

Academy
Transformation
Trust

Trustee

Application Pack



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01. Welcome from the CEO & Chair of Trustees

Welcome from the Chief Executive

Thank you for your interest in joining Academy Transformation Trust. Choosing the right next step in your career is an important decision, and I am delighted that you are considering doing so with us.

At ATT we are driven by a simple but profound belief: every child can and should become capable, competent, and confident. Our purpose is to transform lives through education, and our strategy, ATT2030, sets out how we will achieve this for every pupil, every colleague, and every community we serve.

We know that people are at the heart of everything we do. Our trust thrives because of the talent, dedication, and values of our colleagues. If you choose to join us, you will become part of a high-trust, high-accountability organisation where principals are empowered to lead, colleagues are supported to grow, and everyone is united in the moral purpose of education.

We are ambitious for our pupils and ambitious for our people. Across the trust you will find a culture of collaboration, professional excellence, and deep care for one another. We celebrate hard work, integrity, and teamwork, and we create opportunities for everyone to flourish.

I wish you every success with your application. Whether or not you go on to join us, I hope you will recognise that ATT is a community committed to excellence, to belonging and becoming, and to ensuring that all of us – pupils and adults alike – leave more capable, more competent, and more confident than when we arrived.

With best wishes,



Mark McCourt
Chief Executive Officer



Welcome from the Chair of Trustees, Pat Beanland

Thank you for your interest in joining the Board of Trustees at ATT.

Trustees play a vital role in shaping the strategic direction of the Trust, ensuring strong governance, and holding leaders to account for delivering excellence. Our Trustees are a diverse group of people from a range of backgrounds who complement each other. As volunteers they aim to use their skills and experience to support not only the Trust Board but all the academies within our Trust family to ensure that every child can enjoy learning and have the skills, knowledge and understanding they need to lead confident, healthy and independent lives, as well as being informed, empathetic, active and responsible citizens making the best possible progress whatever their starting point or needs.

In addition to Trustees there are Local Governing Bodies (LGBs) made up of three types of Governors: Governors, who are approved and appointed by the LGB themselves; Parent Governors, elected by parents of pupils in the academy; and Staff Governors, chosen by the academy staff (both teaching and non-teaching staff). Chairs of the LGBs are appointed by the Board of Trustees.

Most importantly, we work as a team. Every Trustee has an equal voice and is expected to make a real contribution to the work of our Trust. We recognise that Trustees are volunteers, but we make no excuse for the fact that we expect you to take volunteering very seriously and that means turning up, well prepared, to all meetings, responding in a timely manner to communications from all colleagues and playing an active part in the work of the Trust. We believe that collaboration and cooperation are the best way to improve outcomes for our pupils and local communities.

You will be fully supported to carry out your role effectively and provided with relevant training. We take a real pride in our academies and their successes, and our aim is to build on these to make our Trust and each academy within it the best it can be.

Pat Beanland

Chair of Trustees





02. About Academy Transformation Trust

About Academy Transformation Trust

At Academy Transformation Trust (ATT), our ambition is that every person who passes through our schools and colleges becomes an educated person – able to take a rightful place in the community of educated people and to join what Robert Maynard Hutchins called “the Great Conversation.” An ATT education stresses history, the scientific mode of thinking, the disciplined use of language, a wide-ranging knowledge of the arts and religion, and the continuity of human enterprise. We aspire for everyone, regardless of their starting point, to leave us capable, competent, and confident.

Our Values

ATT2030 sets a values-driven culture that is explicit about how we work and lead:

- **Belonging & Becoming:** we meet each child where they are and refuse to leave them there – giving them both roots and wings.
- **Integrity & Excellence:** we act ethically, celebrate excellence, and pursue high standards in all that we do.
- **High Trust, High Accountability:** decision-making sits close to pupils and communities; principals are trusted as strategic leaders; the central team acts as expert partner; accountability is professional, dialogic, and focused on learning and improvement.

Our Three Goals

Everything in ATT2030 is organised around three interlinked goals that describe the kind of people – pupils and adults – we are forming:

- **Capable:** equipped with the knowledge, skills, and emotional readiness to perform to a high standard, adapt to change, and contribute meaningfully.
- **Competent:** possessing the knowledge, habits, and judgement to get things done – well, reliably, and independently – handling setbacks and making steady progress.
- **Confident:** feeling safe, happy, and known – secure enough to take risks, speak up, and grow with purpose and integrity.



Our Nine Aims (by 2030)

These goals translate into nine aims that define success for ATT by 2030:

Capable

1. Professional Excellence – skilled professionals delivering consistently high standards.
2. Fluent Learners and Thinkers – confident, curious learners fluent in communication and technology.
3. Multiple Pathways to Success – diverse routes that recognise varied talents and passions.

Competent

4. Purposeful, Knowledge-Rich Learning – rigorous, meaningful learning that enriches lives.
5. Unwavering Focus – purposeful use of time and energy on what matters most.
6. Strength Through Challenge – resilience built by tackling challenge and learning from it.

Confident

7. Valued and Empowered Individuals – everyone known, valued, and supported to be their best.
8. Leading with Integrity, Celebrating Excellence – values-led leadership and cultures that recognise excellence.
9. Moments That Shape Us – deliberate rites of passage and significant experiences that foster growth and self-discovery.

Our Approach to Working Together

We are building a high-trust, high-accountability organisation. Principals are empowered as strategic leaders of their academies; the central team provides expert challenge, support, tools, and evidence; accountability is reframed as professional dialogue aimed at continuous improvement, not blame. This is how we ensure that every child leaves us capable, competent, and confident.

03. Governance Structure

Governance Structure

The governance structure sets out how the organisation is directed, controlled, and held to account, ensuring that responsibilities, decision-making, and oversight are clear and effective. It defines the roles of the Trustees, any committees, and the executive team, and how these work together to fulfil the organisation's charitable purposes and legal duties. The governance framework is illustrated in the diagram below, showing the reporting lines and relationships between the different bodies and roles within the organisation.



Trustees have overall responsibility for the governance and strategic direction of the organisation. They act collectively as the Board to ensure the charity is well-run, financially sustainable, and compliant with its legal and regulatory obligations. Trustees provide oversight and challenge, set organisational priorities, and support the executive team. Many Trustees also sit on committees, where they can focus on specific areas such as finance, risk, audit, or people, allowing more detailed scrutiny and informed recommendations to be made to the Board.



04. Job Description

Job Description

Trustee

Summary of Responsibilities

As a Trustee of ATT you will be part of the Board responsible for the strategic oversight and governance of the Trust. Trustees ensure compliance with charity and company law, hold executive leaders to account for educational performance and financial management, and safeguard the Trust's vision and values.

Key responsibilities include:

- Setting the strategic direction of the Trust and monitoring progress against agreed objectives.
- Ensuring compliance with statutory and regulatory requirements.
- Overseeing financial performance and ensuring resources are used effectively.
- Supporting and challenging the Executive Team to deliver high standards of education and operational excellence.
- Always acting in the best interests of the Trust and its beneficiaries.

Skills and Experience We Are Looking For

We welcome applications from individuals with diverse backgrounds. Skills that strengthen our Board include:

- Strategic leadership and decision-making.
- Education sector knowledge or experience
- Financial oversight and risk management.
- Legal, compliance, or governance expertise.
- HR, estates, IT, or community engagement experience.
- Ability to work collaboratively and challenge constructively.

Meetings and Time Commitment

- **Board Meetings:** 4-6 per year
- **Committee Meetings:** Trustees may serve on one or more committees (Finance & Resources, Audit & Risk, Standards & Outcomes).
- **Preparation:** Reading papers and contributing to discussions.
- **Additional Commitment:** Training, school visits, and strategic planning sessions.

Term of Office

- Trustees are appointed for a **four-year term**, renewable subject to Board approval.

Expenses

This is a voluntary role. Reasonable expenses incurred in carrying out trustee duties (e.g., travel) will be reimbursed in line with the Trust's Expense policy.



05. Person Specification

Person Specification

Trustee

Essential Attributes

- Commitment to the Trust's Vision and Values: Demonstrates alignment with the Trust's mission.
- Integrity and Independence: Act in the best interests of the Trust, free from conflicts of interest.
- Strategic Thinking: Ability to contribute to long-term planning and decision-making.
- Analytical Skills: Can interpret complex information, including financial and performance data, and ask challenging questions.
- Communication Skills: Clear and confident in expressing views, listening to others, and working collaboratively.
- Time Commitment: Willing and able to attend meetings, prepare thoroughly, and engage in training.

Desirable Skills and Experience

- Governance or Leadership Experience: Previous experience in a board or senior leadership role.
- Financial Expertise: Understanding of budgets, audit, and risk management.
- Legal or Compliance Knowledge: Familiarity with charity/company law or regulatory frameworks.
- Education Sector Insight: Knowledge of school improvement and educational standards.
- Specialist Skills: HR, estates, IT, safeguarding, or community engagement.

Personal Qualities

- Commitment to equality, diversity, and inclusion.
- Ability to challenge constructively and supportively.
- Willingness to learn and undertake ongoing development.



06. Onboarding

Recruitment & Selection

You can expect the following from the Recruitment & Selection process:

Prior to Interview

- Adverts & Candidate packs that give the full detail of the role (responsibilities, pay, development etc)
- A point of contact for the vacancy within the Trusts recruitment team to advise on each step of the recruitment process
- A full and comprehensive vetting process, that meets and exceeds the requirements of Keeping Children Safe in Education 2025 [Keeping children safe in education 2025](#)
- An applicant tracking system that allows you to enter details with ease and receive updates to the progress of you application and or pre-employment checks
- Selection for Interview based upon the Job Description and Person Specification

Interviews

- The opportunity to prepare with enough notice for interview processes
- A meet and greet at the place of work (Head Office) with members of the Board and Executive team. If the Interview is held on Teams an opportunity to meet at later date
- The opportunity to ask questions and have a full interview with discussion around the role

Following the Interview

- You will receive notification as to whether you were or were not successful
- You will be given an opportunity to obtain feedback
- If successful further safer recruitment checks will take place

Induction

- Interested applicants will meet with the Chair, Vice-Chair and Chief Executive to gain an overview of the organisation, its strategy, and key priorities, and will be invited to observe Board and/or Committee meetings on appointment.
- The Governance team will provide an introductory meeting to explain the format of meetings, governance arrangements, and use of the Trustee communication platform.
- All Trustees will be required to complete a Trustee induction module, covering their roles, responsibilities, and statutory duties.
- Trustees will be supported on an ongoing basis, with access to further training and development opportunities as required.



06. ATT Institute

What is our Institute?

Our ATT Institute is the cornerstone of ATT colleague professional development for all roles and career stages, bringing the best development opportunities from accredited courses to one off training sessions. All our courses are evidence-based and facilitated by extremely knowledgeable professionals, so we know that all our colleagues receive the best training available. Our offer is designed and delivered by a group of expert colleagues with the needs of all our stakeholders in mind. Whatever your current role and aspirations, there will be something in our offer to support you in reaching the next step of your career journey

Personal Development (PD) Opportunities for our Colleagues

Our Academy Transformation Trust Institute (ATTI) has a suite of training opportunities and professional development pathways across all our directorates: Education, Finance, Governance, Trustees and operations.

These are promoted internally via our dedicated SharePoint and directed communications, and externally via the [ATTI webpage](#). Our ATTI offer is continually evolving to meet the ever-changing professional development needs of our colleagues and includes a range of accredited courses and bespoke training opportunities.

Strategic Collaboration

Collaboration is essential to the continued improvement of our academies and colleagues. We create a culture of collaboration through our professional networks and enable colleagues to drive our Trust priorities within their domains of expertise





07. How to Apply

Applying:

For all our Trust Vacancies, please follow the link here: [Vacancies - Academy Transformation Trust](#)

Applications can be made via our recruitment website, MyNewTerm.

If you would like any further information on the role of a Trustee, please contact Emily Elliott, Head of Governance on Emily.elliott@attrust.org.uk.

Status:

- 4 Board meetings per year
- 3 Committee meetings per year (per Committee)
- Trust and Academy visits

Start Date:

As soon as possible

We utilise an application tracking system which will require data from you in order to complete the application process. If you are struggling to access this system or wish to have an informal conversation regarding the role, please reach out to the contact on the advert and they will be able to support you.





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