



**Considering joining Leodis  
Academies Trust?**

**Information Pack**

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# About Us

We are delighted that you are considering joining Leodis Academies Trust. We have been established since 2016 with the four founding members of Woodkirk Academy, Westerton Primary Academy, Hill Top Primary Academy and East Ardsley Primary Academy with Blackgates Primary Academy joining in September 2018.

Our focus is to provide high quality educational opportunities for all the young people in our local community through a shared vision and collaborative approach to school improvement. Whilst we benefit from a central team and shared services and processes, the purpose of our MAT is to offer one another open and honest support and challenge to secure excellent outcomes for all our young people.

We believe that we are different from other MATs in that our focus is on collaborative working and shared expertise. We are keen to attract other successful schools who want to work with us to broaden our portfolio of skills and expertise that we can use to benefit us all. Equally we are able to offer the expertise and support necessary to improve schools in challenging circumstances recognising that they, too, will have something to offer in joining Leodis.

We focus on producing exceptional teachers and future leaders in education through specifically crafted CPD and mentor programmes to grow sustainable capacity within and across our schools. This is supported by a focus on equally exceptional non-teaching support staff and administrative staff. All our staff are qualified and trained to the standard necessary to meet the demands of the curriculum and the efficient running of each school, and the MAT itself.

Leodis is overseen by a strong Trust Board and each converter Academy has retained a skilled Local Governing Board to support and understand the context and operation of each individual Academy. Sponsored Academies have a Local Advisory Board focused on rapid school improvement. This also allows each Academy to retain their own identity whilst working strategically as a Trust to secure the objectives of our strategic plan.

This pack is designed to show you how you will benefit from joining Leodis Academies Trust and how to apply to become a member.



# Our Vision

## Vision

At Leodis Academies Trust we are committed to developing every young person's full learning potential through a wide variety of educational experiences in an environment that fosters positive relationships based on mutual respect.

### Every individual part of the whole:

Each of our schools have their own identity and ethos that reflects their specific community and the needs of the young people within them. However they are all underpinned by a strong sense of purpose, order and control which in turn produces confident and enthusiastic young people who value education and the opportunities it affords them.

### Building on excellence together:

Not content with focusing on academic excellence we all work hard to shape our young people into fully rounded individuals, ready to face the demands of a rapidly changing society. We access a comprehensive range of support and development services, in-house and externally, to ensure barriers to learning are tackled and their impact on attainment is reduced to allow every young person to make significant progress.

Our positive outlook and excellent reputation enables us to attract and sustain high quality staff teams lead by exceptional leadership teams. Our tireless focus on quality first teaching secures a safe, happy and high achieving learning environment for all our young people. We value every success and celebrate the achievements of all our young people through events, newsletters and our websites.

### Looking outwards to strengthen within:

With collaboration at the heart of our work as a Trust we are able to share good practice, resources, and a philosophy that secures high quality teaching and learning across our schools. We focus on the breadth of curriculum; and value and provide enrichment opportunities for our young people to develop their talents and to find new skills and interests.

Whilst we focus on working together across the schools we recognise that we cannot grow, develop and fulfil our vision for every young person without strong partnerships. Central to this is the relationship between home and school; strong communication and open, honest dialogue ensuring we know our young people well and can work together to meet their needs.



# Our Academy structure

**Members**  
(5)

**Board of Trustees**  
(Up to 12)  
Trustees are proposed and elected as vacancies arise by Members.

**Finance & Risk  
Committee**

**Standards  
Committee**

**Executive Board**  
CEO, Principals, FD and COO.

**Local Governing or Advisory (sponsored schools) Boards**

# The Aims of the Trust



To advance the education of our pupils by offering a broad and balanced curriculum within a safe and inspiring environment.

To fulfil our moral purpose by engaging and collaborating with other schools to help improve the life-chances of all young people locally.

## The fundamental principles we work by are:

- Each Academy has its own ethos and identity and it is important to ensure they have the freedom to develop these;
- Each Academy commits to working collaboratively to secure high quality outcomes for all its young people;
- Each Academy is at a different point on their journey and Leodis recognises and supports the Academies actively and positively in their development;
- Local Governing Boards are responsible for overseeing the operational direction of the finance and strategy in individual academies under the umbrella of a strategic Board of Trustees;
- The Board of Trustees is responsible for identifying when individual Academies are in need of additional support and agreeing how this might look.
- The Academies within Leodis adhere to the principles and practices set out in their Memorandum of Understanding.



# Agreement principles

## **Leodis Academies Trust's commitment is to:**

- work collaboratively as a partnership of equals to the benefit of the young people in our schools;
- be inclusive and to welcome children from vulnerable groups;
- secure high attainment and good progress for all our young people;
- follow a responsible admission criteria based on the circumstances of each school;
- offer places on the belief that local children should attend local schools and are not selective;
- adhere to our Memorandum of Understanding and Scheme of Delegation;
- follow the aims and objectives of our strategic plan;
- ensure all schools within Leodis meet their statutory obligations;
- preserve the delegated responsibilities of the Local Governing Boards;
- maintain and assess against the Leodis' Risk Register;
- identify areas of strength and aspects for improvement within each school and across Leodis;
- follow the School Teachers' Pay and Conditions and National Joint Council conditions of service and work positively with Trade Union;

## **The commitment of individual schools joining Leodis Academies Trust is to:**

- work collaboratively as a partnership of equals to the benefit of the young people in our schools;
- be inclusive and welcome children from vulnerable groups;
- secure high attainment and good progress for the young people in their school ;
- follow a responsible admission criteria based on the circumstances of their school;
- offer places on the belief that local children should attend local schools and is not selective;
- adhere to our Memorandum of Understanding and Scheme of Delegation;
- follow the aims and objectives of our strategic plan;
- meet their statutory obligations;
- work positively and effectively with their Local Governing/Advisory Boards;
- notify Leodis of any changes in circumstances than may impact on the Risk Register;
- set clear and focused school improvement objectives based on comprehensive monitoring data and pupil outcomes;
- follow the School Teachers' Pay and Conditions and National Joint Council conditions of service and work positively with Trade Union;
- contribute an agreed percentage of the annual budget to central costs;
- feedback the school position through agreed reporting systems to the Board of Trustees.

# Sponsored schools as part of Leodis Academies Trust

Leodis Academies Trust is able to accept applications from both converter and sponsored schools.

The inclusion of sponsored schools will be brokered by the Regional Schools Commissioner, although schools needing a sponsor can approach the MAT directly to initiate the process or to discuss the possibility of working together.

On joining Leodis Academies Trust, the sponsored school will be under the direct control and management of the Board of Trustees until there is significant and sustained improvement in the performance of the school as verified by HMI and/or Ofsted. At such time the sponsored school will attain the same rights as any converter school joining the MAT.

The Principal of the sponsored school will be a member of the Principals' Board and attend regular meetings to discuss the shared priorities of the MAT. Where Leadership and Management have been judged to be inadequate it may be necessary to offer a higher level of support and control from the leadership teams within Leodis Academies Trust.

## **The process for a sponsored school joining Leodis Academies Trust:**

- Leodis Academies Board of Trustees will be responsible for agreeing and shaping the governance of the school at local level.
- A full audit of the sponsored school's finances will be undertaken in conjunction with the school.
- A full review of the policies and procedures of the sponsored school will be undertaken by the Trust.
- A full school review will be held with the Senior Leadership Team of the sponsored school.
- A detailed action plan will be drawn up with the Senior Leadership Team identifying the key priorities of the school to secure rapid improvement.
- The level and nature of support needed to address these priorities will be agreed and included within the action plan.
- The Head of the sponsored school will be accountable to the Leodis Academies Trust Board of Trustees in meeting the deadlines and targets set out in the action plan.
- An annual percentage contribution from the sponsored school to the MAT central costs will be agreed in accordance with the action plan. This will normally be around 5%.

## **Why choose Leodis Academies Trust to support you as a sponsor school?**

- Leodis Academies Trust has the capacity and expertise to drive successful school improvement.
- All relationships within and between schools in the MAT are based on mutual respect and a shared understanding.
- All school improvement is focused on improving the quality of provision and its outcomes for every child within the MAT.

- All the schools within the MAT retain their own identity and independence as long as they remain high performing and able to meet the needs of the children within their setting.

To arrange a conversation or visit to Leodis Academies Trust, please contact Katy Stringer (COO) at [stringer.k@leodisacademiestrust.co.uk](mailto:stringer.k@leodisacademiestrust.co.uk)