



Leverhuime

Church of England and Community Trust

Discovering dreams • Achieving ambitions • Transforming lives

Welcome

A warm welcome from Sarah Horan, Chair of the Trust Board

As a growing Trust, we are looking to expand our family of schools to increase our ability to support our students, staff and communities to benefit from ethical collaboration and effective working methods. We are interested in an informal conversation with schools that may be looking to join a multi-academy Trust, particularly those with a similar common purpose and the vision and values of Leverhulme Church of England and Community Trust (LCECT).

Since becoming a multi-academy Trust in 2017, we have invested over £12 million in our schools and communities through the capital investment fund to provide excellent facilities and learning environments for our students. We understand that families trust us each day with their children and every member of our Trust community is focused on putting our students first and doing whatever it takes to give them the best life choices when they leave us. By working together, we strive to create a genuine partnership with our schools that all our students, governors and wider stakeholders are proud to be a part of.

We are a fully inclusive Trust that welcomes all types of schools. All we ask is that you believe in every child's potential, are enthusiastic about growth and are open to building collaborative relationships with our schools.

If you are interested in joining LCECT, we'd be happy to discuss the process and potential further with you. Please contact Carol Davies, Chief Finance Officer via email at cdavies@lcect.co.uk to arrange an initial discussion. Please be assured that any contact will be treated with complete discretion and confidentiality.



Sarah Horan, Chair of the Trust Board





Our vision

“To provide the highest quality of education that creates a community of happy, successful and well-rounded individuals who can flourish and make a difference in our world.”

Learn more about our mission, vision and values at www.leverhulmeacademytrust.org

Meet the Executive Team



Paul Roach, Chief Executive Officer

✉ proach@lcect.co.uk

Paul has worked in education for over 26 years and has spent the last 15 years as Headteacher in three schools. During this time, he has been a national leader of education and supported other schools in various contexts. He has had the privilege of working in multiple schools, including community, Catholic and Church of England.

After joining Rivington and Blackrod High School as Headteacher in 2016, Paul worked with local governors to establish Leverhulme Church of England and Community Trust, merging Rivington and Blackrod High School and Sixth Form with Harper Green School.

Paul graduated with a degree in Biology at LJMU in 1994 and headed to Alaska for a year before he began to pursue his career in education. On his return to the UK in 1996, he completed a PGCE at Loughborough University and moved back to the North West of England to start his first teaching role. During this time, Paul completed a master's degree and progressed to Head of Science. He quickly moved into senior management and has worked with some great leaders, including Sir John Jones and Dame Enid Bibby.

He said, "I believe education is about providing students with the academic, spiritual, moral, social and cultural education that will enable them to lead happy and successful lives. Education should allow students to make informed decisions about their lives today and in the future. Schools should be happy diverse environments where collaboration and teamwork are the norm.

To enable children to have the best education, schools need great teachers who are happy and motivated, who have access to high-quality INSET, and who work in an ethos and culture of shared collaboration and teamwork. Quality leadership is essential to this throughout the school and Trust.

Leadership is a constant journey of self-discovery that is emotionally and intellectually challenging. Leaders need to operate in a culture of autonomy and teamwork, supported by quality coaching and professional development. By working collaboratively together with other schools, teams are more diverse, resilient, and productive. Expertise is shared and best practices are developed for the benefit of all students within the community. To ensure our communities are great places of the future, all children must have access to a great education. This is achieved through collaboration, not competition.

By discovering the dreams of young people and enabling them to achieve this, we can transform the lives of individuals and our communities."

Carol Davies, Chief Finance Officer

✉ cdavies@lcect.co.uk

Carol joined LCECT as Chief Finance Officer in 2017 and has worked closely with the CEO and Trustees in developing the Trust since its inception. She plays a major role in driving operational excellence as part of the Trust's strategic direction and has responsibility for support services across the Trust, including finance, HR, ICT, and asset management. Carol started her finance career in 1986 and became a qualified Chartered Management Accountant in 1993. Before joining LCECT, she had nine years hands on experience as Business Manager at Mount St Joseph's, where she was responsible for strategic budget planning, financial regulations, completion of statutory returns, policy development, and compliance with statutory health and safety requirements. She also had operational management for all commercial activities and aspects of school support functions, including HR, premises, ICT, administration, and catering.

Carol has a proven track record of innovation and effective strategic leadership at a senior level with financial, corporate and commercial experience. From 1992 to 2008, she was Head of Finance Children's Services at Bolton MBC and was responsible for all financial matters within Bolton's education and social care portfolios. At the time, the Ofsted report identified the use of resources as a strength and commented that the work had made schools more informed about resourcing and, therefore, better able to manage their own improvement.

Carol has experience working collaboratively in other roles including, Chair of Audit for Bolton NHS Foundation Trust, Chair of the North West Local Management of Schools Group, and as a Specialist Leader of Education. She has been a board member of Bolton Sixth Form College for over 25 years. She said, "I am a firm believer in the power of education and the opportunities learning can provide for all children; this drives my enthusiasm to work in the field of education. I have high standards, an ambition for children, our schools and the Trust, and the drive to take the Trust forward on the next stage of its journey."



Sarah Mitchell, Director of School Improvement

✉ smitchell@lcect.co.uk

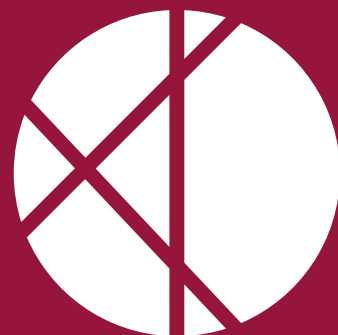
Sarah has over twenty years' experience working in a range of large secondary schools in the North West of England. Prior to her role as Director of School Improvement, she gained extensive experience as a senior leader, working in a variety of roles for over fourteen years. These include Assistant Headteacher, Deputy Headteacher and Head of School in a range of settings, from schools in challenging circumstances to those graded as outstanding.

Sarah has particular expertise in teaching and learning, curriculum and leadership development. In her role as Director of School Improvement, Sarah works closely with leaders at all levels to secure and maintain excellence in the education the schools provide. She believes that coaching, continuous professional development, and collaboration are the key to making this happen.

Alongside her role as Director of School Improvement, Sarah is an Ofsted inspector and inspects across all phases, which brings invaluable experience to her role. She is also the Chair of Governors at a local primary school.



Being a part of LCECT



At LCECT, we celebrate and communicate our successes, share good practices, and promote a culture of continuous learning from one another. We provide high quality central services that allow school leaders and staff to focus on providing the best possible education for children in their care.

Our schools retain their own identity and strengths whilst benefiting from the shared knowledge and expertise that we build together as a group of schools and special education services. This partnership is underpinned by a number of common approaches, policies, and activities which assist each school's continuous improvement.

We know from our own experience that schools working together can bring multiple benefits for everyone, and we understand how to deliver these effectively. At LCECT, these benefits include:



An experienced central executive team who works alongside school leaders to guide, coach and support school improvement and leadership



Cost savings from sharing our central support functions, including governance, legal, finance, IT, HR, marketing, health and safety and procurement



A strong focus on health and wellbeing, allowing staff the chance to be heard through our health and wellbeing ambassadors



Sharing expertise and resources across our schools to avoid duplication, reducing workload and many other time-saving opportunities, e.g. training and joint policy development



Cost savings from sharing staff, resources, facilities and central procurement processes



Extensive continuous professional development opportunities for all staff



Peer-to-peer support and collaboration



Professional HR support ensuring employee relations issues are handled quickly, efficiently and sensitively



Curriculum framework support



Safeguarding expertise



Our mission

Discovering dreams,
achieving ambitions and
transforming lives.

Learn more about our mission, vision and values at
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Our Business Support Offer

The infrastructure of LCECT allows our schools to focus on effective teaching and learning and provides interaction and mutual support with like-minded colleagues. We firmly believe in the importance of working with autonomy and recognise the importance of ownership in inspiring our schools to achieve beyond their previous best.

Our Business Support Offer is designed to effectively address the business operation needs of the school with a strategic, carefully planned, high quality and timely central service provision. This will allow leaders within the school to focus more of their time and energy on school improvement priorities and securing opportunities and excellence for our children.



Charlotte McCool
HR Manager

Human Resources

Our central HR Team work closely with each school to develop and deliver the HR strategy and policy framework. They provide timely, professional support and advice on the full range of Human Resources, including; employee relations, policy implementation, trade union liaison, investigations, hearings, casework, and the delivery of other key HR projects.

Charlotte has worked in the education sector for ten years and has experience in primary and secondary schools. She has a bachelor's degree and a masters in Research and is an Associate Member of the Chartered Institute of Personnel and Development.

She said, "I am proud to be part of the HR department at LCECT - we are a friendly, supportive, and proactive team dedicated to providing an outstanding HR service across the Trust. I enjoy working for a truly forward thinking organisation where I have the opportunity to make a meaningful difference supporting our staff."



Sue Whittaker
Finance Manager

Finance

Our central Finance Team carries out the day-to-day finance functions and maintains the Trust's accounting system. They provide timely professional support and advice, and offer support in developing strategic plans to meet the teaching and learning needs of the school.

Sue joined Rivington and Blackrod High School in 2011 and became the Trust Finance Manager in 2017. She said, "I enjoy the variety of work involved working across the Trust and the challenges of working in education. I have the satisfaction that I'm contributing towards the best outcomes for our students."



Richard Pycroft
ICT Manager

ICT Support

Our central ICT Team are primarily responsible for the smooth running of our ICT systems across our schools. They have a large focus on a high level of system uptime combined with security and ease of use for all colleagues, students and guests and ensure stability across our systems.

Richard has worked in education for almost 20 years. He started his career working in local primary schools and transitioned to working in secondaries after several years.

He said, “I joined LCECT in 2017 and am incredibly proud of the work we have achieved since then. We have brought together various systems that allow our staff and students to flourish. I really enjoy the autonomy that being part of LCECT brings us. It allows us to think outside the box and discover the most effective ways to support students and staff across the Trust.”



Jennifer Ledwards
Marketing and
Communications
Manager

Marketing and Communications

Our central Marketing Team works closely with school leaders to raise the profile of the Trust both internally and externally. They provide advice, guidance, and support to schools on developing their individual brands and provide strategies for student recruitment and retention and parental engagement.

Jennifer has worked in marketing for ten years and has a degree in Media and Communications and a ILM qualification in Leadership and Management.

She said, “LCECT has seen a huge transformation since it first launched in 2017 and I am proud to be a part of that journey. I am passionate about using my skills and experience to support young people and am pleased with the work we have already achieved, including a complete rebrand of the Trust.

I am responsible for developing and delivering an effective marketing and communications strategy for the Trust to support its strategic direction and growth, and work closely with each school to build their own brand image.”



Lorraine Jackson
Health and Safety
Manager

Health and Safety

Our Health and Safety Team is responsible for delivering the health and safety strategy across our schools and ensuring compliance with all statutory requirements.

Lorraine joined Harper Green School in 2005, where she became a member of IOSH. After returning to university, she completed a NEBOSH certificate in Health and Safety, followed by a Level 4 qualification in Occupational Health and Safety.

She said, “From the investigation of any accident or incident to the completion of risk assessments for school subject areas and staff, every day is different. I love the variety and importance of my role in ensuring a safe workplace for students and staff across the Trust.”



Michelle Jefferies
Director of Resources
at Harper Green School

Premises and Estates Management

All schools across the Trust have their own Site Team who works closely with their school Director of Resources/Business Operations on the day-to-day security, maintenance and management of the school sites.

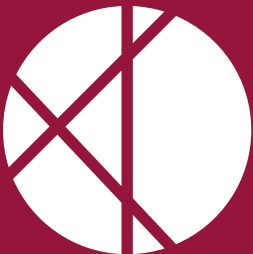
We use a central compliance system to ensure that our estates are maintained to the highest standard and so that our site teams can quickly respond to and resolve any challenges that occur during the school day.

Our Director of Resources/Business Operations provide strategic oversight and project delivery in the areas of contract management, repairs and maintenance and building improvements, and health and safety compliance. They lead on estate development and maintenance and work closely with external strategic support to develop and deliver detailed CIF applications and individualised plans for the schools.



Harvey Monk
Operations Manager at
Rivington and Blackrod
High School

Michelle joined Harper Green School in 2002 as a Work Related Learning and Enterprise Officer before becoming a member of the Senior Leadership Team in 2008. She said, “Working in education allows you to make a difference in the daily lives of young people. Every member of staff across the Trust makes a significant contribution to our students’ experiences of education. My role allows me to work with all staff at Harper Green School, on both a strategic and operational level.”



Governance and Legal

Our central team support the development of effective governance as well as ongoing training. Systems and structures are managed centrally to reduce the workload on governing bodies and also capitalise on opportunities for collaborative working. Support with training and development ensures that governance is of high quality across the Trust and plays an integral role in school improvement.

The central team provides timely expert and professional advice for any legal matters.



Our values



Students first

We put our students at the heart of all our decisions



High expectations

We have high expectations of both ourselves and others



Integrity

We do the right thing

Learn more about our mission, vision and values at
www.leverhulmeacademytrust.org



Watch our
promotional film
online to learn more
about LCECT

www.leverhulmeacademytrust.org



Leverhulme

Church of England and Community Trust

www.leverhulmeacademytrust.org

Leverhulme Church of England and Community Trust

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