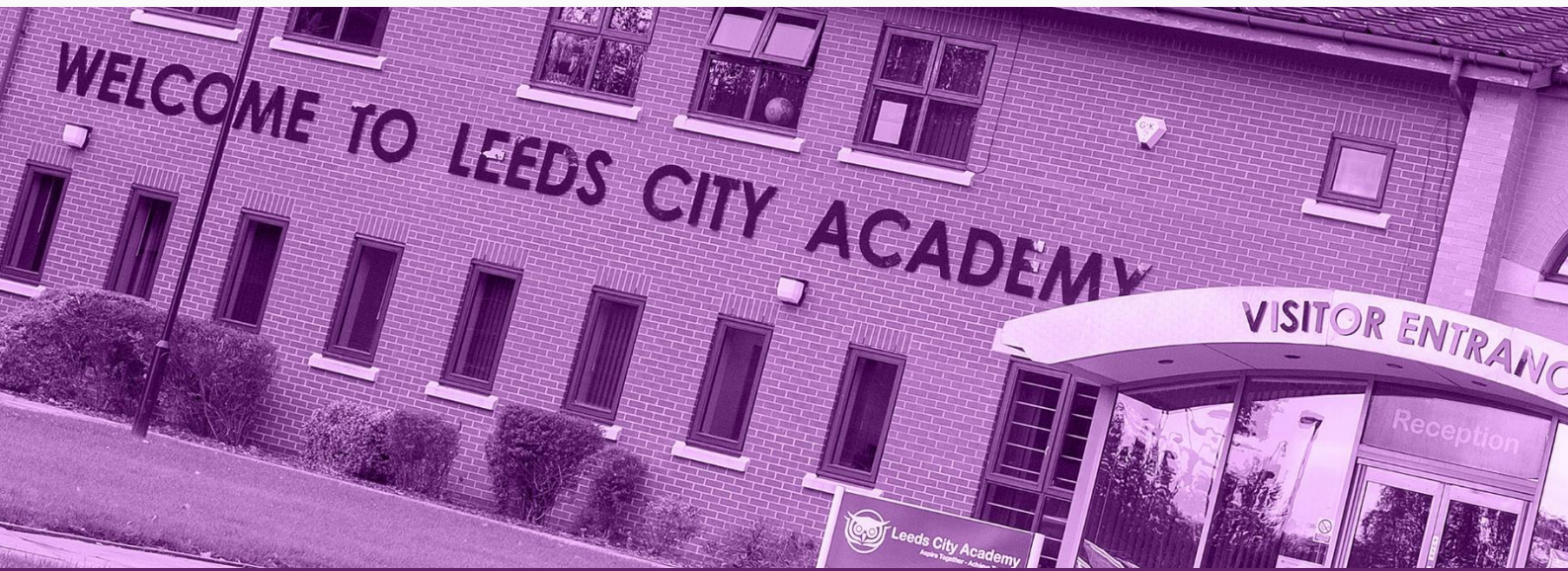




**Leeds City Academy**  
Aspire Together - Achieve Together



# APPLICATION PACK

**POST REFERENCE: 2343**

**ROLE: LEARNING RESOURCE MANAGER/LIBRARIAN**

**SALARY: C1 – ACTUAL SALARY £21,610 TO £23,683**

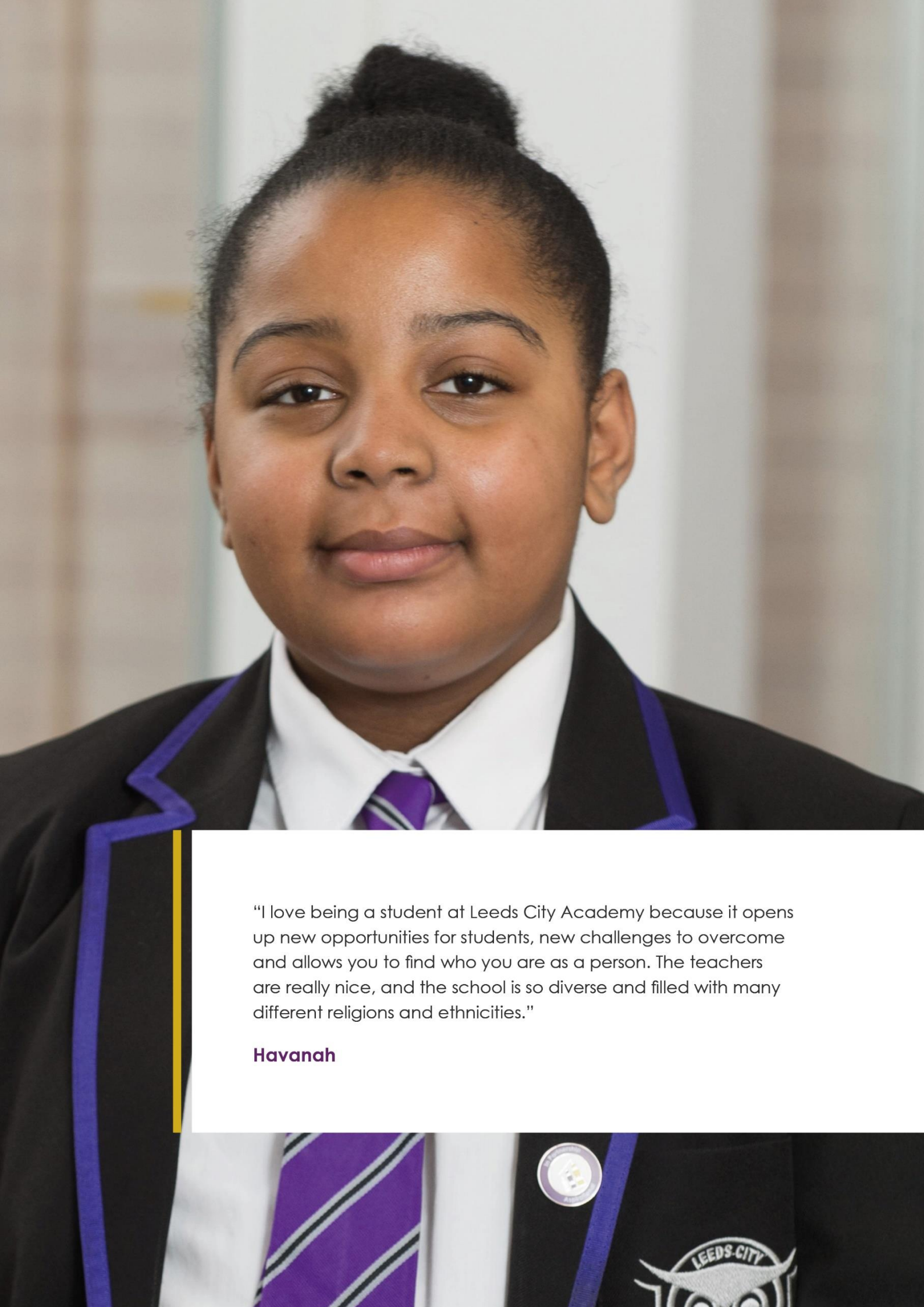
**HOURS: 37 HOURS PER WEEK, TERM TIME ONLY PLUS 10 DAYS – JOB SHARE ALSO CONSIDERED**

**START DATE: TO BE CONFIRMED, UPON COMPLETION OF PRE-EMPLOYMENT CHECKS**

**Leeds City Academy**  
Bedford Field,  
Woodhouse Cliff,  
Leeds, LS6 2LG

Telephone:  
0113 284 4260  
Email:

[recruitment@whiteroseacademies.org](mailto:recruitment@whiteroseacademies.org)



"I love being a student at Leeds City Academy because it opens up new opportunities for students, new challenges to overcome and allows you to find who you are as a person. The teachers are really nice, and the school is so diverse and filled with many different religions and ethnicities."

**Havanah**



# MESSAGE FROM THE TRUST

Dear applicant,

We are delighted that you are considering applying for a role within the White Rose Academies Trust. Your interest comes at an important and exciting time in the development of the trust and our relentless implementation of our 2025 vision. At the heart of this vision is the aim for more young people and colleagues to benefit from our community-focused philosophy; the belief that the education we deliver regenerates our communities and transforms lives.

In December 2020, we reached our first milestone when our first primary joined our trust as a sponsored academy. Already, this truly community-focused academy, now named Alder Tree Primary, has enriched our trust and so, our vision is one step closer to becoming reality. Therefore, you could not be joining us at a more exciting point in our ongoing transformation.



The power of a vision is best measured by the number of detractors who claim it cannot be achieved. In our roles as Chief Executive Officer and Executive Principal of the White Rose Academies Trust, it has been a privilege to witness the drive and determination with which our staff have implemented our vision, to ensure that our academies provide:

- world-class levels of teaching and learning,
- bespoke pastoral care that nurtures our students' aspirations,
- inspiring learning environments where our students can make mistakes and overcome their personal fears to become the best version of themselves,



- industry-leading continuous professional development for all staff, as investing in our colleagues is always the right thing to do,
- local centres of community transformation.

The hard work has been recognised, and whilst we know our work is far from complete, we are proud to have reached several milestones:

- 'Good' Ofsted ratings at all three secondary academies in 2019, with an 'Outstanding' rating at Leeds City Academy for Leadership and Management.
- We welcomed our first primary in late 2020, Alder Tree Primary.
- We began an aspirational journey in 2021 by joining High Performance Learning's 'World Class' school transformation programme.

Our dedicated staff, incredible governors and amazing students are relentless in their shared aim to create truly world-class schools. The trust strives daily to empower its academy Principals to create schools that truly represent the communities they serve. We insist that our academies and our trust are externally focused, obsessive in their quest to learn from the very best, never leaving self-improvement to chance. We see vacancies such as this as an opportunity to attract talent, bringing the best practice into our trust. By joining us, you become a crucial part of the team that will deliver our powerful vision. Together, we will transform lives.



## THE WHITE ROSE ACADEMIES TRUST “WE SAID, WE DID”



Yours sincerely,

Mr Andrew Whitaker  
**CEO, White Rose Academies Trust**  
**Deputy CEO Teaching and Learning,**  
**Luminate Education Group**



Yours sincerely,

Sarah Carrie  
**Executive Principal**

# MESSAGE FROM THE PRINCIPAL

**I am absolutely delighted to share this amazing opportunity at Leeds City Academy, as we seek to recruit another talented and aspirational professional to join our team.**

I am sure that having read about the White Rose Academies Trust, Leeds City Academy, our students and our continued journey of transformation, I am confident you will be keen to become an integral part of building something remarkable.

We have established a unique, positive, and transformative 'In Partnership' culture at Leeds City Academy which truly sets our school apart from others. Our 'In Partnership' values are affectionately referred to as the DNA of Leeds City Academy and this is something our wonderful students, staff, parents, and community are immensely proud of.

**The academy has enjoyed an impressive period of transformation across the last few years and was judged as 'good' overall by Ofsted in April 2019, securing an 'outstanding' judgement for the quality of leadership and management. The quality of education and teaching is very strong, student behaviour is extremely impressive, and the support provided for students is unrivalled.**

## SO, NOW IT'S OVER TO YOU...

- Are you eager to join a forward-thinking organisation committed to securing the highest educational, professional, and personal standards?
- Do you feel you will thrive within a culture that is driven by clear values that permeate everything we do?
- Are you keen to learn, develop and work 'In Partnership' with colleagues, students, parents and the community?
- Do you feel passionately about transforming student lives and the opportunities provided to our communities? If so, then we would be delighted to hear from you.



Yours sincerely,



Mr Richard Chattoe  
**Principal**



# JOB DESCRIPTION

**Post Reference:** 2343

**Job Title:** Learning Resource Manager/Librarian

**Grade:** C1 – Actual Salary £21,610 to £23,683

**Hours:** 37 Hours per week, Term Time Only plus 10 days – Job share also considered

**Accountable to:** Subject Leader of English

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## Role:

This is an extremely important role across the academy as we continue to build the profile and programmes that support students to read, develop their literacy skills and become lifelong lovers of reading and literature. The successful candidate(s) will assume responsibility for the management of the Learning Resources Centre (LRC), including managing resources, budget, and stock control. They will work with key Directors/Subject Leaders and teaching staff to provide a rich and vibrant environment to engage and motivate students both within and outside their curriculum lessons.

A key feature of this role will be ensuring the LRC provides a range of reading and reference materials, ensuring students can access materials to support, enrich and extend their learning, interests, and knowledge. They will establish, maintain, and develop a vibrant learning environment where students can read and study independently and/or in small groups including pre-school, social times and after school. This will include providing and increasing opportunities for students across the ability range (e.g., SEND, EAL Pupil Premium).

The engagement and development of students as young leaders is also an important area for development across the school and the Learning Resource Manager/Librarian will support this through working with small number of students to understand and develop their leadership skills through our Library Leaders programme.

NB: All post-holders at the White Rose Academies Trust are responsible for improving the outcomes for learners and upholding the ethos of the academies. Keeping Children Safe in Education and the guidance for Safer Working Practices directs the work of every adult working at or associated with the White Rose Academies Trust.

## Duties and Responsibilities:

- Work closely with Directors and Subject Leaders to develop and enrich their curriculum schemes of work by identifying resources and equipment that will be of use to them and their teaching staff.
- Work very closely with the Director and teachers of English to provide highly personalised reading intervention and booster sessions to support students reaching and exceeding their chronological reading age.
- Assist teachers in the delivery of lessons by ensuring that equipment prepared and organised.
- Assist teachers and key intervention staff by supporting students to access and use the library with confidence and assist them with reading and developing their enjoyment, ability and love of reading.
- Liaise with staff, including similar staff from across the WRAT to plan and oversee interesting, engaging and cultural events, such as World Book Day.
- Produce reports and data for senior leaders regarding progress of students with their reading.
- Supporting teaching staff by listening to students read in-class, working on a one-to-one basis with students (3 full lessons per week with EAL classes).
- Liaise with fellow library staff within the White Rose Academies Trust to plan interesting events for staff and students.
- Provide each form group with a book box, with level appropriate literature.

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## Supporting Students:

- Maintain and promote our Positive Behaviour Policy/library code of behaviour.
- Create interesting displays on current affairs and topics related to the curriculum.
- Work with individual students in assisting with book selection, matching with their level of literacy and areas of interest.
- Teach library information retrieval skills, revision, and study skills as well as induction to library for EAL students.
- Listen to and work with students on a one-to-one basis with their reading.
- Promote good reading practice and effectively engage reluctant readers.
- Ensure fair distribution of book resources across all levels of ability.

- Provide resources for after school clubs e.g., Creative Writing Club, Leeds Book Awards, Reading Club.
  - Ensure computers and printers are working efficiently, reporting problems to minimise disruption to students to IT via the IT call system.
  - Attend School Library Service meetings and liaise with them regarding any events.
  - Administer the Accelerated Reader reading scheme. Promotion of the scheme to students using display boards and progress charts.
  - Organising, purchasing and presentation of Accelerated Reader prizes for termly assemblies.
  - Organise, support and chaperone students involved in WRAT Student Council, including entry on Evolve.
  - Support students on work experience from our school and other schools.
- 

### **Supporting Curriculum:**

- Develop links with other school libraries to increase resources and ideas within literacy.
  - Ensure that all departments are supported across the curriculum by sourcing new resources.
  - Organise collections of resources for current topics for subject areas.
- 

### **Supporting the Stock/Resource Management:**

- Manage, classify and keep records of stock. Purchase new stock and resources to support literacy across the school.
  - Keep resources in the library in good order - regular sorting and weeding of stock.
  - Meet with book company representatives regarding new stock.
  - Manage stock levels and dispose of redundant resources.
-

## Supporting the Health and Safety:

- Be aware of the responsibility for personal health, safety, and welfare and that of others who may be affected within the environment.
  - Cooperate with the employer on all issues to do with health, safety, and welfare.
  - Support the school's implementation of all current statutory requirements e.g., Disability Discrimination Act, Child Protection, Equal Opportunities.
- 

## Other Duties:

- Carry out any other duties as directed by the principal commensurate with the general level of responsibility of the post.
  - To carry out agreed and reasonable supervisory duties as detailed by the leadership team.
- 

## Equal Opportunities

- Promote equal opportunities in education in order that all children and families will gain optimum benefit from the service provided.
  - Promote and ensure that all students and young people are happy, healthy, safe, successful and achieve economic wellbeing.
- 

## Generic Staff Requirements

- Uphold the professional standards expected of every member of academy staff in all dealings with colleagues, students, parents/carers and the wider community.
- Adhere to the principles expressed in the aims of the academy and its vision, ethos and mission statement.
- Actively contribute to the continued development of the academy by attending training, participating in relevant meetings, and putting forward ideas for improvement.
- Be a positive, collaborative team member.
- Apply academy policies in all aspects of the role.
- Improve own practice through observation, evaluation, discussion with colleagues and appropriate CPD programmes.
- Work collaboratively with colleagues, knowing when to seek help and advice.



- Contribute to the overall ethos, work, and aims of the academy by attending relevant meetings, training days/events as requested.
  - Be aware of and comply with the academy policies and procedures e.g. safeguarding, child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
  - Be responsible for safeguarding children and promoting their welfare and following child protection procedures.
  - Be aware of and support difference and ensure equality for all working in an anti-discriminatory manner, upholding and promoting the values, standards and equal opportunities of the academy.
  - Recognise and appropriately challenge any incidents of racism, bullying, harassment, victimisation and any form of abuse of equal opportunities, ensuring compliance with relevant policies and procedures.
- 

Whilst every effort has been made to explain the main duties and responsibilities for the post, each individual task undertaken may not be identified. This job description may be changed by the Principal to reflect or anticipate changes in the job commensurate with the grade and job title.

This job description will be reviewed annually. The post-holder may be required to take on additional responsibilities when necessary to ensure the effective running of the academy.

All postholders are accountable through the White Rose Academies Trust Performance Management Policy. The Governors and Principals of the White Rose Academies Trust are committed to safeguarding and promoting the welfare of children and young people and ensuring that safer recruiting procedures are in place.

The White Rose Academies Trust is committed to safeguarding and promoting the welfare of its students and expects all staff and volunteers to share the commitment. Appointments will be subject to Safer Recruitment Procedures and an enhanced DBS check.

Please note this role will involve contact with children and you will be engaging in regulated activity. It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

We promote diversity and want a workforce which reflects the population of Leeds. Applications are welcome from all, irrespective of sex, sexuality, race, religion, marital status, age, or disability.





“Whilst I have only been at Leeds City Academy for a short time, I have quickly learnt what a wonderful, supportive and child-centred team we have and I feel so lucky to be a part of it. Coming from a background in hospitality I am able to utilize these skills and take a holistic approach, as the student receptionist, to support and equip the students with everything they need to access a full and meaningful education. The team I work with value the importance of relevant staff training and have supported me throughout and I know I can go to them with any questions I may have. I am very excited for my future here and the opportunity to grow within this warm environment.”

**Prasida Suman, Student Receptionist & Admin Officer**



# PERSONAL SPECIFICATION

You should be able to demonstrate that you meet the following criteria which are all essential:

E= Essential D=Desirable

Measured by:

A=Application Form

T=Test/Exercise

P=Presentation

I=Interview R=References

QUALIFICATIONS		
E	GCSE 5A* - C or equivalent (to include English and Maths)	A
E	Relevant Librarian qualifications or working towards	A
E	Good ICT skills with the capacity to learn LCA systems	A

EXPERIENCE/KNOWLEDGE		
E	Previous relevant/similar experience	A
D	Experience of working with pupils within an agreed behaviour management policy	A
D	Experience of working within a school environment	A
D	Knowledge of Arbor or similar MIS application	A
E	Working constructively as part of a team	A
E	Experience of stock ordering and control	A
E	Able to deliver appropriate training	A
E	Knowledge, understanding and commitment to equality, diversity and inclusion informed by practical experience and application	A I R
E	Knowledge, understanding and commitment to safeguarding and promoting the welfare of students	A I R
E	Able to form and maintain appropriate relationships and personal boundaries with students	A I R

SKILLS, ATTRIBUTES AND ABILITIES		
E	Knowledge of library management or similar software	A I T
E	Able to relate well to children	A I
D	Able to coach and mentor others	A T
E	Able to plan effective actions for students at risk of underachieving	A T
E	Understanding of the range of support services and providers	A
E	Excellent interpersonal skills	A I
E	Excellent written and oral communication skills	A I T
E	Able to raise standards and attainment	A I
D	General knowledge of Health and Safety at work.	A I

BEHAVIOURAL AND OTHER CHARACTERISTICS		
E	Able to meet deadlines and prioritise work	A I T
E	Flexible attitude to work	A I
E	Commitment to equality and opportunity	A I
E	Able to work effectively with teaching staff to support their role	A I
E	Commitment to continuing professional development	A I
E	Able to carry out manual handling	A I
E	Respectful towards all students, with total belief in their entitlement to a high-quality education, whatever their circumstances and ability	A I
E	Committed to raising standards of achievement and attendance to all students	A I
E	Committed to the principles of the academy programme	A I
E	Possess personal integrity, warmth, and a willingness to grow and learn	A I

<b>E</b>	Commitment to the education of the whole child, i.e. social, emotional and citizenship development	<b>A I</b>
<b>E</b>	Committed to continuous improvement	<b>A I</b>
<b>E</b>	Carry out all duties having regard to an employee's responsibility under Health & Safety Policies	<b>A I</b>
<b>E</b>	Willingness to actively participate in training and development activities to ensure up to date knowledge, skills, and continuous professional development	<b>A I</b>

White Rose Academies Trust is committed to safeguarding and promoting the welfare of its students and expects all staff and volunteers to share this commitment. Appointments will be subject to Safer Recruitment Procedures and an enhanced DBS check.

Please note this role will involve contact with children and you will be engaging in regulated activity. It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

We promote diversity and want a workforce which reflects the population of Leeds. Applications are welcome from all, irrespective of sex, sexuality, race, religion, marital status, age, or disability.

# THE SELECTION PROCESS

## HOW TO APPLY

Thank you for taking time to read and digest our information. If you wish to apply for this post with the White Rose Academies Trust, then you should;

- **Download and complete the WRAT application form.**
- Complete the application form **fully**, ensuring all details are accurate and all declarations are signed.
- Ensure you enclose **two** professional referees, one being your current employer (with name and email addresses if possible).
- Ensure you fully complete the relevant skills and experience section of the form, addressing the key characteristics and experiences outlined in the **person specification**, along with details of the unique contribution that you could make to the future success of the White Rose Academies Trust. If you do not complete the personal statement section of the form, you will not be considered for the role. CVs cannot be accepted.
- **PLEASE NOTE THE REQUIREMENT TO ATTACH YOUR APPLICATION FORM AS A SEPARATE DOCUMENT TO YOUR EQUAL OPPORTUNITIES FORM WHEN EMAILING YOUR APPLICATION TO US.**
- Submit your application by the deadline stated below. Late applications will not be considered.

## TIMETABLE FOR THE SELECTION PROCESS

**Closing date for applications:** Monday 6<sup>th</sup> November 2023 at 9am

**Shortlisting:** Monday 6<sup>th</sup> November 2023

**Interview date:** Week commencing 13th November 2023

**Start date:** To be confirmed, upon completion of pre-employment checks

For more information, please visit our website at [White Rose Academies Careers](#).

To apply for this role, please complete our application form and return to [recruitment@whiteroseacademies.org](mailto:recruitment@whiteroseacademies.org) by the closing date. Please note we are unable to accept CV's.

White Rose Academies Trust is committed to safeguarding and promoting the welfare of its students and expects all staff and volunteers to share the commitment. Appointments will be subject to Safer Recruitment Procedures and an enhanced DBS check. Please note this role will involve contact with children and you will be engaging in regulated activity. It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children. You can view our Child Protection Policy [here](#).



"I feel immensely supported and respected by our students and my colleagues. Working here gives me a great sense of purpose knowing my contributions are making people's lives better.

I love my role which involves leading a dedicated team in making our facilities and learning environment as safe and aesthetically pleasing as possible for our students.

The Trust appreciates my hard work, skills, and me as a person. I'm really excited about the opportunities available: I'm currently studying courses to support our aims and objectives by working towards Agile Project Management and NEBOSH Qualifications"

**Martin Landsberg, Site Manager**



# IN PARTNERSHIP



**Working 'In Partnership' to secure the aspirations and ambitions of all young people.**

It is our absolute belief that the forging of an incredibly strong partnership and a shared focus on a set of core values between staff, students, parents and the local community, will secure and sustain not only the very highest academic standards for all young people, but will also support, nurture and guide our students to become simply amazing young people who are able to shape their own lives, the lives of their families and help the transformation of their local communities.

Our six core values are promoted, celebrated, and used as a constant reference point throughout the academy, ensuring all staff and students understand their value and influence on their day to day lives, decisions and behaviours. Each value aligns to our Positive Behaviour system ensuring students receive appropriate rewards, restorative practice, and sanctions.



Caring



Resilient



Aspirational



Professional



Respectful



Tolerant



"The students at Leeds City Academy are simply incredible. Their respect for the school, desire to learn and professional attitudes truly set them apart from others. The Academy is a real community thanks to the strong relationships between staff and students. It is a real privilege to work at Leeds City Academy and to know that every day we are making a real difference to the lives of our students and their families.

Since joining the White Rose Academies Trust in 2015, I have been provided with countless CPD opportunities to progress my career from a Subject Leader to a Vice Principal. The support has been exceptional and has really developed my self-confidence and aspirations. "

**Rachel Hassall, Vice Principal**



# BEGINNER TEACHER PROGRAMME

The decision to join the teaching profession is one which defines the kind of person you are. Welcome to the White Rose Academies Trust – a team of like-minded, ambitious, caring, committed and student-centred colleagues.

No matter your route into teaching or if you have arrived fully qualified, we feel that our renowned Beginner Teacher Programme exceeds the entitlement outlined in the Early Career Framework. We are committed to delivering the best possible provision aimed to support, nurture and truly ignite the passion within our early career teachers.

Offering a supportive and stimulating environment, all four White Rose academies have a lead mentor, who ensures mentoring and support is of the highest standard for every beginner teacher. High quality practitioners, paired with our beginner teachers as subject mentors, provide close guidance around subject knowledge and day-to-day classroom management. In addition to this, a weekly and bespoke CPD offer takes place within each academy, led by exemplary classroom practitioners. These also act as a means of sharing best practice within the Beginner Teacher network, with NQTs and RQTs often leading sessions to share their innovative ideas.

As a Beginner Teacher you will have access to our trust wide CPD programme, supporting further professional development alongside a full suite of opportunities to network socially with beginner teachers across the trust, all expertly coordinated and hosted by our Beginner Teacher Lead. You will have access to a great wealth of collaborative learning opportunities across our three secondary schools and one primary school serving the Leeds area.



"I love working here as there are so many opportunities available. My role as bursary holder for Teaching and Learning has meant i've collaborated with others and delivered my own CPD to colleagues across the Trust and across Luminate Education Group.

I've also had the chance to volunteer as a staff governor which gives me the chance to influence the direction of the academy as our senior leaders are open to new ideas.

I truly believe LCA is a place which notices staff and helps them achieve their aspirations. My experience of joining LCA as an NQT and gaining leadership responsibility a few years later highlights this."

**Alex Halpin, Teaching and Learning**

# STAFF BENEFITS

We are delighted that you are considering applying for a role with the White Rose Academies Trust. In addition to highlighting this opportunity for you to work for a progressive, highly supportive and visionary trust, we also want to share with you a sample of the amazing benefits available to all staff.

health assured

Health Assured offer free and confidential advice and support to staff and immediate family, 24 hours, 7 days per week. Services include support with family, finances, legal advice, stress, anxiety and bereavement, also providing access to structured counselling sessions.



We provide a trust-wide CPD programme and opportunities to attend national and international conferences, visit 'outstanding' academies/trusts nationally, along with access to formal qualifications up to Masters level.

First Bus

Discounted monthly bus ticket, automated mobile ticket renewals, unlimited bus travel for work or leisure, tickets sent straight to your mobile.



The trust continues to support a wide number of colleagues in undertaking apprenticeships, undergraduate and post-graduate degrees and professional qualifications (e.g. CIMA).



The Local Government Pensions Scheme (LGPS) is a statutory scheme. The rules of the scheme are issued by Parliament and have the force of law. The legal status of the pension scheme rules gives it a great deal of security.



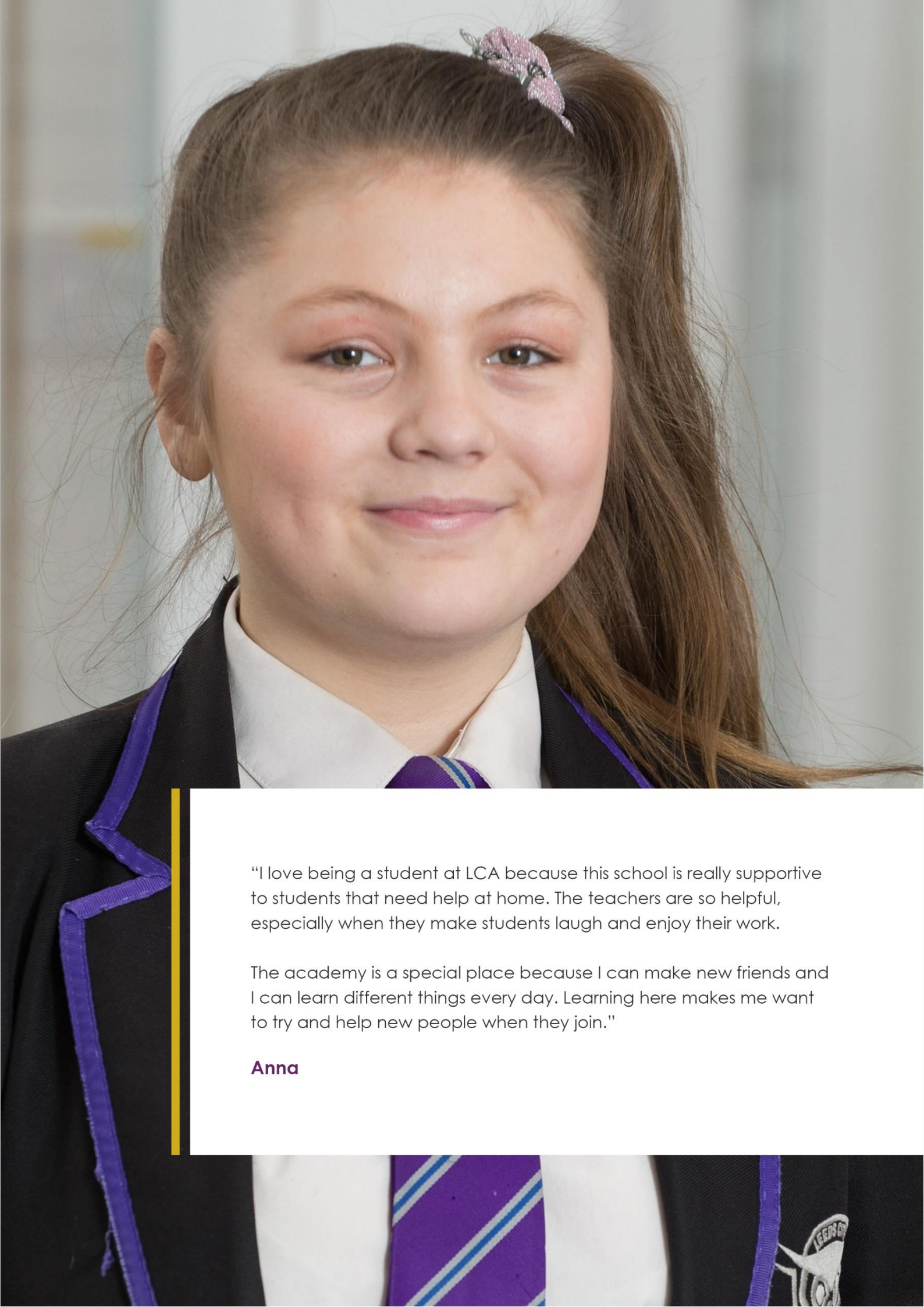
We are part of the CycleScheme. Save money on a new bike and spread the cost. Visit their website for more information on how to sign up to this fantastic scheme.



Free parking for staff at all of our academy locations.



Techscheme allows you to purchase the latest tech through your employer via salary sacrifice. Spread the cost across 12 payments from your gross salary, making NI savings. There are over 5,000 tech products to choose from.



"I love being a student at LCA because this school is really supportive to students that need help at home. The teachers are so helpful, especially when they make students laugh and enjoy their work.

The academy is a special place because I can make new friends and I can learn different things every day. Learning here makes me want to try and help new people when they join."

**Anna**

# STAFF WELLBEING

The White Rose Academies Trust is made of outstanding professionals, whose daily commitment is matched only by the pride our students feel for their school and education. The future of our society is exciting, vibrant and safe in the hands of our students and staff.

We are committed to encouraging a positive working environment that promotes the physical and mental wellbeing of our staff. The capability and wellbeing of our colleagues is a priority for the trust. Therefore, we make every effort to address and meet our employee's health and wellbeing needs.



Colleague  
Recognition

We have a great staff recognition system which is built around a system of gratitude/appreciation cards. This initiative encourages staff to submit positive feedback to their peers and allows all staff to be appropriately recognised for their hard work.



Wellbeing  
Wednesdays

Our academies have introduced Wellbeing Wednesday breakfast for all staff. Breakfast is available from 7:45am in the canteen.



Department  
for Education

We have signed up to the Education Staff Wellbeing Charter because the wellbeing of our staff is of paramount importance to us. Visit the DfE website for further details.



MINDFUL  
EMPLOYER

Unlike other accreditations or quality standards, the Charter for 'Employers Positive about Mental Health' is about recognising those employers working towards better mental health in the workplace; no matter where they are in their journey.

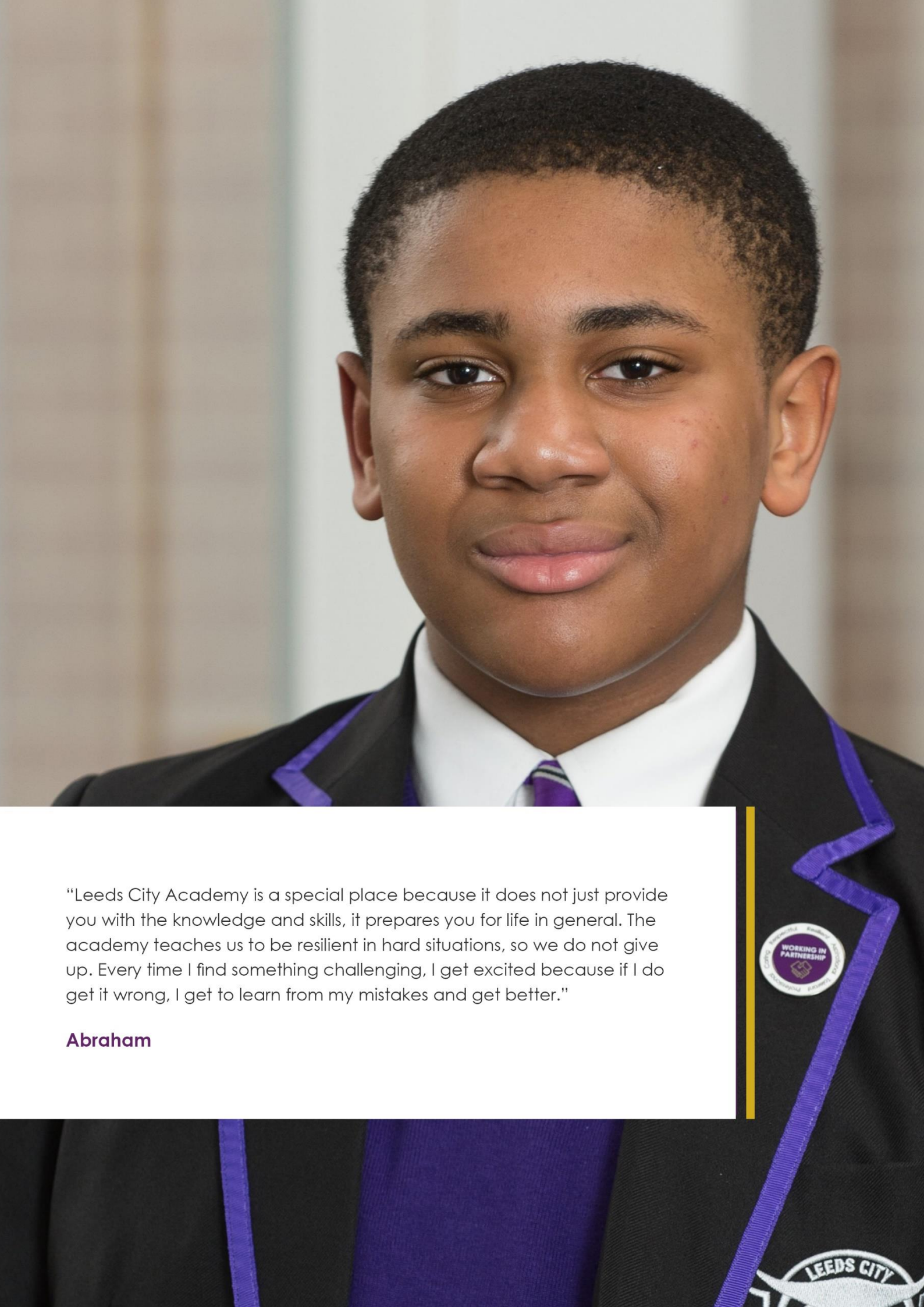


Staff Recognition Treats

Staff are awarded with sweet treats throughout the year to thank them for their hard work.

health assured

Health Assured offer free and confidential advice and support to staff and immediate family, 24 hours, 7 days per week. Services include support with family, finances, legal advice, stress, anxiety and bereavement, also providing access to structured counselling sessions.



“Leeds City Academy is a special place because it does not just provide you with the knowledge and skills, it prepares you for life in general. The academy teaches us to be resilient in hard situations, so we do not give up. Every time I find something challenging, I get excited because if I do get it wrong, I get to learn from my mistakes and get better.”

**Abraham**

# MESSAGE FROM THE BOARD

## Welcome to the White Rose Academies Trust.

We are an ambitious trust with very high aspirations for the children and diverse communities which we serve.

Our values underpin everything we do and our compassionate approach is reflected in our students and how we all work together as one.

Our Board is made up of incredibly talented and inspiring people. We are focused on building the best environment for our academies to flourish and by providing excellent governance we aim to:

- ensure clarity of vision and strategic direction,
- hold executive leaders to account for the educational performance of the organisation, its students and the performance of staff,
- oversee the financial performance of the organisation and make sure that money is well spent.

We are thrilled with the improvements and progress achieved by all our academies so far. Our rating of 'Good' by Ofsted, with Leeds City Academy also achieving 'Outstanding' for Leadership and Management is something we are incredibly proud of. We know we have the right teams of professionals in our academies to take us further as we continue make improvements across the trust.

## Board of Directors

## OUR SHARED PURPOSE AS THE LUMINATE EDUCATION GROUP IS DEFINED THROUGH THE WORK OF ALL OUR STAFF EVERY DAY.

The White Rose Academies Trust is a member of Luminate Education Group.

Together, the academies (Leeds City Academy, Leeds East Academy, Leeds West Academy and Alder Tree Primary) provide education to almost 4,000 4-16 year olds in Leeds. The trust employs over 500 staff and has an annual turnover of £26 million.

Luminate Education Group also consists of Harrogate College, Keighley College, Leeds City College, Leeds Conservatoire, Leeds Sixth Form College and University Centre. It is one of the largest education providers in the Yorkshire region, with over 30,000 students and 3,000 staff members, offering education from Early Years through to Higher Education. The members work together to provide the best opportunities and experiences for students that are aligned to local needs and inclusive for all. The group has now established itself as 'a leading voice in education, training and community transformation'.

[www.luminate.ac.uk](http://www.luminate.ac.uk)

**HARROGATE COLLEGE**

**IC Keighley College**

**LEEDS CITY COLLEGE**

**LEEDS CONSERVATOIRE**

**LEEDS SIXTH FORM COLLEGE**

**University Centre Leeds**

**WHITE ROSE ACADEMIES**

**YORKSHIRE CENTRE FOR TRAINING & DEVELOPMENT**



# WHITE ROSE ACADEMIES

"Our ambition is excellence.  
Every child, every teacher,  
everyone; outstanding."

The White Rose Academies Trust is a  
member of Luminare Education Group

**luminare**  
EDUCATION GROUP

