



Help us **change**
young lives and
shape the future of
primary education

lionacademytrust.net

What our team say

Watch the videos on our website and read these inspiring quotes to get a feel for what it's like to be part of the Lion experience.

The ethos for the staff here is the same as for the children - there is no ceiling. If you want to be an outstanding teacher, practitioner or leader, the Trust will support you to be one!

Kelly, KS1 teacher

When you walk into our classroom, you see that the children take ownership of their learning...they know what they need to do to make progress and have the tools to drive their own learning.

Omar, LSA

As a new teacher, all the information and systems coming at you can be overwhelming - so to be at a school where everything is so clear and well-organised is a dream.

Robin, ECT

Everyone plays a key part in how well the schools are run - I'm proud of the work the team and I do to make sure the school is set up and ready to go each morning. Everything we do, supports teaching and learning and how proud the pupils are come to this school.

Carlos, Site Services Officer

A welcome from the Trust's CEO

At the Lion Academy Trust, we are always keen to hear from enthusiastic, dedicated individuals who are passionate about engaging with and inspiring both pupils and colleagues and developing their careers in one of our ambitious academies or within the Trust itself. In return, we offer a great package of benefits plus continuous professional development support, and friendly, well-resourced and supportive work environments.

The Lion Academy Trust was established in 2012 and has grown to run a number of infant, primary and junior schools in Essex, London and Northamptonshire – all of which are rated as either **'Good'** or **'Outstanding'** by Ofsted.

Our schools are popular, fully inclusive and work hard to serve the needs of their local communities.

We are committed to playing a leading role in improving the life chances of all our pupils. We also have high expectations and set high standards for our pupils and employees, both academically and personally.

I am extremely proud of what our hard-working and supportive teams do on a daily basis – from teaching children with the broadest range of needs and abilities to our support teams who ensure everything runs smoothly for our pupils, employees and visitors. Every role, in every setting, has a direct impact on how our pupils thrive during their time with us and consequently how they fare in secondary school and beyond. We operate as one team, with one common goal – to ensure we deliver the best possible education for every child.



To achieve this, we value and support all our employees, offering:

- great working **conditions**
- a range of financial and well-being **benefits**
- **well-resourced** classrooms and the latest IT equipment and systems
- access to **innovative pedagogies** and integrated technologies such as our Lion Pathways Curriculum
- the chance to **share and learn** from good practice within the Trust schools
- extensive continuous **professional development** opportunities so you can build confidence, skills and a fulfilling career

If you are looking for a forward-thinking, caring employer who will match and exceed your ambition to make tangible, positive changes to the lives of the children and communities we serve, then the Lion Academy Trust may well be the one for you. To find out more, I'd encourage you to explore our website and our social media feeds.

Good luck on your journey to finding the right job and taking the next steps in your career.

Justin James
Chief Executive Officer
Lion Academy Trust



Our ethos and values

All the Trust's schools are co-educational, multicultural and multi-faith educating students of all abilities and needs, and we are an equal opportunities employer.

Our schools



ESSEX

Leigh Beck Junior School, Maple Grove Primary School and Limebrook Primary School and Nursery.

LONDON

Barclay Primary School, Brook House Primary School, Sybourn Primary School and Thomas Gamuel Primary School.

NORTHAMPTONSHIRE

Ruskin Infant School, Ruskin Academy, Olympic Primary School and Warwick Academy.

Central to our ethos is high-quality teaching, an engaging curriculum and personalised support to enable our pupils to become confident, independent learners now and in the future. As a values-driven, multi-academy trust, our values are the basis for the successes we achieve. We believe:

- all children have the right to an outstanding education and access to learning facilities that meet their needs
- in the relentless pursuit of excellence – to deliver “good or better, every day”, overcoming obstacles and barriers through targeted learning support that drives the culture of sharing outstanding practice and achieving high standards and outcomes.
- our pupils are our key stakeholders and the reason why the Trust and schools exist.
- outstanding teaching and learning are central to every decision made and every development introduced.
- investment in high-quality, bespoke training and development is critical to our employees’ professional growth and our continued ability to successfully transform education.

Why join us at the Lion Academy Trust?

Financial and well-being support



Competitive **salaries** and pay progression – annual pay increments having previously provided a boost even when these were frozen nationally.



Pensions – entitlement to join the Local Government Pension Scheme (support staff) or the Teachers' Pension Scheme (teaching staff).



Holidays – up to 65 days a year and flexible family-friendly policies.



Support for bicycle/e-bike and IT **equipment purchases** via salary sacrifice schemes.



An **electric-car leasing** scheme through Tusker.



Cashback/discounts on large purchases, including consumer goods, technology and travel, across a range of leading retailers.



Access to our free, confidential **Employee Assistance Programme** for employees and their families, which offers financial, legal and relationship advice among other things.



Access to our **Well-being Programme** with an app that includes webinars, online fitness sessions and nutritional advice.

Professional support



Additional **non-contact time** over and above statutory PPA time for teaching staff supported by mentors and leaders.



A **fully resourced**, sequenced curriculum across 11 subjects.



Unlimited access to **continuous professional development** through providers such as The National College and The Key throughout your career with us.



Reduced marking requirements due to the development of Assessment Proficient Learners.



Meeting or exceeding nationally agreed terms and conditions for both teaching and support staff.



Clear and well-implemented **policies and professional standards** in key areas such as behaviour, parental engagement, and supporting staff in challenging situations.



Access to shared knowledge, **expertise** and best practice from staff at other Trust schools.

The little things that matter

We prioritise the well-being of our employees through thoughtful measures, including providing free tea and coffee, offering annual eye tests, and implementing workload reduction strategies, like our Learning Pathways programme. Our commitment extends to ensuring safe, well-resourced working environments, funding after-school clubs, and consistently applying fair and transparent employment policies across all our settings. Additionally, we proactively

manage and maintain our IT systems, such as printers, devices, networks, and data management platforms, to minimise stress and disruption for our dedicated team. The little things really do matter to us!

And the biggest benefit of all? By joining the Lion Academy Trust, whatever your role, you will be part of the team that is positively transforming the life of every child who attends one of our schools.

For more information on working at the Lion Academy Trust and our latest vacancies, see our recruitment pages on **www.lionacademytrust.net**

For further insights into life at our Trust and our schools, visit:

 facebook.com/LionAcademyTrust

 instagram.com/lionacademytrust

 [@LionAcTrust](https://twitter.com/LionAcTrust)

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