

Joining Our Team at YLT

For school leaders and governors exploring the opportunities, support and benefits of being part of our Multi Academy Trust.

*Excellence in
Every Journey.*

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Meet the Trust

It is my pleasure to welcome you to Yorkshire Learning Trust, a **vibrant and inclusive** family of schools united by a shared belief that every child deserves to **belong, thrive** and **succeed**.

Formed through the merger of STAR Multi Academy Trust and South York Multi Academy Trust, YLT builds on a proud legacy of **collaboration and excellence** across North Yorkshire and York.

Our Trust is shaped by the strengths and stories of our founding schools – and inspired by the belief that together, we can achieve more for every learner.

We are committed to creating **exceptional journeys** for every child and young person, wherever they begin.

We champion aspiration, inclusion and integrity, fostering strong partnerships across our 17 schools so that pupils and staff alike flourish in an environment of shared support and high expectations.

As an organisation comprising both primary and secondary schools, we are proud to offer strengths and expertise across **all key stages**, building models of curriculum progression and sharing pedagogy to benefit the outcomes and life chances for all our young people.

Thank you for taking the time to learn more about who we are – and where we're going.



Ian Yapp
Chief Executive Officer





Our Vision & Values

Here at Yorkshire Learning Trust, our vision and values define who we are and what we stand for.

Rooted in a shared belief in the potential of every child and adult, they shape the way we lead, support, and grow together.

Our Vision

Excellence in Every Journey.

We are dedicated to providing high-quality, inclusive education that empowers every young person to achieve their full potential.

By fostering collaboration among diverse school settings and communities, YLT aims to deliver exceptional educational experiences that are responsive to the needs of all learners.

Our Values



Aspiration

We nurture the personal and academic growth of all pupils and staff, providing them with the tools and high expectations they need to excel in all aspects of life.



Inclusion

We ensure that every child and young person feels like they truly belong, as they are supported to overcome any barriers to success.



Collaboration

We promote a culture of collaboration across all our schools, ensuring that every member of our community is able to share challenges and triumphs.



Integrity

We operate with transparency in everything we do, guided by our commitment to serving the community responsibly.

How We Work Together

We believe that how we work together matters just as much as what we achieve. We are proud to be building a Trust where every colleague is valued, supported and inspired, and where people stay, grow and lead because they know they **belong**.

Being part of our Trust means being part of something ambitious, inclusive and deeply human, with a culture rooted in inclusion, aspiration, collaboration and integrity.

Here, every student who walks through our doors, no matter their background or need, feels like they are part of a united and collaborative community.

Here, there is no lead school, but a partnership of diverse schools that exist within a shared vision to provide the very highest standards of education.

As such, we believe that there is no one-size-fits-all solution for providing the best education. Effective education needs to be focused on a true understanding of the community that the school serves, and the community of the school itself.

Whether you work in the classroom, the office or beyond, you'll be part of a relational organisation that sets **high expectations** and makes sure you have the **tools, support** and **professional development** to meet them – or even **surpass them**.



Our Central Services Offer



School Improvement

Through a tailored, evidence-informed approach, we work in partnership with schools to raise outcomes, strengthen leadership, and enhance teaching and learning.



Financial Services

We help schools make sure our children get the best education we can possibly afford through effective budgeting.



HR & Payroll

We help schools recruit, develop and retain the most talented colleagues to provide the best education for children in our schools.



School Meals

We ensure we provide great value, tasty, nutritional meals that can help keep children energised throughout the day.



Legal Services

We ensure our schools have access to relevant, academy-focused legal advice when they need it.



Media Relations

We support external communications with both reactive and proactive contracts, supporting our schools with press coverage.



Governance Support

We ensure that our Trustees and School Governors are supported by a dedicated and professional governance team.



Technology

We ensure that staff have access to reliable, fit-for-purpose IT equipment and software, helping deliver amazing interactive lessons and allowing staff to be as efficient and effective as possible.



Procurement & Compliance

We help schools stay compliant with regulations (GDPR, procurement) with dedicated internal resources and strategic SLAs.



Policy Development

We help schools focus on their core purpose by taking away as much of the policy development process as possible through a collaborative, consultative approach.



Estates, Health & Safety

We aspire for schools to have an inspiring and fit-for-purpose learning environment, actively supporting schools to ensure our buildings and premises are safe, warm and well-maintained.

Why Choose YLT?

We believe in excellence in every journey.

Our vision is to create a thriving, inclusive community of schools where every young person and every member of staff can thrive.

We are uncompromising in our belief that all children deserve the highest standards of education, regardless of context or background.

We put this into practice by fostering open collaboration, shared expertise, and a deep understanding of the communities we serve, valuing local identity and driving continuous improvement to create the conditions for sustained excellence across our Trust.

We put wellbeing first.

We want every child and young person in our schools to be fully included, happy, and thrive in their education and community, so that they can develop independence, lead fulfilling lives, and achieve outcomes that are important to them.

This extends well beyond curriculum alone – we put the wellbeing of all members of our Trust first, building staff voice, implementing workload sustainability, and ensuring flexible working into how we lead and plan.

We invest in our people.

From high-quality CPD and leadership pathways to structured coaching and peer networks, our People Strategy helps every colleague flourish, no matter what their goals are.

Whether you're starting your career or bringing years of experience to our growing partnership, we want you to thrive here – because when our people feel like they belong and matter, so do our children.

Staff Benefits



A wide range of retail and lifestyle savings, including discounts at major supermarkets, retailers and restaurants.



Access to a health and wellbeing support programme, including medical, dental and vision cover, counselling services, and fitness sessions.



Health cash plans that reimburse everyday healthcare costs.



National terms and conditions, with membership of the Teachers' Pension Scheme or Local Government Pension Scheme.



Staff surveys, wellbeing initiatives and forums that shape Trust policy.



A strong focus on career development and progression through CPD and internal opportunities.

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