



# Academy Transformation Trust

Applicant Information Pack





# About Academy Transformation Trust

Academy Transformation Trust (ATT) operates 22 academies across England, comprising 10 secondary schools, 10 primary schools, a special school and an FE college. At ATT, our ambition is that every person who passes through our schools and colleges becomes an educated person – able to take a rightful place in the community of educated people and to join what Robert Maynard Hutchins called “the Great Conversation.” An ATT education stresses history, the scientific mode of thinking, the disciplined use of language, a wide-ranging knowledge of the arts and religion, and the continuity of human enterprise. We aspire for everyone, regardless of their starting point, to leave us capable, competent, and confident.

## Our Values

ATT2030 sets a values-driven culture that is explicit about how we work and lead:

- **Belonging & Becoming:** we meet each child where they are and refuse to leave them there – giving them both roots and wings.
- **Integrity & Excellence:** we act ethically, celebrate excellence, and pursue high standards in all that we do.
- **High Trust, High Accountability:** decision-making sits close to pupils and communities; principals are trusted as strategic leaders; the central team acts as expert partner; accountability is professional, dialogic, and focused on learning and improvement.

## Our Three Goals

Everything in ATT2030 is organised around three interlinked goals that describe the kind of people – pupils and adults – we are forming:

- **Capable:** equipped with the knowledge, skills, and emotional readiness to perform to a high standard, adapt to change, and contribute meaningfully.
- **Competent:** possessing the knowledge, habits, and judgement to get things done – well, reliably, and independently – handling setbacks and making steady progress.
- **Confident:** feeling safe, happy, and known – secure enough to take risks, speak up, and grow with purpose and integrity.

## Our Nine Aims (by 2030)

These goals translate into nine aims that define success for ATT by 2030:

### Capable

1. Professional Excellence – Skilled professionals delivering consistently high standards.
2. Fluent Learners and Thinkers – Confident, curious learners fluent in communication and technology.
3. Multiple Pathways to Success – Diverse routes that recognise varied talents and passions.

### Competent

4. Purposeful, Knowledge-Rich Learning – rigorous, meaningful learning that enriches lives.
5. Unwavering Focus – purposeful use of time and energy on what matters most.
6. Strength Through Challenge – resilience built by tackling challenge and learning from it.

### Confident

7. Valued and Empowered Individuals – everyone known, valued, and supported to be their best.
8. Leading with Integrity, Celebrating Excellence – values-led leadership and cultures that recognise excellence.
9. Moments That Shape Us – deliberate rites of passage and significant experiences that foster growth and self-discovery



## We Are Moving...

In December 2026 the Trust's Head Office will move to a new location in Peterborough, which will provide us with an exceptional working space. Please find out more about the space below:

[Overview - WestPoint Peterborough](#)

[Location - WestPoint Peterborough](#)

## Working at ATT

We are committed to creating an exceptional colleague experience. Through our People Strategy, colleagues are encouraged to belong, become, contribute and thrive.

- **Belong:** feel welcomed, respected and connected.
- **Become:** develop professionally through learning, coaching and leadership opportunities.
- **Contribute:** make a meaningful difference through purposeful work and high professional standards.
- **Thrive:** experience wellbeing, fulfilment and a positive working environment.

## ATT Institute and Professional Development

At ATT, we believe professional growth is fundamental to organisational success. Our award-winning ATT Institute provides a framework for continuous professional learning, supporting colleagues at every stage of their career.

You will have opportunities to contribute to and benefit from Trust-wide development initiatives, cross-functional collaboration and professional networking.

## Employee Benefits and Wellbeing

ATT is committed to supporting colleague wellbeing and creating an environment where people can thrive professionally and personally.

- Access to Vivup benefits platform.
- Flexible and agile working opportunities where appropriate.
- Employee wellbeing support.
- Professional development opportunities.
- Trust-wide career progression opportunities.
- Professional networks and communities of practice.
- This role attracts a Local Government Pension Scheme.

## Recruitment and Selection Process

You can expect the recruitment and selection process to be transparent, values-led and aligned with the job description and person specification.

Candidate information that gives clear detail about the role, responsibilities, pay and development opportunities.

- A point of contact within the Trust recruitment team to advise on each step of the process.
- A comprehensive vetting process that meets safer recruitment expectations.
- Selection for interview based on the job description and person specification.
- An opportunity to ask questions and engage in a full interview discussion about the role.
- Timely communication about the outcome and an opportunity to receive feedback.

## Induction and Onboarding

If successful, you will receive a Trust induction and a role-specific induction designed to help you understand the policies, systems, relationships and priorities that will enable you to succeed.

- Regular opportunities to meet with your line manager.
- Information about policies, processes and procedures relevant to the role.
- Access to the equipment and systems needed to begin the role effectively.
- Connections with key colleagues across finance, operations and academies.

## Safeguarding Commitment

Academy Transformation Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. We expect all colleagues and volunteers to share this commitment and to uphold the highest standards of safeguarding practice.

All appointments are subject to robust safer recruitment procedures and appropriate pre-employment checks in line with statutory guidance.





EMPLOYER RECOGNITION SCHEME

**GOLD AWARD 2021**

*Proudly serving those who serve.*