership opportunity.

Atlas Academy is a 3-11 Academy, with over 400 pupils, which has been a member of Astrea Academy Trust since 2017. Atlas serves a multicultural area, close to the centre of Doncaster. The school is on a strong improvement journey, with rising academic and personal development outcomes for its pupils. We place emphasis on high aspiration and consistently excellent teaching and have clear, shared, goals to develop well-balanced individuals. Teamwork is a strong part of our ethos, with a culture of continual improvement in all that we do; we seek to continue our journey to be the best that we can be; inspiring beyond measure.

At Astrea, all staff are committed to providing the very best education for all children. The trust is committed to using the highest quality published schemes of work, tailored by the schools to meet the needs of their individual pupils, supported by a combination of high quality internally provided and externally provided support and training. This approach of balancing the best of what is already created and published, with the flexibility to adjust the curriculum to meet the needs of pupils, ensures an excellent curriculum offer, both for academic and personal development.

The successful candidate will have the opportunity to work with an established and committed leadership team, including well-developed trust support, in order to shape the next steps of Atlas's journey as it moves from strength to strength. The post offers the chance to help pupils to overcome barriers and grow as successful, well rounded individuals.

We are seeking to recruit those who share our moral purpose and are seeking to continually develop their skills to ensure excellence. I look forward to showing you around our Academy and answering any questions you may have.

Please visit our website for further details on our vibrant and diverse [school](#)

Andrew Crossley
Regional Director



ABOUT ASTREA

Astrea is an ambitious, dynamic and young trust with a mission to tackle historic educational disadvantage and raise quality standards across all of our schools. 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 four years and now educate around 14,000 students in 27 academies and settings. Whilst our educational outcomes have improved over the last 4 years, they are not yet as strong as we would like them to be, nor as strong as our students and communities deserve. With this in mind, we are entering a new period in our development. We are increasingly 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 that are 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



ATLAS ACADEMY

Astrea Academy Trust

INSPIRING BEYOND MEASURE

Objectives for pupils:

- Encourage all children to be confident, hard-working and ambitious, regardless of background
- Transmit a core body of knowledge to all pupils and the ability to think for themselves in order to be aware of the world around them
- To be active and thoughtful participants in their local community

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.

View the Astrea 2025 Strategy [here](#)



VALUES & ETHOS

Our Values & Ethos

All children have the right to education which tries to develop their personality and abilities as much as possible and encourages them to respect other people's rights and values and to respect the environment.

– UN Convention on the Rights of the Child (Article 29)

Our Mission Statement

Unity Through Diversity

Our Core Values

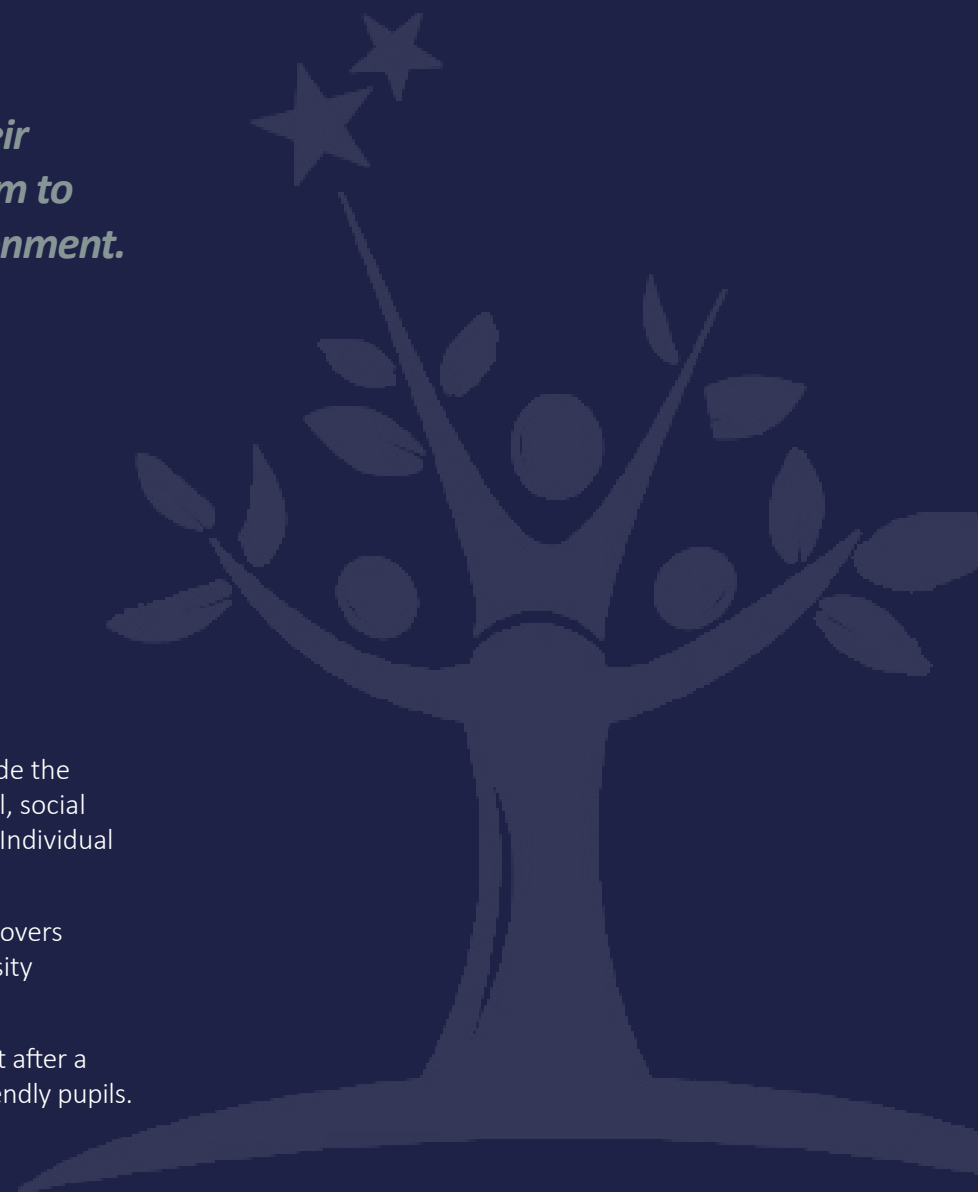
Gifted, Resilient, Engaged, Aspirational, Together

Our Ethos

We aim to meet the educational needs and expectations of our pupils and families. We aim to provide the opportunities needed for pupils to develop their full potential. We develop children's spiritual, moral, social and cultural understanding and promote the fundamental British Values of Democracy, Rule of Law, Individual Liberty and Mutual Respect and Tolerance of those with different faiths and beliefs.

Pupils contribute to the growth of our school with regular opportunities for Pupil Voice. School Improvers – pupils who take an active role in driving improvement – include a School Council; Equality & Diversity Ambassadors; Learning Behaviour Councillors; Young Interpreters; and Playground Leaders.

Visitors often comment on how welcome they have been made to feel by staff and pupils and how, just after a short amount of time with us, they have enjoyed being in our school with our articulate, eager and friendly pupils.



JOB DESCRIPTION

Job Title: Principal

Reporting to: Regional Director

Salary Range: L15-21

Contract Type: Permanent

Working Pattern: Full Time

Purpose

The Trust Appointed Principal is responsible for providing an outstanding education for pupils whether that is across the Trust or within a designated Academy. The Principal will work with the Senior Leadership Team to establish outstanding teaching and learning and an excellent school culture.

Main Duties and Responsibilities

- Leadership across the Academy and its staff in order to achieve extremely high standards of teaching and learning, behaviour and attainment.
- Implementation and coordination of the vision, ethos and strategy for the Academy
- Leadership of effective external relationships, including the local community and other stakeholders
- Contribution to the overall direction of Astrea
- Recruit, train, motivate and mentor all staff
- Install an ethos of high expectations for achievement and behaviour for all pupils
- Lead the development of the academy curriculum and culture
- Maintain strong working relationships with the community, agencies and stakeholders including parents and LECC members
- Oversee staffing allocation, including support staff across the academy
- Ensure robust operational systems are in place that support the academy's efficient functioning
- Working with finance and estates teams to over the academy finances, facilities, catering and resources
- Collaborate with others in Astrea Academy Trust to develop good practice and share innovation
- Help shape or lead education initiatives across Astrea
- Undertake any other responsibilities as directed by the Regional Director



PERSON DESCRIPTION

Experience

Education and Qualification

- QTS
- NPQH (preferable)

Skills and Knowledge

- Experience of school leadership
- Experience of having helped lead a school that provides an excellent education for its pupils and has an excellent standard of teaching and learning
- Effective management style that encourages participation, innovation and confidence
- Ability to lead, coach and motivate staff within a performance management framework, including professional development and effective management of underperformance
- Ability to develop the leadership skills of others
- Strong interpersonal, written and oral communication skills
- Takes personal responsibility for their own actions
- Resilience and motivation to lead the academy through day to day challenges while maintaining a clear strategic vision and direction
- Genuine passion and a belief in the potential of every student
- Motivation to continually improve standards and achieve excellence
- Commitment to the safeguarding and welfare of pupils

This is not exhaustive.

Astrea Academy Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. Posts are subject to enhanced DBS checks. For further details on the recruitment process, please review our Recruitment Pack. This can be found attached to each vacancy



EMPLOYEE BENEFITS



ATLAS ACADEMY

Astrea Academy Trust
INSPIRING BEYOND MEASURE

At Astrea we want all our employees to flourish and grow both professionally and personally, to help us support this mission we provide all our employees a generous range of benefits to support them in their personal and professional lives.

Astrea Academy Trust are 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.



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.

Here at Astrea Academy Trust 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 therefore particularly encourage applications from candidates who are likely to be underrepresented in Astrea's workforce. These include people from Black, Asian and minority ethnic backgrounds, disabled people, LGBTQI+ people, and men.

 Astrea Academy Trust INSPIRING BEYOND MEASURE	
<h3>Employee Benefits</h3> <p>You thrive, we thrive </p>	
<h4>LIFE ASSURANCE</h4> <p>In the event of your death, your family have the benefit of financial support with life assurance cover provided through the pension scheme.</p> 	<h4>ASTREA PENSION SCHEME</h4> <p>Joining the Astrea pension scheme is one of the most tax efficient ways to save for your retirement. We offer our employees up to 24%* employers contributions.</p> <p>Because your future matters to us.</p>  <small>*Depending on pension scheme</small>
<h4>EMPLOYEE ASSISTANCE PROGRAMME</h4> <p>All of our employees receive the Health Assured EAP. We recognise the personal challenges that our people face and are proud to provide a service to support their emotional, physical, social and financial wellbeing.</p>  <p>Download the Health Assured WISDOM app via the app store.</p>	<h4>ASTREA TALENT PROGRAMME</h4> <p>We believe in illuminating our people and connecting them with their purpose. Our Astrea Talent Programme provides career pathways to ensure our people flourish through learning and development opportunities.</p> 
<h4>GENEROUS ANNUAL LEAVE</h4>  <p>We offer our employees generous leave entitlement.</p> <p>We know that giving you sufficient annual leave to do the things that matter to you is important.</p>	<h4>AND MORE....</h4>  <ul style="list-style-type: none">• Professional membership contributions• Cycle to work scheme• Flexible / hybrid working*• Eye care contributions• Referral incentive for recruitment <small>*dependent on role</small>

HOW TO APPLY



ATLAS ACADEMY

Astrea Academy Trust

INSPIRING BEYOND MEASURE

A ACADEMICIS

Atlas Academy
Prospect Place,
Doncaster,
South Yorkshire,
DNI 3QP

If you would like to discover more about this exciting opportunity, need any further information, have an informal discussion or arrange a visit then please contact our retained consultant at Academicis, Neil Massie: nmassie@academicis.co.uk or 01223 907979 / 07818 875514

All applications through **MyNewTerm**

Closing date: 11th July 2024

Shortlisting date: 12th July 2024

Interviews: w/c 15th July 2024

