IRON

Inclusive, Resilient, Open, Nurturing

Why work for us?

At Ironstone Academy Trust, we promote the dignity, self-esteem and development of every pupil and member of staff. Our family of six primary schools in the North East of England includes a specially resourced provision that supports pupils' speech and language development.

The ironstone mined beneath our schools helped produce the steel that powered an industrial revolution and transformed the world. That heritage inspires our belief that, with the right support, our children can shape the future for the benefit of generations to come.

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

We are dedicated to academic excellence and to the spiritual, physical and moral development of all our 1,600 pupils. We are equally committed to the ongoing development and fulfilment of every one of our 250 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 to excellence through continual, year-on-year improvement. The Trust supports this ambition by promoting strong working relationships and positive links between colleagues. Clear strategic aims, built on our mission and values, give this work a shared direction.

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 every decision we make, every child is valued and every family is supported.

Employee Benefits and Wellbeing

Staff welfare and a manageable workload are priorities for Ironstone Academy Trust. These priorities guide how we treat and support our people.

We appreciate and value every member of staff. As a responsible and caring employer, we recognise the importance of their overall health and wellbeing in helping us all maintain a balance between work and life outside work.

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. Employees can expect a positive, transparent and supportive working culture. In return, we make clear what we expect of them.

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.

Professional development is part of working at Ironstone Academy Trust. We encourage and expect 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.

The region has an international reputation for innovation and offers a mix of modern, cosmopolitan and historic culture. Its vibrant cities, quaint villages, coastline and countryside provide a varied setting for life outside work. Here are some reasons to consider making your home here.

Affordable homes

We have some of the lowest house prices in the UK, with an average North-East house price of around £150000, compared to £275000 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

For entertainment and dining, the region offers large venues, international music festivals, Michelin-starred restaurants and a vibrant nightlife. Sports interests are served by Middlesbrough Football Club, cricket and rugby teams, world-class golf courses and countless grassroots clubs for adults and children. Along the coast, you can enjoy diving, sailing and some of the world's best surfing at Saltburn, while Tees Barrage International White-Water Course offers further water sports.

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, providing onward international connections. Leeds-Bradford and Newcastle airports are also close by. The region also has excellent rail and road links to the rest of the country.