

## **Introductory Message from Julian Appleyard OBE**

### **CEO of the Pontefract Academies Trust**

Thank you for registering your interest in joining Pontefract Academies Trust.

Pontefract Academies Trust is a cross phase Multi Academy Trust comprising of eight schools: six primaries and two 11-16 secondary schools. The Trust is a medium sized family of schools all located within a tight geographic hub within Pontefract. Students are drawn from the local community that includes a mix of different catchment areas.

As the newly appointed Chief Executive Officer of the Trust I am truly excited by the opportunity of leading the Trust to the next phase of its development. The Trust is part way through a journey of school improvement and the immediate priority in the short term is to rapidly accelerate student outcomes and school improvement in every school. Pace and a trajectory of improvement is the unwavering expectation.

I wanted to use this letter to give you a feel for the culture and principles that I wish to drive across the Trust in-conjunction with current and future colleagues and the type of person the Trust is looking for from all staff at all levels.

To work in the Trust, you must aspire to be an outstanding colleague and be comfortable with high levels of accountability for the progress of all our students. You must be willing to share and learn. You must be prepared to go the extra mile, be a leader not a follower. Above all else, you must like young people and aspire to make them outstanding citizens.

We wish to appoint positive people who want to make a difference. You must be achievement focused and have an explicit focus on student outcomes. It is simple really: we run schools for the benefit of students, that is why we do the job. We wish to appoint people that understand and believe in the following principles that the best educational institutions inhibit: an achievement and no excuse culture, high quality leadership, proper investment in staff development and a resolute refusal to accept the soft bigotry of low expectations. In return, as CEO it is my intention to offer first class professional development for ambitious people, genuine career development and opportunities. I believe in simple systems executed with absolute precision, a focus on outstanding behaviour so that teachers can teach great lessons and students can learn.

If successful, you will be joining the Trust at an exciting time where you can help further shape the organisation. It is not over ambitious to say that we aim to build something transformational in Pontefract and we want to be joined by people that share a passion for improving social mobility and who want to make a difference day in and day out. Our young people need the skills and qualifications to operate in an increasingly competitive workplace. To this end, our role in improving the life chances of the young people in our communities should never be underestimated.

Finally, thank you once again for your interest in the Pontefract Academies Trust and the position available. I hope that this introductory letter has given you a clear sense of our culture and ethos as well as a feel of what we are looking for. If you decide to apply, we do appreciate how long it takes to apply for jobs but please do not send a general letter; we are looking for someone who is prepared to respond to us appreciating where we are at on our journey as a Multi Academy Trust. You can be sure we will take time and care in reading your application form and covering letter. We look forward to hearing from you and exploring your future with us through our selection process.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Julian Appleyard', with a large, sweeping flourish at the end.

**Julian Appleyard OBE**

**Chief Executive Officer**

**Pontefract Academies Trust**