

Academy
Transformation
Trust

Trustee

Application Pack



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01. Introduction

Message from the CEO, Mark McCourt



Thank you for your interest in becoming a Trustee of Academy Transformation Trust.

ATT exists for a very clear moral purpose. We believe that every child, regardless of background or circumstance, has the potential to make a profound contribution to the world. Our responsibility is to build the conditions in which that potential can be realised. That belief sits at the heart of ATT2030 and it shapes every strategic decision we take as a Trust.

Being a Trustee at ATT is therefore not a ceremonial role. It is a serious commitment to stewardship, challenge, and long-term thinking. Trustees are custodians of the Trust's values, guardians of its integrity, and partners in shaping its future. The Board's role is to set a clear strategic direction, to ensure strong financial and educational oversight, and to hold me and the executive team properly to account for delivering on our promises to children, families, and communities.

ATT2030 articulates a values-driven culture grounded in Belonging and Becoming, Integrity and Excellence, and High Trust with High Accountability. These are not slogans. They are practical commitments that guide how we govern, how we lead, and how we behave. Trustees must be prepared to engage deeply with these ideas, to ask difficult questions, and to support decisions that are sometimes challenging but always principled.

We are looking for Trustees who bring expertise, judgement, and independence of thought, but also humility and a genuine desire to serve. You do not need to come from education to make a powerful contribution. What matters most is your ability to think strategically, to analyse complex information, to challenge constructively, and to act consistently in the best interests of the Trust and its pupils.

If you choose to apply, you should do so with a clear understanding of the responsibility involved and a willingness to invest time, energy, and care into the role. In return, you will be joining a Trust with a strong sense of purpose, a clear strategic direction, and an unwavering commitment to transforming lives through education.

I look forward to welcoming Trustees who share that ambition and are ready to play their part in shaping ATT's future.

Mark McCourt

Chief Executive Officer

Message from the Chair, 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

About ATT

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 – that 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.

02. Governance Structure



Fast Facts

Our cross-phase group of academies was founded in 2011 and since then we've grown to our current family of 22 academies (primary, secondary, special and FE) operating across the Midlands and East of England. We are responsible for the education of over 13,000 learners, for the careers of over 2000 colleagues and for the most effective spending of nearly £100 million of taxpayer income each year.

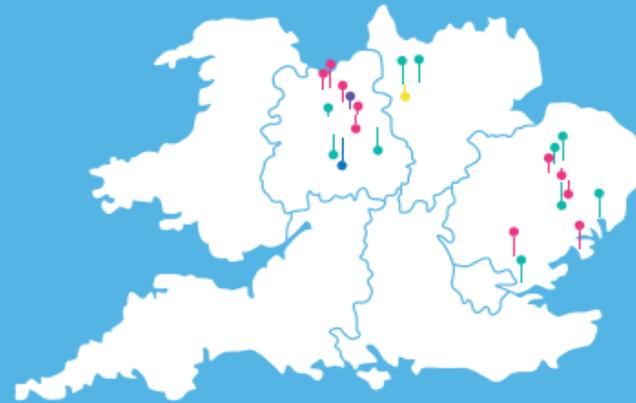
Our Priorities

Achieve greater alignment of culture and routines.

Map processes to achieve greater efficiency.

Improve attendance.

Align curriculum and improve student outcomes.



- Academy Transformation Trust
- Secondary Academies
- Primary Academies
- Special Academies
- FE Colleges



ATT | 22 Academies

Local Authority Areas | 10

Staff | 2014

Primary | 391
Secondary | 1244
FE | 111
Other | 268

Learners | 13,334

Primary | 2711
Secondary | 9280
Special | 45
FE | 1298

Governance

People Engaged | 120+
Trustees | 8
Members | 5

Finance

£99 million in funding and other income

ATT Institute | Offering the very best PD opportunities for all our people & partners



Our Performance: Ofsted

We've achieved a long run of consecutive positive outcomes from Ofsted inspections. Nineteen of our academies are rated **Good**; one is rated **Outstanding**; the academy most recently inspected, after single-word judgements ceased, is **Good** in 3/4 key areas; the final academy has not yet been inspected.

03. 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.

04. 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.

05. How to Apply

Applying:

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



Status:

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



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