



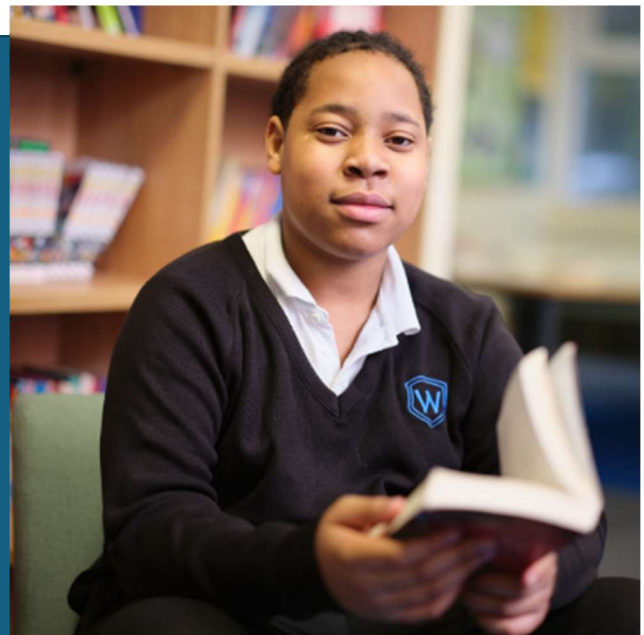
**Horizons Specialist Academy Trust**  
*Providing infinite opportunities*

# Chief Financial Officer Recruitment Pack

April 2026

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## Welcome from the CEO



Thank you for your interest in Horizons Specialist Academy Trust (HSAT).

At HSAT, everything we do is driven by a shared commitment to improving the lives of the young people we serve. Our academies provide inclusive, nurturing environments where pupils with special educational needs and disabilities are supported to thrive, and where staff are empowered to make a genuine difference every day.

We are proud to be a Trust where our values are lived, not just stated. Colleagues consistently describe HSAT as a place where there is “authentic and genuine care for staff” and a strong sense of teamwork. As one colleague shared, “I feel appreciated on a daily basis... it’s genuine.” This culture of trust, collaboration and shared purpose underpins everything we do.

As a specialist multi-academy trust, the role of Chief Financial Officer (CFO) is central to our success. This is not simply about financial stewardship; it is about enabling our academies to deliver the very best outcomes for pupils with SEND. The CFO plays a critical strategic role in ensuring that resources are used effectively, sustainably and with impact; supporting high-quality provision, investing in our workforce, and helping the Trust to grow in a way that remains true to our values. In a specialist context, this requires creativity, strong partnership working, and a deep understanding of how finance can support inclusion, innovation and long-term improvement.

As a growing Trust, we are committed to investing in our people. We place a strong emphasis on professional development, leadership opportunities and continuous improvement, ensuring that every colleague is supported to develop their skills and progress in their career. Just as importantly, we recognise the importance of wellbeing and work hard to create an environment where staff feel valued, supported and able to thrive.

Joining HSAT means becoming part of a community that is ambitious, compassionate and forward-thinking. You will be joining a Trust where your contribution matters and where, together, we strive to provide the very best opportunities for our pupils.

We look forward to welcoming you.

Rebecca Whelan

Chief Executive Officer

## About Horizons Specialist Academy Trust

### *Providing Infinite Opportunities – Ensuring the best education for our children and young people*

Horizons Specialist Academy Trust (HSAT) is a specialist multi-academy trust, underpinned by a single organisational and financial structure led by a Chief Executive.

The Trust comprises Abbey Hill Academy (including Abbey Hill Sixth Form), Archway Academy, Green Gates Academy, Hollis Academy, Mo Mowlam Academy, The Meadows Academy, The Woodlands Academy and Westlands Academy.

Together, these eight provisions support approximately 1,000 children and young people with a range of special educational needs and disabilities.

Our vision of ‘Providing infinite opportunities, ensuring the best education for our children and young people’ is a bold one. Our aim ‘to do more and to do it better’ at every level for our pupils, their families and the wider Trust community is key and is underpinned by our values of providing:

- Opportunities for all
- Opportunities to care
- Opportunities together, and
- Opportunities for life



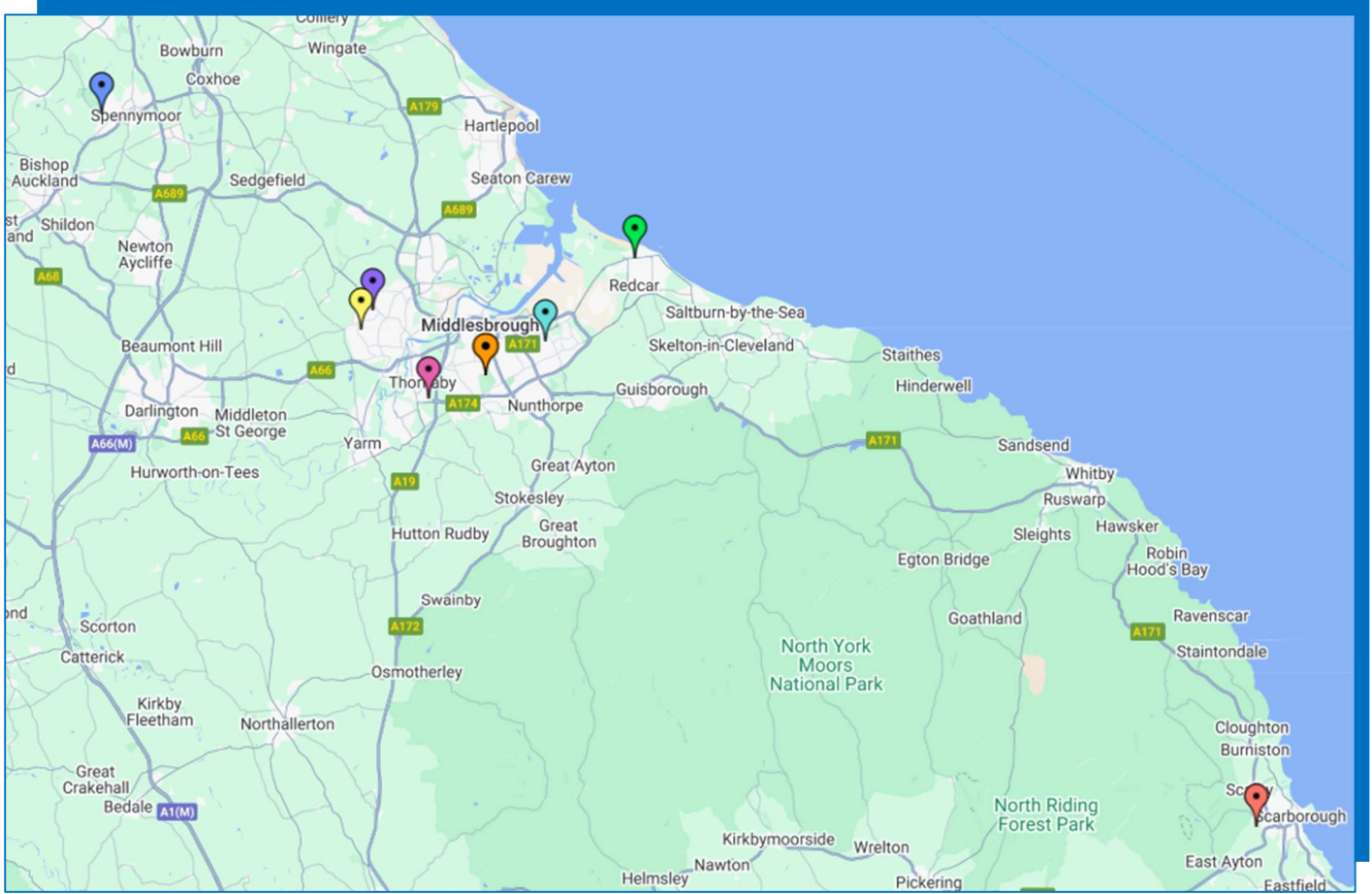
We are a caring, inclusive organisation dedicated to working in partnership as a family of schools where we champion all children and young people, as well as the staff that support them. Working in collaboration with stakeholders and the wider professional and local community demonstrates our commitment to our civic duty and is evidence of our moral purpose.

We have high aspirations for ourselves and others. Our belief that a child’s future should be defined by their talents and aspirations, not limited by the challenges that they face, is a key driver in seeking to improve the life chances of all our pupils.

We recognise that ensuring our pupils are safe, receive a high quality and inclusive education, and are confident and prepared to play an active role in society is only possible when we have an effective and strong multi-academy trust.

The shared core values of our Trust remain constant and relevant at all levels and our governance framework helps to drive excellence in all that we do.

# Our Academies



Abbey Hill Academy



Archway Academy



Green Gates Academy



Hollis Academy



Meadows Academy



Mo Mowlam Academy



Westlands Academy



The Woodlands Academy



## Our Team



Abbey Hill Academy



Abbey Hill Academy Sixth Form



Archway Academy



Green Gates Academy



Hollis Academy



The Meadows Academy



Mo Mowlam Academy



Westlands Academy



Woodlands Academy

Without exception, everyone is deeply committed to the very highest outcomes, regardless of their role, recognising the strength of collective contribution and effort.

### Leaders

Academy leaders, driven by exceptional Principals, focus relentlessly on students and their outcomes. They are purposeful and ambitious, continually seeking better ways to improve within a culture of success, and doing what it takes to make a meaningful difference to the lives of children and young people with SEND.

Central team leaders, guided by an inspiring Chief Executive and a skilled Executive Leadership Team, lead high-performing services that add real value to our academies. This includes expertise across education standards, people, governance and compliance, estates, and IT, ensuring the right conditions are in place for academies to thrive. By providing strong strategic and operational support, they enable academy leaders to remain focused on what matters most - delivering strong pupil outcomes.

Governance across the Trust is robust, rigorous and proportionate, offering both professional support and constructive challenge. This ensures leaders remain focused on continuous improvement and achieving the best possible outcomes for students with SEND.

Our leaders maintain a clear focus on long-term success, never allowing the urgent to distract from what is most important.

### Teachers

Our teachers are highly effective in the classroom, both in the uncompromising quality of their teaching and in the perceptive and individualised attention they give to students. They are passionate about the subjects they teach and dedicated to the children and young people in their care. Our teachers are carefully recruited and expertly supported to make sure they, like our students, are the very best they can be.

### Support Staff

Our support staff are integral to the success of our Trust and form a vital part of the wider staff cohort, working alongside teachers and leaders to secure the best possible outcomes for our students. They bring specialist expertise, professionalism and dedication to their roles, whether working directly with students or enabling high-quality provision behind the scenes. Like our teachers, they are carefully recruited, well-trained and continually developed, ensuring they have the skills and knowledge to make a meaningful difference every day. Their contribution is essential in creating the conditions in which our academies can operate effectively and our students can thrive.

## Why Work for HSAT?

At HSAT, we want to be an employer of choice for employees and for that reason we are very proud to be recognised by Investors in People as a Gold organisation for **We invest in people** and Silver for **We invest in wellbeing**. Our consistently low staff turnover reflects high levels of staff satisfaction and a positive working environment where colleagues feel supported and valued.

We believe that the children and young people in our care deserve the very best staff who are highly effective at what they do. We want our employees to take pride and satisfaction in their work. This means that one of our fundamental priorities is to ensure that all our employees feel valued, knowing that the role they fulfil is vital to transforming the life chances of our children and young people.

HSAT is built on strong and stable financial foundations, offering a secure platform rather than a turnaround environment. With clear, ambitious plans for sustainable growth, the CFO will play a pivotal role in shaping the Trust's financial strategy, supporting expansion, and ensuring long-term value and impact for our schools and communities.

## What We Offer at HSAT

### **Health & Wellbeing**

Access to a wide range of support for your physical and mental wellbeing, helping you stay healthy and supported at work.

### **Professional Development**

Opportunities to learn, grow and progress through high-quality training and career development pathways.

### **Tailored Training**

Access to individualised development and a blend of in-house and external training—both face-to-face and virtual.

### **Comprehensive Induction**

A structured induction programme to help you feel confident from day one, covering culture, safeguarding, key information, and expectations.

### **Family-Friendly Working**

Supportive policies including flexible working and special leave to help you balance work and home life.

### **Pension Benefits**

Access to the Local Government or Teachers' Pension Scheme, depending on your role.

### **Cycle to Work Scheme**

Save money on a new bike and promote a healthier, more sustainable co

### **A Supportive Culture**

Be part of a Trust that genuinely cares, where staff feel valued, supported, and part of a strong team. Evidence of this is reflected in our current Staff Retention rate of 97.5%.

## Tending the Team

At HSAT, we recognise that working in schools is extremely rewarding, but we haven't lost sight of the fact that it is often challenging and burdensome. All our employees have access to our HSAT wellbeing offer to promote positive mental and emotional wellness. This centres around a suite of staff provision such as bite-size online wellbeing training to help maintain work-life balance, free access to professional counselling and even a health and wellbeing week each half term, during which all meetings are cancelled. In short, we take care to care.

### HSAT Central Team

As a senior leader within HSAT, you will work alongside a highly skilled and experienced Central Team, primarily based at the Abbey Hill Academy site. The Central Team provides strategic leadership and expert support across finance, estates, business operations, safeguarding, HR and IT, enabling our academies to operate effectively and focus on delivering exceptional outcomes for pupils.

Working in close partnership with academy leaders, the Central Team ensures that services are responsive, high-quality and tailored to the specific needs of each academy. This collaborative approach is central to driving consistency, efficiency and continuous improvement across the Trust.

HSAT is committed to being an employer of choice. We operate in line with the School Teachers' Pay and Conditions Document and National Joint Council guidelines, and we recognise continuity of service for all employees joining the Trust. This ensures that our people are valued and rewarded in a way that compares favourably across the sector.

### What do others say about HSAT?

#### Ofsted

Working for HSAT offers the opportunity to be part of a highly supportive and values-driven organisation, as reflected in its Ofsted reports. Inspectors consistently highlight the Trust's strong leadership, inclusive ethos, and commitment to ensuring that every pupil - regardless of need - can thrive. Staff benefit from a collaborative working environment where professional development is prioritised, and where teamwork is central to improving outcomes for pupils with special educational needs and disabilities.



Ofsted findings also emphasise the positive relationships between staff and pupils, creating a calm, respectful, and purposeful atmosphere across HSAT schools. Employees are supported to innovate and adapt their practice, with a clear focus on high-quality teaching, wellbeing, and continuous improvement. As part of HSAT, staff are not only educators but advocates, making a meaningful difference in the lives of young people every day.

## Investors in People

Working for HSAT is described as a highly supportive, values-driven experience where staff feel trusted, valued, and part of a strong team. The most recent IIP report (November 2025) highlights a culture of genuine care, professional growth, and collaboration, with many employees emphasising the positive relationships and shared mission to improve young people's lives.

### Selected staff voice quotes:

- *“There is really authentic and genuine care for staff... I am very lucky.”*
- *“I feel appreciated on a daily basis... it’s genuine.”*
- *“Everyone works as a team. SLT has your back.”*
- *“It’s more of a family vibe, as opposed to a work environment.”*
- *“I just feel that I am valued and there is progress for me to make personally and professionally.”*

Together, these insights show HSAT as an organisation where staff are supported to thrive, feel recognised, and are united by a shared commitment to making a difference.

### What did our staff say in the most recent HSAT survey?

- “Everyone is open to new ideas here and values what others bring – it’s a genuinely collaborative place to work.”
- “I genuinely love my job – I feel supported, valued, and surrounded by amazing colleagues, with real opportunities to grow and develop my career.”
- “It’s a professional organisation with strong integrity, where you feel trusted to do your job and recognised for doing it well.”
- “The culture is incredibly supportive and welcoming – there’s a real team ethos, no cliques, and a sense that everyone has your back.”
- “What makes this a great place to work is the people – we support each other, share responsibility, and are all focused on doing the best for our pupils.”



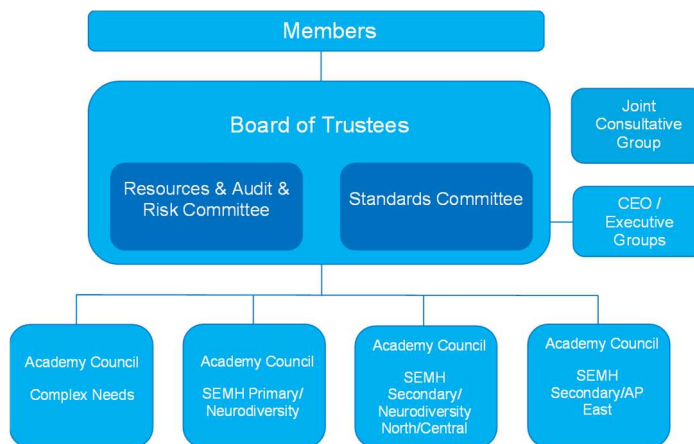
## Our Governance Structure

Our Board of Trustees has collective accountability and strategic responsibility for the Trust. It has a focus on ensuring the Trust delivers an excellent education to pupils while maintaining effective financial management and ensuring compliance with the Trust's charitable objects; regulatory, contractual and statutory requirements and the funding agreement.

Trustees own key aspects of our strategic plan enabling them to monitor progress of our strategic plan and hold leaders to account.

Local governance is achieved through our Academy Councils. The Trust's Academy Councils advise the Trust Board, through the Standards Committee, on matters relating to individual academy provision and achievement. Academy Council meetings hold Principals and senior leaders to account for the delivery of key aspects of the Trust's strategic plan and academy-level action plans.

Financial stewardship and oversight are provided through the Resources & Audit & Risk Committee (RAR), where the Chief Financial Officer (CFO) plays a key role in supporting governance by providing financial insight, assurance and robust scrutiny of resource management across the Trust.



### Our Academies:

	Age Range	Needs	Local Authority	Commissioned Places (26/27)	Ofsted rating
<b>Abbey Hill Academy (plus Sixth Form)</b>	11-19	MLD, SLD, CLD, PMLD, Autism	Stockton	357	Good
<b>Archway Academy</b>	11-16	PRU	Redcar and Cleveland	85	Good
<b>Green Gates Academy</b>	5-11	SEMHD	Stockton	50	Good
<b>Hollis Academy</b>	11-16	SEMHD	Middlesbrough	85	Good
<b>Mo Mowlam Academy</b>	5-16	SEMHD	Redcar and Cleveland	104	Good
<b>The Meadows Academy *(joined Feb 25)</b>	11-16	SEMHD	Durham	66	Requires Improvement*
<b>The Woodlands Academy</b>	2-16	MLD, SLD, CLD, PMLD, Autism	North Yorkshire	164	Good
<b>Westlands Academy</b>	11-16	SEMHD	Stockton	85	Good

## Key Details

<b>Role</b>	Chief Financial Officer (CFO)
<b>Location</b>	Abbey Hill Academy, Stockton
<b>Closing Date</b>	12 noon, Wednesday, 20 <sup>th</sup> May, 2026
<b>Interviews</b>	4 <sup>th</sup> and 5 <sup>th</sup> June 2026
<b>Induction &amp; handover</b>	ASAP, depending on availability of successful candidate
<b>Start Date</b>	1 <sup>st</sup> September 2026
<b>Salary</b>	Circa £80,000 (depending on experience and wider portfolio responsibilities)
<b>Pension</b>	Local Government Pension Scheme (LGPS)
<b>Working Hours</b>	37 hrs whole time.
<b>Holidays</b>	27 days + statutory bank holiday (increasing to 32 days after 5 years' service)
<b>Notice</b>	The appointment will be terminable by three months' notice in writing on either side, subject to successful completion of a six-month probation period.
<b>General</b>	<p>The successful candidate will be required to complete medical forms and may undergo a full medical examination. The successful candidate will be required to provide proof of eligibility to work in the United Kingdom in accordance with the Asylum and Immigration Act 1996, before employment may commence.</p> <p>An enhanced disclosure from the Disclosure and Barring Service will be requested in the event of a successful application.</p>

Please read the information in this pack. If you are interested in applying, please apply by downloading the non-teaching application form from our website [www.horizonstrust.org.uk](http://www.horizonstrust.org.uk)

The Trust have partnered with Edwin People for this recruitment. **Completed application forms should therefore be emailed to:** [executiverecruitment@edwinpeople.com](mailto:executiverecruitment@edwinpeople.com)

If you have any questions about the vacancy or would like to visit Horizons Specialist Academy Trust or one of our Academies, please don't hesitate to contact us by email to [executiverecruitment@edwinpeople.com](mailto:executiverecruitment@edwinpeople.com) or by calling **07713 669323**.

## About the Role

Horizons Specialist Academy Trust consists of eight academies and one sixth form across Tees Valley, Durham and North Yorkshire serving approximately 1,000 students aged 2 to 19 with a broad range of learning difficulties.

The Trust is seeking to appoint an exceptional and strategic Chief Financial Officer (CFO) to join its Executive Leadership Team. Based at Abbey Hill Academy, the CFO will play a pivotal role in shaping the financial sustainability and long-term strategic direction of the Trust during an important phase of growth and development.

Reporting directly to the Chief Executive and working closely with the Board of Trustees, the CFO will be responsible for leading all aspects of financial strategy, planning and operations across the Trust. This includes ensuring robust financial governance, delivering value for money, and enabling informed decision-making that supports improved outcomes for pupils.

The CFO will also provide leadership to the central finance function and contribute more broadly to Trust-wide strategy, working collaboratively with senior leaders across education and operations to ensure alignment between financial planning and organisational priorities.



### The successful candidate will:

- Be a qualified accountant (ACA, ACCA, CIMA or equivalent) with significant senior leadership experience.
- Demonstrate a strong track record of strategic financial leadership within a complex organisation (experience within the education or public sector is desirable but not essential).
- Have experience of advising Boards and senior stakeholders, with the ability to translate financial information into clear strategic insight.
- Provide strong financial governance and ensure compliance with all statutory and regulatory requirements.
- Be an inspirational and collaborative leader, able to develop high-performing teams and build effective relationships across the Trust.
- Bring commercial acumen and a focus on efficiency, sustainability and continuous improvement.



### The Trust can offer:

- An ambitious and forward-thinking Chief Executive Officer and Board of Trustees.
- A highly collaborative and supportive Executive Leadership Team.
- A committed and skilled Central Team across Finance, HR, Estates, IT and Operations.
- Well-established systems, processes and infrastructure.
- Extensive and varied professional learning opportunities.

If you have the vision, expertise and leadership to drive financial excellence and support the continued success of the Trust, we would very much like to hear from you. Please apply by downloading the application form from our website [www.horizonstrust.org.uk](http://www.horizonstrust.org.uk). **Completed application forms should be emailed to [executiverecruitment@edwinpeople.com](mailto:executiverecruitment@edwinpeople.com)**

If you have any questions about the vacancy or would like to visit Horizons Specialist Academy Trust or one of our Academies, please don't hesitate to contact us by email to [executiverecruitment@edwinpeople.com](mailto:executiverecruitment@edwinpeople.com) or by calling **07713 669323**.

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore will be subject to an enhanced DBS check from the Disclosure and Barring Service. Please note – if you are shortlisted, you will be subject to an online search. This is not part of the shortlisting process, and you will have the opportunity at interview to address any issues of concern that come up during the search.

## Job Description

Post: Chief Financial Officer (CFO)  
Pay Range: Circa £80,000 (*depending on experience and wider portfolio responsibilities*)  
Responsible to: Chief Executive Officer (CEO)  
Responsible for: Finance Team

### Core Purpose

The Chief Financial Officer (CFO) is a key member of the Executive Leadership Team, providing strategic financial leadership and contributing to the effective leadership of key enabling services across Horizons Specialist Academy Trust.

The postholder will ensure the long-term financial sustainability of the Trust, alongside oversight and development of a range of central functions that support operational effectiveness. This will include ensuring robust financial governance, effective resource management and full compliance with statutory and regulatory requirements.

The CFO will play a pivotal role in enabling high-quality educational outcomes through strong financial stewardship, strategic planning and informed decision-making, as well as ensuring that Trust-wide support services are efficient, well-coordinated and aligned to organisational priorities.

### Key Responsibilities

#### 1. Strategic Financial Leadership

- Lead the development and delivery of the Trust's financial strategy, ensuring alignment with the Trust's vision, growth plans and school improvement priorities.
- Advise the CEO, Trustees and Executive Team on financial planning, risk management, scenario modelling and long-term sustainability.
- Develop and oversee medium- and long-term financial plans, ensuring the Trust remains financially resilient.
- Contribute to Trust-wide strategic decision-making, ensuring financial implications are fully understood and considered.
- Lead financial due diligence for new academies joining the Trust.

#### 2. Financial Management and Compliance

- Ensure effective financial management across the Trust, including budget setting, monitoring and reporting.
- Oversee the preparation of statutory accounts, management accounts, cash flow forecasts and all statutory returns (e.g. DfE & HMRC).
- Ensure full compliance with the Academy Trust Handbook, funding agreements and all relevant statutory and regulatory frameworks.
- Maintain robust internal control systems to safeguard public funds and ensure value for money.
- Oversee payroll, pensions and financial systems to ensure accuracy, compliance and efficiency.

### **3. Governance, Risk and Audit**

- Provide high-quality financial reporting to the Board of Trustees and the Resources & Audit & Risk Committee.
- Lead on financial governance, ensuring strong accountability, transparency and compliance across the Trust.
- Oversee internal and external audit processes, ensuring timely responses to findings and continuous improvement.
- Lead the development and maintenance of the Trust's risk register and risk management framework.
- Advise on fraud prevention, financial probity and ethical financial practice.

### **4. Operational and Business Leadership**

- Contribute to the strategic leadership of Trust-wide support services, working collaboratively across key corporate functions to ensure effective and efficient operations.
- Provide strategic oversight of estates and capital investment planning, supporting effective prioritisation and delivery of projects.
- Work in partnership with senior leaders responsible for HR, estates, IT and other enabling services to support cohesive Trust-wide operations.
- Drive value for money and efficiency across Trust operations, including procurement, contracts and service delivery.
- Support income generation, funding opportunities and financial sustainability initiatives.

*(The precise operational portfolio may be shaped to reflect the strengths and experience of the successful candidate.)*

### **5. Leadership and Team Development**

- Lead, manage and develop the central finance team and associated support functions across the Trust.
- Build a high-performing, customer-focused service that supports academies effectively.
- Ensure strong financial capability across leaders and budget holders through training and support.
- Promote a culture of collaboration, accountability and continuous improvement.

### **6. General Responsibilities**

- Act as a visible and values-driven leader across the Trust.
- Uphold the Trust's ethos, safeguarding responsibilities and commitment to equality and inclusion.
- Represent the Trust in external networks and partnerships as required.
- Undertake any other duties commensurate with the seniority of the role.

The duties outlined in this job description may be modified by the Trust's Board, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title. It will be reviewed on a regular basis.

*We are committed to safeguarding and promoting the welfare of children, young people and adults and expect all staff and volunteers to share this commitment. All posts at Horizons Specialist Academy Trust are subject to pre-employment checks including, but not limited to, initial and periodic enhanced level checks with the Disclosure and Barring Service.*

**April 2026**

## Person Specification

Essential Criteria	Stage Identifier
<b>Qualifications &amp; Education:</b>	
E1 - Fully qualified accountant (ACA, ACCA, CIMA, CIPFA or equivalent)	AF/C
<b>Experience:</b>	
E2 - Significant senior leadership experience in a financial role within a complex organisation	AF/I/R
E3 - Proven experience of strategic financial planning, budgeting and resource management	AF/I/R
E4 - Experience of working with Boards or Trustees, providing high-level financial advice and reporting	AF/I/R
E5 - Strong understanding of financial governance, audit, risk management and internal controls	AF/I/R
E6 - Experience managing and developing high-performing teams	AF/I/R
<b>Knowledge and Skills:</b>	
E7 - Strong understanding of financial regulations and compliance frameworks	AF/I/R
E8 - Ability to interpret complex financial information and present it clearly to non-financial stakeholders	AF/I/R
E9 - Strong commercial and strategic acumen, with a focus on efficiency and value for money	I/R
E10 - Knowledge of funding, Academy Trust Handbook and associated regulatory requirements	AF/I
E11 - Experience of managing procurement, contracts and financial systems	AF/I/R

E12 - High level analytical, problem-solving and decision-making skills	I/R
E13 - Excellent communication and influencing skills	AF/I/R
E14 - Experience of leading, challenging and developing staff to secure improvement	AF/I/R
E15 - Strong ICT competency, including the effective use of financial systems, data analysis tools, and Microsoft Office applications to support strategic decision-making and operational efficiency	AF/I/R
<b>Leadership and Personal Attributes:</b>	
E16 - Strategic thinker with the ability to balance long-term planning and operational delivery	AF/I
E17 - Collaborative and inclusive leadership style, with the ability to build strong relationships across a Trust	AF/I
E18 - High levels of integrity, professionalism and accountability	AF/I/R
E19 - Resilient and adaptable, with the ability to manage competing priorities in a complex environment	AF/I
E20 - Commitment to the values and vision of Horizons Specialist Academy Trust	AF/I/R
<b>Personal Attributes:</b>	
E21 - Ability to inspire, motivate and innovate	AF/I/R
E22 - Presence, integrity, creativity and resilience	I
E23 - Ability to prioritise, plan and organise	AF/I/R
E24 - Ability to communicate clearly and deal sensitively with people	I
E25 - A commitment to equal opportunities, inclusion and multi-cultural education	AF/I
E26 - Calm and caring nature in dealing with the challenges of the role	I/R
E27 - Capacity to make difficult, but fair and objective, decisions in the interests of children and young people	AF/I

E28 - A commitment to serving the needs of young people with SEN & SEMHD.	I
<b>Special Requirements:</b>	
E29 - Suitable to work with children/young people	D

Desirable Criteria	Stage Identifier
<b>Qualifications &amp; Education:</b>	
D1 – Master’s Degree or MBA in a relevant subject/area	AF/C
<b>Experience:</b>	
D2 - Experience working within an academy trust or education/public sector environment	AF/I/R
D3 – Experience of securing and managing funding within the academy sector, alongside a strong working knowledge of the Academy Trust Handbook and its associated regulatory and compliance requirements	AF/I
D4 - Experience of supporting organisational growth, including mergers or academy conversions	AF/I
D5 - Experience overseeing estates, IT, HR or wider operational functions	AF/I
D6 - Evidence of continued professional development and leadership training	AF/I/R

**NOTE:** The person specification is related to the key accountabilities of the post as determined by the job description. Shortlisting is carried out on the basis of how well you meet the requirements of the person specification. You should refer to these requirements when completing your application.

The post is subject to a clear Enhanced Disclosure and Barring Service Check. Issues arising from references will be taken up at interview; all appointments are subject to satisfactory references.

Horizons Specialist Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.



**Horizons Specialist Academy Trust**  
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Abbey Hill Academy



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