

## Executive Leadership Group

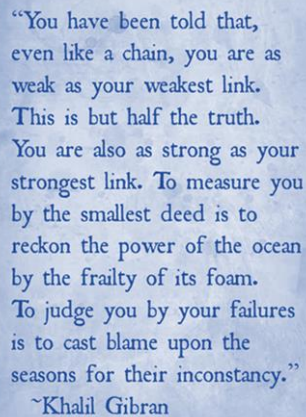
### Terms of Reference

This Executive Leadership Group has collective responsibility for the strategic oversight of all aspects of the well-being and success of each individual academy within Abbey Multi Academy Trust and, therefore, across the Trust.

This leadership layer is designed to increase strategic and collaborative capacity and, ultimately, improvement within Abbey Multi Academy Trust. The Group accepts the moral responsibility and imperative to impact on student outcomes and development by working **In partnership to Educate, Nurture and Empower** all staff and students.

Central to the well-being of our Multi Academy Trust is the idea of Koinonia or community. We are a family of schools made up of individual staff and students; all are needed and valued, and each person is important to the whole.

We adopt a collegiate approach of mutual support for each other and the sharing of expertise ('we not me') and operate under the premise that we are as strong as our strongest link:



“You have been told that, even like a chain, you are as weak as your weakest link. This is but half the truth. You are also as strong as your strongest link. To measure you by the smallest deed is to reckon the power of the ocean by the frailty of its foam. To judge you by your failures is to cast blame upon the seasons for their inconstancy.”  
~Khalil Gibran

#### Members:

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|---|--|
| ➤ Carol Kitson  | CEO/Executive Principal (Secondary)        |
| ➤ Helen Pratten   | Executive Principal (Primary)              |
| ➤ Jon Norden  | Principal (Abbey Grange C of E Academy)    |
| ➤ Tom Rothwell  | Principal (Lightcliffe Academy)            |
| ➤ Ian Harmer  | Director of Finance and Corporate Services |
| ➤ Dan Whieldon  | Director of Academy Effectiveness          |
| ➤ Catherine Garrett   | Director of Performance and Standards      |
| ➤ Heads or Principals of schools or academies who have agreed to join the Trust |  |

## Purpose:

- To support and assist the CEO by providing dynamic and professional leadership and management across Abbey Multi Academy Trust
- To reflect 'policy in practice' by sharing and modelling the Trust's vision and values in work and practice.
- To develop and motivate staff throughout the Trust through the actions and decisions of the Group.
- To set high expectations for staff and students
- To embed learning and teaching strategies to ensure progress, assure standards and raise achievement.
- To contribute to rigorous and on-going self-evaluation for individual academies across the Trust, on the premise that the whole can only be as good as its weakest link and we work collectively so that the whole is as strong as the strongest link.
- To maintain clear expectations, high standards of professionalism and collaboration to meet the Trust's improvement and development priorities
- To address any underperformance and initiating appropriate intervention with individual academies.
- To collectively offer support and challenge for academies in the Trust in terms of standards and student outcomes.
- To collectively ensure Trust-wide improvement work, ensuring the vibrant sustainability of the Trust.
- To deliver academy improvement within the Trust and within our local education communities.
- To lead by example, presenting a highly positive, professional role model for all stakeholders in the Trust.
- To liaise effectively with all stakeholders, including parents, students, connected schools, academies and nurseries, higher education institutions, the Diocese and local church groups, business and community partners and the wider community both collectively and as appropriate to designated strategic responsibilities.

## Remit and Responsibilities

### We will:

- Lead on the implementation and translation of the vision and strategy of the Trust into workable operational plans.
- Provide overall strategic leadership and, with others, lead, develop and support the strategic direction, vision, values and priorities of the Trust and the individual academies within it.
- Work to expand the scope and reach of Abbey Multi Academy Trust within the Diocese of Leeds, increasing the prestige of the organisation on a local and national stage.
- Take a collegiate approach to the development of the Trust and each academy within it, by working in collaboration with the Local Governing Bodies, setting the direction and approach for each academy within the vision and strategic direction for the Trust set with the Board of Directors.
- Ensure there is appropriate consistency and collaboration across the Trust so that we all benefit from excellence and efficiencies.
- Ensure, as part of a self-improving school system, that the Trust is able to support itself, developing leadership capacity and system leadership so that the Trust can be self-sustaining and progressive.
- Work flexibly and creatively, recognising the different contexts, starting points and needs of individual academies.

Work co-operatively and supportively as a collective to cover key areas including:

- 🌍 Building vision and setting directions through whole-school organisation, strategy, development and widespread ownership of the direction
- 🌍 Teaching and learning
- 🌍 Management of staff and resources
- 🌍 Understanding and developing people at all levels
- 🌍 The development, implementation and evaluation the Trust's policies, practices and procedures.
- 🌍 Financial planning and sustainability
- 🌍 Development of Improvement Planning
- 🌍 Development of Self Evaluation practices
- 🌍 Quality assurance of all aspects of provision
- 🌍 Assessment of Risks

# School to School

## Consistency and Collaboration

