

Why work for us?

The Ironstone Academy Trust is a Trust based in The Northeast of England; our family of 6 primary schools, including a specially resourced provision supporting pupils Speech and Language development, promotes the dignity, self-esteem and development of every one of our pupils and staff.

The ironstone that was mined from beneath our schools went to produce the steel that powered an industrial revolution and transformed the world; our belief is that with the right support our children will do the same, to the benefit of generations to come.

Our schools offer a supportive network of colleagues who work together to deliver high-quality education, with a curriculum that meets requirements of our young people and gives them every opportunity to succeed in adult life.

We are dedicated to academic excellence and the spiritual, physical, and moral development of all our 1,400 pupils, as well as the ongoing development and fulfilment of every one of our 240 plus staff.

Our schools provide modern facilities and a safe and secure environment that reflects and supports family values, where standards of behaviour are excellent and parental engagement and collaboration is central to our success.

We are inclusive and are respectful, encouraging a culture of tolerance where people of diverse identities are recognised, welcomed, respected, and cherished.

We seek to make a difference to the lives of all groups of children, working to ensure especially that the most vulnerable in our society are not disadvantaged.

Each school aspires for excellence and is on a journey of continual year-on-year improvement. The Trust promotes strong working relationships: our staff have positive links with colleagues, and have clear strategic aims built on our mission and values.

We:

- Celebrate and share the practice of our outstanding schools, leaders and teachers
- Are committed to excellent governance that challenges, supports and holds to account
- Have strong leadership at all levels
- Ensure our pupils receive outstanding teaching
- Offer a wide range of curricular and extracurricular experiences
- Develop parents and carers as active partners in their child's progress.

We are building a Trust where children are at the heart of everything decision we make, every child is valued, and every family is supported.

Employee Benefits and Wellbeing

Ironstone Academy Trust recognises the importance of staff welfare and a managed workload, and this is reflected in the way we treat our people.

As a responsible and caring employer, we appreciate and value each of our staff. Their holistic health and wellbeing are vital to enabling all of us to maintain the optimum work-life balance.

We see exceptional staff welfare as an essential element towards enabling us to develop a rich, nurturing climate for learning across all our schools.

We offer a broad package of emotional and practical support to our colleagues.

We are clear about our expectations of employees and offer a positive, transparent and supportive working culture in return.


We offer:

- Competitive pay
- Defined benefit pensions
- Performance-related pay progression and recognition of additional responsibilities
- Annual cost of living adjustment
- On-site parking at our school premises

Additional benefits include access to:

- Access to support services for all staff
- Staff support services that support well-being
- Staff support services that promote good health- for example Flu jabs
- Cycle2Work and IT purchase schemes

IAT is committed to equality of opportunity and will not tolerate any harassment, intimidation, discrimination, or victimisation.

We encourage staff to undertake training and development and to explore new challenges within the Trust wherever appropriate. 

Working in Teesside and North Yorkshire

The area we serve is one of the friendliest and most beautiful places you could choose to live and work in.

With an international reputation for innovation and an exciting mix of modern, cosmopolitan and historic culture, the region includes vibrant cities, quaint villages, an outstanding coastline and stunning countryside. Here are just a few reasons you should live here:

Affordable homes

We have some of the lowest house prices in the UK, with an average North-East house price of around £150,000, compared to £275,000 in England as a whole.

Friendly people

We are famous for our friendliness and hospitality. Wherever you go, you'll always find a warm welcome and ready smile.

Arts and culture

Museums and galleries include Middlesbrough Institute of Modern Art (mima), the Captain Cook Birthplace Museum, the Dorman Museum, with its collection of Christopher Dresser-designed Linthorpe Pottery, and Kirkleatham Museum, home to the superb Anglo-Saxon princess treasure exhibition.

Entertainment and leisure

The region boasts large venues, international music festivals, Michelin star restaurants and a vibrant nightlife. It is home to Middlesbrough Football Club and countless grassroots clubs for adults and children, cricket and rugby teams and world-class golf courses. Our coastline offers diving, sailing and some of the world's best surfing at Saltburn and you can enjoy water sports at Tees Barrage International White-Water Course.

Outstanding countryside

We have some of the best countryside you'll find anywhere in the UK, including the stunning North York Moors and Dales. Even if you choose to live in one of our larger towns you can always be in the countryside or by the sea in less than half an hour.

Strong transport links

Teesside International Airport has daily flights to Amsterdam, allowing easy connection to anywhere in the world, while Leeds-Bradford and Newcastle airports are also close by and we have excellent rail and road links to the rest of the country.

