

Chief Financial Officer

Leigh Academies Trust



More than just a job. More than just an employer.

Leigh Academies Trust is a dynamic, vibrant multi-academy trust, founded in 2008. Today we encompass 30 academies across Kent, Medway and South-East London.



LEIGH
Academies Trust

Simon Beamish

BA (Hons) MSc PGCE NPQH NLE FCCT

Chief Executive
Leigh Academies Trust



Welcome

Through a model of education that creates a network of inspirational and inclusive academies that share the same values, the Trust provides the drive for educational improvement and dynamic transformation. All of the academies work closely and collaboratively together, along with our partners, seeking to exploit the key educational philosophy of human scale education. To maximise the levels of achievement across each of our learning communities, all activities are focused on improving the life chances of the young people in our care.

As of 1st September 2022, our Trust comprises 30 geographically organised academies (14 secondaries, 14 primaries and 2 special) educating 20,000 students, and employing 3,000 talented staff. The Trust is establishing four 'clusters' of academies: North Kent; Central Kent; South East London; Medway. In addition, the Trust is responsible for one of the region's biggest initial teacher training organisations, a large teaching school hub and is an accredited apprenticeship provider. Our future plans are found in our [Vision 2030](#) document available on our website.

We are seeking to appoint a new Chief Financial Officer after the retirement announcement of the current post holder who has held the position since 2015. Our intention is to appoint our next CFO with

effect from 1st September 2023. The current postholder retires with effect from 31st December 2023 enabling a one-term overlap to enable effective transition and handover. The CFO acts as "chief of staff" across our central team, is a senior member of the Trust Executive, attends all meetings of the Board of Directors and reports directly to the CEO. You will be responsible for an annual budget of £150m across thirty sites in one of the UK's most successful and well-established multi-academy trusts. All academies are geographically clustered, unlike several larger MATs, meaning that communication and resource sharing are made much easier.

As a senior member of our Trust Executive you will join a team comprising the CEO, CFO, Estates Director, People Director, Chief Information Officer and four Academies Directors who are each responsible for a cluster of academies. In addition to full responsibility for the Trust's financial function you will work closely with the Chief Executive on a range of important strategic developments across the Trust. You can be certain of an excellent induction and exceptional career progression opportunities. This is one of the most exciting vacancies in our Trust and indeed across the MAT sector for an outstanding finance professional. We hope that you will share our enthusiasm for the challenges ahead and look forward to receiving your application.

Vacancy

Our mission is to ensure the best start in life possible for the young people in our academies and in doing so make the world a better place. Due to the retirement of the current postholder by the end of 2023 we are now seeking to appoint a new Chief Financial Officer to oversee all of the Trust's financial services and its annual income of £150m. This is a rare and exciting opportunity for the right candidate with a commitment to system-wide leadership. You will join our central executive team and report directly to the CEO and attend all meetings of the Board of Directors.

Two key documents which help to define our CFO's position can be found below.

[Trust Executive - Organogram](#)

[Trust Executive - Roles & Responsibilities](#)

The key qualities we are looking for in our new CFO are as follows (more information can be found in the Person Specification further on in this application pack):

- A passion for working in the education sector and making a significant contribution to improving the life chances of the children in our care.
- Exhibits the highest standards of probity and integrity at all times.
- Although not essential, a very good understanding of the education sector, including previous senior executive experience within a multi-academy trust.
- Again not essential, but previous experience of working at a senior level with central and local government, especially in relation to education and/or other public services.
- A strategic thinker able to produce clear, accurate and precise papers and advice to the CEO and board directors that enables effective decision-making.
- Someone with a can-do attitude who sees finance as an enabler, not as a blocker, and is capable of thinking creatively and innovatively to solve problems.
- Always able to put others and the interests of the wider organisation before their own personal ambitions.
- Supportive and reassuring of other colleagues, seeing it as a key part of their role to enable others to be successful too.
- Quickly inspires confidence at board level, amongst other senior executives and with a range of key external stakeholders.
- Strong negotiating skills with national and local politicians and officers, plus private and third sector partners.
- Produces high levels of engagement amongst his/her own team to ensure highly effective support and challenge to colleagues across the wider organisation.
- Always calm, measured and well-organised, yet authoritative and decisive when required.
- Able to work across a broad and diverse range of responsibility areas to support the CEO in the wider management of the Trust, acting as de facto deputy and "Chief of Staff" when required.
- An excellent public speaker across a range of audiences.
- Highly literate with an ability to synthesise and distil complicated and often contradictory information with relative ease.

About financial services in Leigh Academies Trust

LAT has a budget of more than £150 million per year and this is managed by the CFO who is supported by a central team of six and a team of 16 finance managers and 19 finance officers based in our 30 academies. The CFO line manages the central team and the academy-based team is line managed by the Deputy CFO. The whole team works collaboratively within an environment of professionalism, constructive scrutiny and challenge, coaching and support. The team is a mix of experienced school financiers, qualified and part-qualified accountants.

Each finance manager produces monthly management accounts which are reviewed by the central team and full annual forecasts of income and expenditure are produced termly. Finance managers lead on the preparation of budgets, working closely with academy Principals, with parameters and assumptions provided by the central team in line with Trust Board expectations.

The Trust uses IRIS Financials (formally PS Financials) for its accounting operations and all academies develop budgets using School Business Services (SBS) software. This enables a consistent approach to accounting and budgeting, supporting the central team with consolidation. Financial controls are regularly reviewed by the Trust's internal audit partner and statutory accounts are audited by a separate external partner. The Trust's most recently published accounts for the year ended 31 August 2021 are available [here](#). The Trust has achieved a clean external audit with no negative observations for each of the last four years.

Position	Chief Financial Officer
Location	Leigh Academies Trust
Responsible to	Chief Executive
Basis	Permanent, full-time
Commencement	September 2023
Salary	Highly attractive, negotiable (<i>six-figure, plus performance bonus and private health care</i>)

Application Process

Naturally, we are seeking to appoint the best possible candidate and therefore the application process will reflect our desire to undertake all necessary measures to achieve this.

Suitable and interested candidates are invited to discuss the role in the first instance with our Chief Executive Officer, Simon Beamish, by arranging a telephone call or a visit. A further follow-up conversation can also be arranged if requested with our current Chief Financial Officer, Steve Avis. To schedule an appointment please contact Emma Johnson, Executive Assistant, on emma.johnson@latrust.org.uk or 01634 412 202. We welcome suitably experienced and interested applicants to submit a full application via the 'Apply' button on our website via this direct link:

To submit an application in full, please do so online via the following link;

[Chief Financial Officer \(Leigh Academies Trust\) - Online Application](#)

Application guidelines

- Your application letter should be structured around the key requirements of the role as set out in this application pack, providing relevant examples from your career to date which demonstrate why you are a suitable candidate for this role.
- All documents/material must be submitted electronically in one application
- All fields must be completed as part of the standard application format
- Additional documents such as a CV, supporting statement, letter of application, etc can also be uploaded
- Please ensure that a minimum of two referees are included in your application - your referees will be contacted on the basis that you have been shortlisted and invited to interview, unless you specifically request otherwise. Due to the senior nature of this role, suitable referees include senior executives and board directors.

Closing date for applications	Friday 10th February 2023, 9.00am
Shortlisting committee	Friday 10th February 2023, pm (successful candidates informed afterwards)
Interviews	Tuesday 21st and Wednesday 22nd February 2023*

** We request that all shortlisted candidates make themselves available on both days. We do not envisage that all shortlisted candidates will be taken through to day 2. Those who are will be required to attend for one full panel interview only at a time provided at the end of day 1.*

All applications will be acknowledged on receipt.

If you have any queries on any aspect of the application process or need additional information, please contact Olivia Couzins (Head of Recruitment) - olivia.couzins@latrust.org.uk

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Job Profile

Role: Chief Financial Officer
Reporting to: Chief Executive
Reporting to: Finance team

Purpose of this role

To provide financial leadership to Leigh Academies Trust academies and partner organisations to ensure that the Trust strategy is delivered. The postholder will attend Trust Board meetings, to support the directors in fulfilling their legal responsibilities.

Scope

- Direct line management responsibility for finance team
- Annual budget: £150 million (currently)
- Employees: approx. 3,000
- Number of academies: 30 (currently) plus organisations for which LAT is the legal entity

Key responsibilities

- Work closely with the CEO to manage the Trust's finances properly and effectively.
- Work in partnership with Principals and senior leaders to strategically lead and manage the Trust's financial resources.
- Lead a team of finance managers and officers to oversee all financial matters across the Trust.
- Ensure the Trust achieves value for money in accordance with its Funding Agreement, Education and Skills Funding Agency guidelines and the principles of spending public money wisely.
- Prepares spending plans and budgets, to assure the board of the Trust's long-term viability and help it achieve its strategic goals.
- Oversees tight, well-managed control systems for procurement.
- Prepares accounts, supporting external auditors and ensuring internal audit processes are robust.
- Ensures the Trust submits financial returns and other information required by official bodies.
- Lead the Trust's finance team, comprising the central finance team, plus academy finance managers, officers and assistants.

Professional Conduct

- Comply with guidance provided in the Education and Skills Funding Agency's "Academy Trust Handbook" (2022) and organisations such as CIPFA.
- Demonstrate consistently high standards of principled and professional conduct. The post holder must uphold and demonstrate the [Seven Principles of Public Life](#) at all times. Known as the Nolan principles, these form the

basis of the ethical standards expected of public office holders:

- ◇ selflessness, integrity, objectivity, accountability, openness, honesty, leadership.
- Uphold public Trust in Trust leadership and maintain high standards of ethics and behaviour. Both within and outside Trust, the Chief Financial Officer must:
 - ◇ build relationships rooted in mutual respect, and at all times observe proper boundaries appropriate to their professional position
 - ◇ show tolerance of and respect for the rights of others, recognising differences and respecting cultural diversity within contemporary Britain
 - ◇ uphold fundamental British values including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
 - ◇ ensure that personal beliefs are not expressed in ways which exploit their position, pupils' vulnerability or might lead pupils to break the law
- As a senior leader in the Trust community and profession, the CFO must:
 - ◇ serve in the best interests of the Trust's pupils
 - ◇ conduct themselves in a manner compatible with their influential position in society by behaving ethically, fulfilling their professional responsibilities and modelling the behaviour of a good citizen
 - ◇ uphold their obligation to give account and accept responsibility
 - ◇ know, understand, and act within the statutory frameworks which set out their professional duties and responsibilities
 - ◇ take responsibility for their own continued professional development, engaging critically with educational research
 - ◇ make a positive contribution to the wider education system

Financial oversight and governance

- Ensure Trustees and leaders are able to fulfil their responsibility to maintain a robust oversight of the Trust's finances by providing reports, identifying key performance indicators and explaining findings.
- Support the board in its responsibility to ensure the Trust remains a going concern.
- Provide all the information the board needs to approve a balanced budget, for the year ahead and in the longer-term.
- Enable Trustees and leaders to use resources efficiently, to maximise outcomes for pupils by identifying how Trust finances can be used to achieve strategic objectives linked to raising standards.
- Prepare reports for, and attend board meetings, including Audit and Resources Committees meetings, to help Trustees fulfil their responsibilities.
- Support the Audit and Resources Committees, so they can fulfil their obligations relating to internal scrutiny. Recommend areas for the committee to consider when selecting areas to audit and further scrutiny.
- Support the board with its responsibility to benchmark the Trust's financial performance against similar organisations.
- Ensure the Trust's Scheme of Delegation and Terms of Reference are fit for purpose, to maintain tight spending controls.
- Ensure colleagues follow the Scheme of Delegation, reporting any concerns to the CEO or board, as appropriate.
- Support the board with its other functions, such as ensuring executive pay is awarded fairly, transparently and provides value for money.

- Ensure the board is aware of any potential conflicts of interest, such as Trustee’s commercial interests and it takes appropriate action to ensure it complies with guidance and legislation.
- Support the board in its duty to produce an annual report and external audit by preparing the draft report, supporting the process for appointing external auditors and enabling auditors to produce the annual accounts report.
- Ensure the board fulfils its statutory returns obligations, to the ESFA and other bodies, such as Companies House.
- Support the board and the CEO by contributing to the Trust’s overall strategic plan – in terms of formulating objectives, delivering goals and monitoring performance.

Financial controls and management

- Oversee the Trust’s internal control, risk management and assurance processes. In accordance with ESFA regulations, this should follow a tiered approach comprising:
 - ◊ clearly communicated procedures, structures and training of staff
 - ◊ appropriate day to day supervision and checks by management
 - ◊ internal scrutiny overseen by an audit and risk committee
 - ◊ external audit and assurance
- Ensure the Trust’s control framework:
 - ◊ is complied with and that spending decisions are made by those with the delegated authority
 - ◊ maintains appropriate segregation of duties
 - ◊ co-ordinates the planning and budgeting process
 - ◊ applies discipline in financial management, including managing debtors, creditors, cash flow and monthly bank reconciliations
- Ensure that colleagues:
 - ◊ plan capital projects and maintain strict financial controls
 - ◊ manage and oversee assets, and maintain a fixed assets register
- Ensure that:
 - ◊ regularity, propriety and value for money are maintained in all the organisation’s financial activities
 - ◊ a risk register is maintained and reviewed by the board drawing on advice provided to it by the audit and risk committee
 - ◊ the risk of fraud and theft is reduced as much as possible
 - ◊ independent checking of controls, systems, transactions and risks is delivered
- Ensure spending controls are in place, so the Trust secures values for money. These should include as a minimum:
 - ◊ a competitive tendering policy is in place and applied, and the procurement rules and thresholds in the Public Contracts Regulations 2015 and Find a Tender service are observed
 - ◊ professional advice is obtained where appropriate
 - ◊ ESFA and other government department guidance on purchasing is considered
 - ◊ purchases do not include forbidden items, such as alcohol
- Carry out internal audits, to ensure staff follow approved procedures at all times.

Financial planning

- In partnership with the CEO, Principals and Trust leaders, prepare budget plans for the board to consider and approve.
- Prepare longer-term budget plans, which identify risks and actions the board can implement to ensure the Trust remains a going concern.
- Support Trust leaders, to help the Trust and academies maintain healthy reserves or take robust action to address any potential deficits.
- Prepare policies for setting and managing budgets, including the maintenance of appropriate reserves, for board approval.
- Ensure budget forecasts for the current year and beyond are compiled accurately, based on realistic assumptions including any provision being made to sustain capital assets, and reflect lessons learned from previous years.
- Review and interrogate underlying assumptions, such as pupil number estimates, as these underpin revenue projections, and review these termly.
- Adopt an integrated approach to curriculum and financial planning so that Trust leaders can plan the best curriculum for their pupils and deliver the Trust's educational priorities with the funding they have available.

Budget monitoring

- Prepare management accounts every month for Trust leaders and Trustees, setting out its financial performance and position. Ensure management must take appropriate action to ensure ongoing viability, raising concerns to the CEO or board if required.
- Share management accounts with the chair of Trustees every month and with the other Trustees six times a year.
- Make the board aware that appropriate action is being taken to maintain financial viability including addressing variances between the budget and actual income and expenditure.
- The format of monthly management accounts must include an income and expenditure account, variation to budget report, cash flows and balance sheet.
- Help Trustees and leaders select key financial performance indicators and measure its performance against them regularly, including analysis in its annual Trustees' report as explained in the ESFA's Accounts Direction.
- Raise any concerns about overall financial performance to the board, to allow for swift action if required.
- Ensure the Trust manages its cash position robustly and avoids becoming overdrawn on any of its bank accounts so that it does not breach restrictions on borrowing.

Investments and income generation

- Advise the board about its investment options within the Trust's charitable aims.
- Ensure investment risk is properly managed and the board acts within its powers to invest as described in its articles.
- Prepare an investment policy for board approval, to enable Trustees to manage and track the Trust's financial exposure, and ensure value for money.
- Ensure the board:
 - ◇ exercises care and skill in investment decisions, taking advice as appropriate from a professional adviser
 - ◇ tightly controls its exposure to investment products, so security of funds takes precedence over revenue maximisation
 - ◇ makes investment decisions in the Trust's best interests

- ◊ reviews the Trust's investments and investment policy regularly
- Prepare a charging and remissions policy for directors to consider and approve. The policy should ensure the costs of any chargeable activity are covered fully.

Risk management and internal scrutiny

- Prepare a risk register for board consideration and approval.
- Lead any remedial action required to address financial risks.
- Ensure there are adequate contingency and business continuity plans in place for the Trust's financial systems, in case of systems or other failure.
- Ensure the Trust has adequate protection against risk, including insurance (RPA) and safeguards against fraud.
- Contribute to the Whistleblowing Policy by ensuring it covers financial matters adequately and checking it has been communicated well.
- Support members of the Audit and Risk committee by commissioning appropriately qualified, external experts to scrutinise the Trust's use of resources and the quality of its management systems. Advise the committee about a cycle of internal scrutiny activities.

Provision of, and requests for, information

- Act as the main point of contact for the ESFA and other official funding agencies.
- Provide accurate information required by the ESFA, the Department for Education, the Charities Commission or other official body in a timely and professional manner.
- Act as the Trust's Company Secretary, submitting reports to Companies House as required.
- Where ESFA approval is required for Trust decisions, take responsibility for ensuring the Trust complies with its statutory duties.

Preparation and audit of accounts

- Ensure the Trust maintains adequate accounting records and prepares an annual report and accounts in line with the Charity Commission's Statement of Recommended Practice (SORP) and ESFA's Accounts Direction.
- Ensure Trustees comply with ESFA regulations for appointing and removing external auditors.
- Provide external auditors with all the information they need to prepare the annual accounts.
- Lead on writing the Trust's annual report.

Professional development

- Support the professional development of the finance team.
- Help finance staff to evaluate their own performance against clear criteria and identify their own professional development needs.

Continuous improvement

- Make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness, and identify priority areas for improvement.
- Develop appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the Trust's context.
- Ensure careful and effective implementation of improvement strategies, which lead to sustained Trust improvement over time.

Working in partnership

- Help the Trust's academies to work successfully together in a climate of mutual challenge and support.
- Contribute to the development of successful partnerships with other schools and Trusts, working in a climate of challenge and support.
- Support the work of the Trust's Teaching School Hub, LAT Apprenticeships, LAT Enterprises and Kent & Medway Training with their respective financial management, returns and planning.
- Where appropriate, establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all pupils.
- Undertake other reasonable duties, as may be directed by the CEO.

Safeguarding of students and Duty of care

All staff, regardless of role, level of seniority and location, have a responsibility to ensure the highest levels of safeguarding and promoting the welfare of our pupils, and we expect all our staff and volunteers to share this commitment. We must collectively create an environment where children feel safe to learn, play, and grow. Children should feel comfortable in their surroundings and know that they can approach any responsible adult with any problems or concerns.

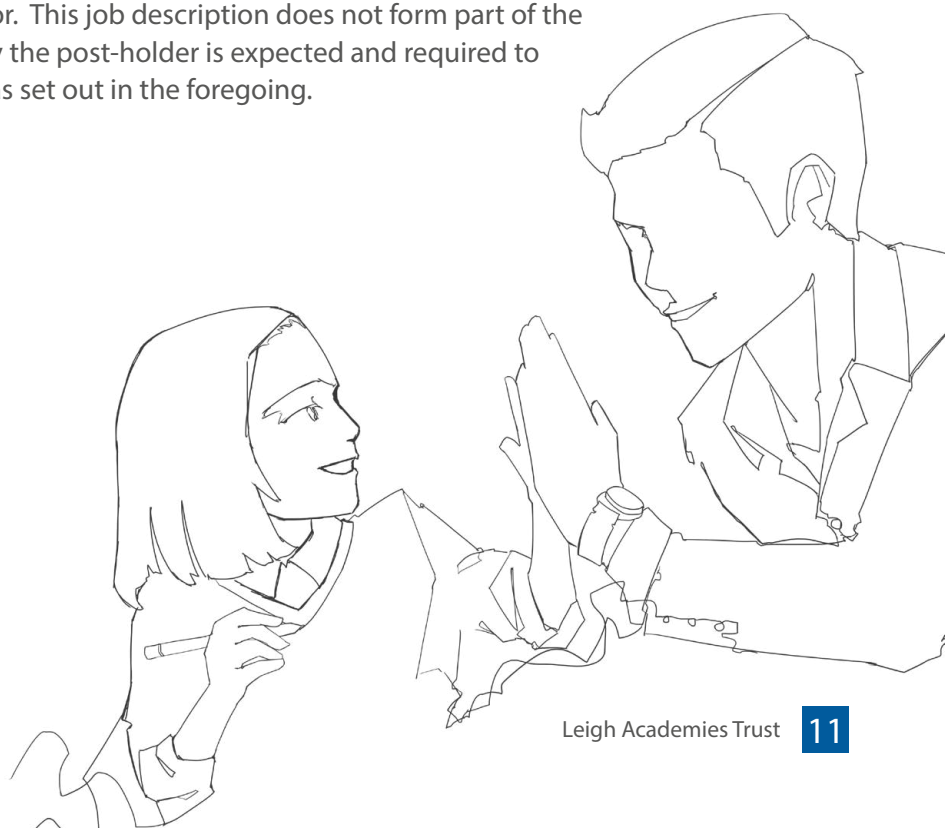
All staff must be able to identify any children who are at risk of harm, and know the characteristics of abuse or neglect. If you suspect or confirm harm then it's essential you know what actions to take.

Annual safeguarding training is offered to all staff at Leigh Academies Trust, and it is the staff member's responsibility to be aware of the most up to date guidance documented in the [Keeping Children Safe in Education document \(Department of Education\)](#).

Notes

The job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and may be subject to modification or amendment at any time after consultation with the holder of the post.

The duties may be varied to meet the changing demands of the academy/business unit at the reasonable discretion of the Principal/Director. This job description does not form part of the contract of employment. It describes the way the post-holder is expected and required to perform and complete the particular duties as set out in the foregoing.



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Person Specification

(E) = Essential

(D) = Desirable

Education & Qualifications

- Appropriately qualified with a relevant management level qualification/affiliation from a recognised professional body, such as the ICAEW, ACCA, CIMA or CIPFA (E)
- Educated to degree level or substantial, equivalent level of work experience (E)
- Evidence of relevant and recent professional development with a willingness to continue (E)

Knowledge & Understanding

- Ability to think strategically and plan for improvement (E)
- Understanding of financial issues, working practices and processes in an education setting (E)
- Sound knowledge of school based financial and management information systems (D)

Education

- Experience working at a senior leadership level (E)
- Experience of working within the civil service or similar (D)
- Strategic financial management experience across multiple sites, ideally encompassing a variety of phases of education (D)
- Experience of strategic leadership, including setting whole-organisation goals and managing teams to achieve objectives (E)
- Significant experience of leading and managing multi-disciplinary teams (E)
- Experience of managing a range of change projects across an organisation (E)
- Experience of providing value for money solutions across all areas of the organisation (E)
- Experience of being held accountable for performance to directors and other strategic leaders to deliver organisational improvements (E)
- Experience of undertaking business analysis, managing and supporting business improvement (E)
- Experience and understanding of risk management, particular in relation to finance (E)
- Experience of specifying, procuring and managing contracts/services (E)
- Experience of managing contractors and third-party organisations to provide services to agreed levels (E)

- Experience of human resources matters (E)
- Evidence of making decisions based on needs for change with strong communication skills (E)

Key Competencies

- A driver of engagement with a variety of audiences (E)
- High levels of resilience (E)
- Communicates effectively (E)
- Action-orientated and can-do attitude (E)
- Demonstrates self-awareness (E)

Skills & Attributes


- An effective and inspirational leader (E)
- High level of emotional intelligence (E)
- Ability to lead change where necessary, bringing all stakeholders with you (E)
- Ability to develop effective relationships with leaders and external stakeholders (E)
- Excellent organisational skills (E)
- Ability to prioritise, meet deadlines and work under pressure (E)

Motivation & Personality

- Positive and optimistic (E)
- Strong sense of accountability (E)
- Good sense of humour (E)
- A constant drive for improvement (E)
- Excellent attendance record (E)
- Able to work in a professional manner as part of a team and help develop others (E)

Additional Requirements

- Willingness to work flexibly within scope of the level of the role (E)
- Willingness to contribute to the wider ethos of the Trust (E)
- Has the ability to travel around the Trust area with a full, UK driving licence and access to a vehicle for a business purpose (E)

The background is a solid blue color. A thick yellow line starts from the left edge, goes down, then right, then up, then right, ending at the top edge. A thick white line starts from the bottom edge, goes left, then up, then right, ending at the right edge. Another thick yellow line starts from the left edge, goes right, then up, then right, ending at the bottom edge.

All of our academies
work closely and
collaboratively together,
along with our partners,
seeking to exploit the key
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Benefits at Leigh Academies Trust

At Leigh Academies Trust, we want to provide you with a rewarding and enriching career and to help you to reach your full potential, both professionally and personally. As an employee of Leigh Academies Trust, here is a taster of the great benefits you can receive from day one;

Culture

- An open and collaborative working environment, not just within your academy but also across the Trust where innovation is encouraged.
- A career in an organisation that values individuality and diversity.
- Dedicated focus groups to ensure we have the optimal working environment in all aspects.

Professional development opportunities

- Regular training and access to a range of internal and external programmes tailored to your learning needs throughout your career
- Educational sponsorship (application required)
- Opportunities for career progression as we are willing and able to support moves from one academy to another.

Financial

- A competitive salary for both teaching and non-teaching staff whereby pay progression is possible on an annual basis, following successful performance
- Access to a highly attractive pension plan
- Neyber platform – support provided to build your financial confidence and support when needed with Neyber loans
- Access to a range of benefits and discounts that

are sourced specifically for our staff.

Well-being

- Full-time associate staff receive 25 days annual leave plus bank holidays which increases to reflect your length of service
- The chance to work with a company who received a 'Gold' Workplace Wellbeing Award for the last two years
- Wellbeing champions and access to Mental Health First Aiders
- 24/7 access to a free Employee Assistance Programme to provide confidential advice and guidance
- Student Wellbeing support from our Educational Psychologist team
- Personal resilience and Wellbeing courses
- Access to our Wellbeing platform with a range of ever evolving benefits
- Wellbeing campaigns.

Facilities

- Great school buildings with many state-of-the-art facilities across our academies, providing positive working environments
- Free/discounted gym access
- Free car parking at every site
- On-site catering with great food, all reasonably priced for staff (with the option to buy evening meals so you don't have to cook!)
- Social networking opportunities across the trust to create new relationships both inside and outside of the work setting.

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An overview of the Trust you'd be joining

Leigh Academies Trust is a non-profit making charitable company limited by guarantee, based in Strood, Rochester, Medway. The Trust exists to support and assist schools to build upon their existing strengths and to help them achieve educational transformation. It has significant experience in running schools, and today includes both sponsored academies and schools which have chosen to convert to academy status.

The Trust was formed in 2008 with the linking of The Leigh Technology Academy and Longfield Academy under one governing body. It now encompasses over 20,000 students, between the ages of 3 and 19, in 30 primary, secondary and special academies, across Kent, Medway, Bexley and Greenwich.

Leigh Academies Trust – Our Values:

- We care – about our pupils through our human scale approach to education, our staff and their well-being and the communities that we serve, driven by our high ideals and strong moral values.
- We have boundless ambition – to achieve excellence for all and create confident young adults with high levels of resilience and integrity.
- We work together – as one team in the belief that we are greater than the sum of our parts. We foster an enterprising culture through collaboration and in close partnership with industry and other educators.
- We keep getting better – using our 'can-do' attitude towards continuous improvement and innovation.

Trust Advantages:

- Expert central services for finance, HR, IT, facilities and business functions.
- Innovative approaches to teacher recruitment and retention.
- Fast track development of leaders for internal promotion opportunities.
- Central reserves protect individual school budgets.
- Substantial investment in cross-Trust initiatives to improve teaching and learning.
- Close collaboration between senior leaders across the Trust.
- Integration of primary and secondary approaches into all-through education.
- Adequate scale to design and test new ideas.
- High quality strategic governance with wide business and professional experience.
- Robust delivery models as government policies, rules and measures change.

**Our Mission:
Education for a better world**

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