



Andrew is Principal Designate of King's Leadership Academy Padgate, Associate Principal of King's Leadership Warrington, Director of Character and Leadership and Deputy CEO of the Great Schools Trust, a family of schools which puts character at the very heart of their students' development. Graduating from the universities of Loughborough and Durham, Andrew joined the Royal Air Force in 2003 to embark on a commission as a military officer. In 2006, at the request of senior commanders in the RAF, and in order to investigate the psychological determinants of lifestyle behaviours in new military recruits, Andrew undertook a PhD at the University of Birmingham to study the psychological predictors of human motivation and decision making. Then in 2009, following a three year post in strategic leadership, which included operational work in Iraq and Nigeria, Andrew was asked to conduct an investigation into why a high proportion of new young recruits were being 'broken' by the short yet intense, initial training regimes. Although this investigation focused on the physical demands of training, it was here that Andrew witnessed first-hand how the military was transforming young people, often failed by 14 years of formal education, into principled driven soldiers, in little more than two months of training. What could be learned from these programmes and could the principles of character development be put into our toughest schools to help those most in need?

As a result, Andrew resigned from his commission and joined the Future Leaders programme later that year, an accelerated headship programme designed for school leaders situated in urban high challenge areas. It was also within the Future Leaders programme that he met colleagues whom he would go onto co-found King's Leadership Academy with, as the first school in the country to focus on character and leadership development for 11-18 year olds. In less than 36 months from opening, King's was named as the country's first National School of Character, and has since welcomed people from all over the world and from all sectors who wish to see how these principles have been applied in practice.

More recently, Andrew became a national judge for subsequent national character awards, has been part of the Department for Education's steering group on developing character in schools and is a fellow of the Chartered Management Institute. He is married to Angela, has two children, Iris and Elizabeth and lives in Cheshire.