



Introductory letter from Julian Appleyard OBE, CEO of Pontefract Academies Trust

Thank you for registering your interest in joining Pontefract Academies Trust. It is hoped that the information provided within the Working For Us section of our website, will be of interest and help you with the application process.

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. Pupils are drawn from the local community that includes a mix of different catchment areas. As the Chief Executive Officer of the Trust, I am excited by the opportunities that the next phase of our development will bring. The Trust is partway through a journey of school improvement, and the immediate priority was to rapidly accelerate pupil outcomes and school improvement in every school. In 2019, our six primary schools delivered their best ever SATs outcomes. In addition, our two secondary schools obtained their best ever outcomes; the Trust has also moved one of our secondary schools from special measures to a 'good' Ofsted judgment within twelve months. The transformation of our schools has truly started.

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 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 pupils. 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.

Pontefract Academies Trust is no place for cynics, and we wish to appoint positive people who want to make a difference. You must be achievement focused and have an explicit focus on pupil outcomes. It is simple really: we run schools for the benefit of pupils, which is why we do the job. We wish to appoint people that understand and believe in the following principles that the best educational institutions inhabit: 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, I intend 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 pupils 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 are building something transformational in Pontefract. We want to be joined by people who share a passion for improving social mobility and 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 again for your interest in Pontefract Academies Trust and the available position. 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. I recommend that you read our core values and guiding principles. If you believe that there is a cultural fit, then I urge you to apply. 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,

Julian Appleyard OBE
Chief Executive Officer

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

Pontefract Academies Trust

