



LEIGH  
Academies Trust

# Job Pack

Academies Director  
Leigh Academies Trust

# Introduction

Thank you for your interest in joining Leigh Academies Trust. This job pack is designed to give you a deeper understanding of who we are, what we stand for, and what you can expect as a valued member of our team.

Inside, you'll find key details about our Trust, the academy where the role is based, and the position itself. We've also included insights into our culture, values, and the many benefits of working with us. Whether you're an experienced educator or just beginning your journey in education, we hope this pack helps you see how your goals align with ours.

We're excited to learn more about you and we hope this pack helps you decide if this is the right opportunity for your next career step.

For further information and support on our hiring processes, please view our [Careers Page](#).

Any questions? Contact us on:  
joinus@latrust.org.uk | 01634 412 263



# Welcome from our CEO



Leigh Academies Trust (LAT) is one of the largest and most successful school groups in England. Starting in 2008 in Dartford, the Trust is now responsible for 33 academies of all types, educating over 24,000 pupils, employing almost 4,000 talented staff and with access to an annual income of over £250m. Our Ofsted track record is impressive. Currently, 56% of our academies are considered to be “Outstanding” whilst inspected as part of the Trust.

LAT has remained local with all of its academies located in the South East (Kent, Medway, Bexley and Greenwich), within a one hour drive across the South Thames Corridor. This helps us to share resources and expertise much more easily and offer abundant training and progression opportunities to staff. We invest heavily in our workforce and enjoy strong retention across all job roles. The Trust has embedded various advantages which mean that LAT is an excellent place to develop a career in education. This includes being a highly inclusive employer which celebrates the diversity of its workforce.

Our scale and experience means we have been able to develop several well-chosen approaches to running schools which we know work well. These include:

- A small school approach to education where larger academies are organised into colleges. This ensures high quality pastoral care for pupils.
- A world class digital strategy where all staff and pupils have their own device making teaching, learning and operations efficient and highly impactful.
- Disruption free learning and a “warm strict” approach to behaviour management so that teachers can teach and pupils can learn.
- An all-through International Baccalaureate curriculum equivalent in quality to some of the best fee-paying schools and grammar schools in the UK and further afield.

In addition, The Leigh Institute - which is part of LAT - is responsible for Kent and Medway Training, one of the region’s biggest initial teacher training organisations, a large teaching school hub called Thames Gateway and an accredited apprenticeship provider. This powerful organisation trains, develops and supports 1,000s of teachers, support staff and leadership teams across the region each year. Our future plans are found in our [Vision 2030](#), available on our website.

Simon Beamish, BA (Hons) MSc PGCE NPQH NLE  
**CHIEF EXECUTIVE**



# Joining Leigh Academies Trust



Leigh Academies Trust is a mature, high-performing Multi-Academy Trust characterised by a unique blend of regional scale and localised impact. For an Academies Director, LAT offers a sophisticated platform for systems leadership, providing the autonomy to drive school improvement while being supported by a robust, centralised infrastructure.

The Trust operates a model of "aligned autonomy", providing a robust central infrastructure that allows our educational leaders to focus on the core business of school improvement. As an Academies Director, you will provide the strategic link between the Executive Board and our Principals, ensuring that the Trust's vision is implemented with consistency and rigour across your cluster.

- **Cluster Leadership:** You will be responsible for a portfolio of academies, fostering a culture of high expectations and shared accountability among leadership teams.
- **Human-Scale Education:** A defining feature of our larger secondary academies is the "small school" or college model. You will oversee this structure to ensure that pastoral care remains personalised, even within significant pupil populations.
- **International Baccalaureate (IB):** We are committed to the IB framework across all phases. You will ensure that this world-class curriculum is delivered to a standard that rivals the best independent and grammar schools in the country.

Our strategic direction is guided by **Vision 2030**, which focuses on sustainable growth, social mobility, and the continuous improvement of our Ofsted profile, where the majority of our academies are already graded as "Outstanding", and all are at least "Good".

We are seeking an Academies Director who has the professional standing to lead a cluster of academies and the strategic insight to contribute to the future of the Trust. In return, we offer a leadership role with significant regional influence and the support of a highly experienced executive team.



# Application Process

---

Naturally, we are seeking to appoint the best possible candidate and therefore the application process will reflect our desire to undertake all necessary measures to achieve this.

Candidates wishing to have an initial conversation with our **CEO, Simon Beamish**, about this role can arrange for a telephone or video call. Those wishing to do so should contact Emma Johnson ([emma.johnson@latrust.org.uk](mailto:emma.johnson@latrust.org.uk)) in the first instance.

To submit an application in full, please do so online via the following link:

[Academies Director | Leigh Academies Trust](#)

If you have any queries on any aspect of the application process or need additional information, please contact **Charlotte Herberts (Recruitment Advisor)** on **01634 412 245** or [charlotte.herberts@latrust.org.uk](mailto:charlotte.herberts@latrust.org.uk).

Closing date for applications	Monday 2nd March 2026 (9am)
Shortlisting date	Monday 2nd March (pm)
Interviews and assessment activities	Thursday 5th and Friday 6th March 2026
Start date	September 2026

*The academy is committed to safeguarding children and successful candidates will be subject to an Enhanced DBS check. Our commitment to safeguarding is underpinned by robust processes and checks which are in place across the Trust.*



# Our Benefits

---

At Leigh Academies Trust, we believe that our people are our greatest asset. That's why we offer a comprehensive and competitive benefits package designed to support your wellbeing, reward your contribution, and help you thrive both professionally and personally.

From continuous professional development and career progression opportunities to flexible working arrangements, health and wellbeing support, and exclusive staff discounts - you'll find that working with us is about more than just a job.

Explore our full range of benefits here: [latcareers.org.uk/benefits](https://latcareers.org.uk/benefits)

## Our Mission: *Education for a better world*

---

At Leigh Academies Trust, our vision is to transform lives through education. We strive to ensure that every young person - regardless of background - has access to an outstanding education and the opportunity to thrive in an ever-changing world.

We are guided by four core values that shape everything we do:

- **We care** – about our pupils and their families through our human scale approach to education, our staff and their well-being and the world around us, driven by our high ideals and strong moral values.
- **We have boundless ambition** – to achieve excellence for all and create confident young adults with high levels of resilience and integrity.
- **We work together** – as one team because we are greater than the sum of our parts. We foster an enterprising culture through global collaboration with partners in business and education.
- **We keep getting better** – using our 'can-do' attitude and research informed approach to continuous improvement and innovation.

This shared vision unites our academies and teams, creating a strong, collaborative environment where staff and students can flourish.



# Job Description

**Job Title:** Academies Director

**Reports to:** Chief Executive Officer

**Location:** Leigh Academies Trust

**Salary:** Highly competitive, plus performance bonus and private healthcare

**Start:** September 2026

Leigh Academies Trust is a highly successful multi-academy trust. Our model of education enables students to reach their full potential, transforming their lives and ultimately the communities in which they live.

## Main purpose of role:

To provide educational leadership to Leigh Academies Trust academies across phases within a geographically organised cluster to ensure that Trust strategy is delivered. To foster a culture of collaboration and innovation that allows students to receive the best possible education. To contribute to wider Trust strategy, sharing best practice with colleagues across the organisation.

## Main responsibilities:

- Ensure strong educational and inspection outcomes across a group of LAT academies.
- Ensure that every academy for which you are responsible has an effective and appropriate approach in line with the vision of the Trust.
- Maintain clear, consistent expectations with the leadership teams of each academy.
- Recognise and celebrate success but also be prepared to hold leaders to account.
- Support academies to produce and review academy performance agreements regularly to reach challenging targets.
- Develop and maintain positive and effective relations with staff, governors and external bodies and act as a brand guardian for the Trust, protecting its reputation and the reputation of its academies.
- Ensure that each academy in the cluster has the right organisational structure and that the ratio of teachers and support staff is appropriate.
- Ensure the professional development of all staff, especially the leadership teams, so that they have the skills and knowledge to foster outstanding outcomes.
- Assist with the appointment of senior staff within the academies.
- Approve any significant variations to the curriculum or any variation to the length and/or structure of the academic day.
- Undertake performance development of the Principals along with the CEO, ensuring that all reviews are fair and consistent.
- Prepare reports to the Trust and governors on the educational performance of academies, identifying any trends, risks and areas for improvement.



- Manage a designated group of Education Advisors to ensure the Trust's strategic curriculum objectives are achieved.
- Take responsibility for a defined set of cross-Trust strategic educational objectives as agreed with the CEO.
- Assist with the design and roll out of Trust policies and ensure that each academy adopts them appropriately.
- Ensure that safeguarding is maintained at all times so that the safety of students is never compromised.
- Work closely with the Trust support teams in Finance, People, Infrastructure and Professional Services to ensure that the academies deliver the best possible educational outcomes.
- Build relationships with employers to promote an enterprising culture from which staff and pupils benefit.
- Ensure that any PR and marketing promotes the academies and the Trust positively.
- Establish links with other institutions to help our students make the transition into the next stage of their education.
- Support the Principals at each academy to ensure that Trust financial targets are met.
- Build effective relationships with local officials, employers and decision makers.
- Deal with complaints and appeals robustly and effectively in line with the Trust policy.
- Support academies to prepare for and manage successful Ofsted inspections.
- Lead the integration of new academies within the cluster for which the Academies Director is responsible.
- Coordinate significant change applications to the DfE, including changes to admissions arrangements.
- With the relevant principal, lead recruitment and induction of new governors to academy boards within the cluster for which the Academies Director is responsible.
- Fulfil the responsibilities of an Academies Director as set out in the LAT Scheme of Delegation that pertains at the time.

## Safeguarding of students and Duty of Care

All staff, regardless of role, level of seniority and location, have a responsibility to ensure the highest levels of safeguarding and promoting the welfare of our pupils, and we expect all our staff and volunteers to share this commitment. We must collectively create an environment where children feel safe to learn, play, and grow. Children should feel comfortable in their surroundings and know that they can approach any responsible adult with any problems or concerns.

All staff must be able to identify any children who are at risk of harm, and know the characteristics of abuse or neglect. If you suspect or confirm harm then it's essential you know what actions to take.

Annual safeguarding training is offered to all staff at Leigh Academies Trust, and it is the staff member's responsibility to be aware of the most up to date guidance documented in the [Keeping Children Safe in Education document \(Department of Education\)](#).

## Notes

The job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. This job description is





not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and may be subject to modification or amendment at any time after consultation with the holder of the post.

The duties may be varied to meet the changing demands of the academies/business unit at the reasonable discretion of the CEO. This job description does not form part of the contract of employment. It describes the way the post-holder is expected and required to perform and complete the particular duties as set out in the foregoing.



# Person Specification

As a Trust we seek to recruit talented individuals who can not only help to build the success of our academies but also people who are engaging and passionate about everything they do.

For the role of Academies Director, we would expect candidates to demonstrate:

## Education & Qualifications

### *Essential*

- Qualified Teacher Status, including relevant degree
- Evidence of appropriate professional development
- Willingness to continue professional development

### *Desirable*

- NPQH or equivalent

## Knowledge & Understanding

### *Essential*

- Ability to use comparative data, benchmarking and target setting data
- Ability to think strategically and plan for educational improvement
- Knowledge of effective teaching, learning and assessment methods
- Understanding of effective leadership
- Knowledge of and/or commitment to International Baccalaureate curriculum programmes for all year groups and school types.

### *Desirable*

- Knowledge of new technologies and use of a learning platform to support learning and teaching

## Experience

### *Essential*

- Experience in senior management as a principal or executive principal
- Clear evidence of leading a team to accelerate progress

### *Desirable*

- Experience and knowledge of all phases of education

## Key Competencies

### *Essential*

- A driver of engagement with a variety of audiences
- A driver of results
- High levels of resilience
- Communicates effectively
- Action-orientated
- Demonstrates self-awareness



## Skills & Attributes

### Essential

- An effective and inspirational leader
- High level of emotional intelligence
- Strategic vision for raising standards in all phases of education
- Ability to lead change bringing all stakeholders with you
- Ability to develop effective relationships with leaders and external stakeholders
- Excellent organisational skills
- Ability to prioritise, meet deadlines and work under pressure

## Teaching & Learning

### Essential

- Strong understanding of what makes an outstanding classroom practitioner
- Development of a range of teaching and learning styles
- Experience in raising academic standards
- Expertise in monitoring classroom performance
- Evidence of the impact of coaching/support for individuals

## Motivation & Personality

### Essential

- Positive and optimistic
- Sense of accountability
- Good sense of humour
- A constant drive for improvement
- Excellent attendance record
- Able to work in a professional manner as part of a team

## Motivation & Personality

### Essential

- Flexibility
- Strategic understanding of current educational issues
- Willingness to contribute to the wider ethos of the Trust



# Your Application

We recommend taking the time to review the job description and person specification in order to also tailor your application to show how your skills and experience align with the role.

You'll need to have the following ready when applying:

- Personal details/contact information
- An up-to-date CV and/or personal statement
- Employment and education history
- Contact details for a minimum of 2 references

## Join our Talent Network

If this is not quite the right opportunity for you, but you would like to stay in touch, you can join one of our Talent Networks today by [clicking here](#).

A member of the Recruitment Team will be in touch to help find the right role for you!

