

LEO Academy Trust

Recruitment Pack



Learning · Excellence · Opportunity

Be the Difference.



Join **LEO** Academy Trust

Welcome letter

from the CEO

Dear Applicant,

Thank you for considering LEO Academy Trust as the next step in your professional journey.

At LEO, we're more than just a group of academies—we're a family united by Learning, Excellence, and Opportunity, where every individual is empowered to thrive, innovate, and make a difference.

With collaboration and unwavering commitment to excellence, we create schools that inspire success, not just for our pupils but also our staff, our communities, and our future.

Here, your voice matters, your ambitions are nurtured, and your impact is felt far beyond the classroom. If you're ready to explore your potential, do something extraordinary, and discover the incredible possibilities that come from working together as a team, this is the place for you.

We look forward to welcoming you to LEO Academy Trust.



Phillip Hedger

CEO,
LEO Academy Trust

About

LEO Academy Trust

LEO Academy Trust proudly serves a vibrant community of over 5,000 pupils in Sutton and Surrey. Since 2015, we have developed a family of 11 outstanding learning communities, which includes nine member academies and two associate academies. Our mission is to foster a culture of excellence for everyone while creating endless opportunities for our pupils, staff, and the local communities we serve.

With over 700 dedicated staff, we empower our schools to collaborate and support one another, driving exceptional outcomes for pupils and improving performance across the wider education system.

As proud members of the Challenge Partners Network of Excellence, we are committed to innovation and continuous improvement, ensuring every child and professional thrives. Here, every opportunity is a step towards something greater—where our shared values, dedication to excellence, and collaborative approach empower us to create meaningful impact.

5,000
pupils



700+
members
of staff

11 primary
academies

Vision, Mission, and Values

Our Mission

At LEO Academy Trust, our mission is to develop a family of great schools where collaboration transforms lives. We believe in empowering every child, every staff member, and every community to achieve their best together.

Our Vision

Learning

Delivering high-quality education that ignites curiosity and a lifelong love for learning.

Excellence

Striving for greatness in everything we do, from academic achievement to staff development.

Opportunities

Creating a future without limits by nurturing talent, creativity, and ambition.

Our Values

We take immense **PRIDE** in our values, which guide everything we do.

P

Perseverance

R

Respect

I

Imagination

D

Dedication

E

Encouragement

Our Location

LEO Academy Trust is made up of nine primary academies located in the vibrant and diverse communities of Sutton and Surrey.

Sutton, situated in south-west London, is known for its safety—ranked as the third safest borough in the capital. With excellent connections to central London and the neighbouring Surrey countryside, our location offers a balance of opportunity, culture, and community.

Discover what makes LEO Academy Trust an extraordinary place to grow and thrive by visiting our campuses or exploring our website.



Make a Difference in Your Career

At LEO Academy Trust, we believe that every member of our team plays a vital role in shaping the future of education. That's why we invest in you—offering tailored professional development, mentoring, and endless opportunities to innovate in your role.



Lead with Learning

Empowering Culture

Work within a high-performing, supportive team where your ideas, efforts, and well-being are valued.

Diversity and Inclusion

Be part of an organisation that celebrates diversity and provides equal opportunities for all.

Continuous Growth

Tailored professional learning, leadership pathways, and mentoring opportunities to help you excel at every career stage.

Tech-forward Education

Leverage cutting-edge digital educational tools and AI to enhance teaching and learning while reducing workloads.

Community Impact

Make a difference by collaborating with local businesses and leading community initiatives.

Sustainability in Focus

Join a team committed to green practices, ensuring a better future for generations to come.



Inspire Excellence

When you join our **TEAM**, you

Work Together

to inspire success, embrace challenges, and achieve shared goals.

Have high Expectations

to strive for excellence and empower every individual to thrive.

Achieve more

through collaboration, support, and collective ambition.

Move Forward,

driving growth, innovation, and a brighter future—for yourself, your team, and the next generation.

Endless Opportunities

We recognise and reward the dedication of our staff with a comprehensive benefits package:

Competitive pension contributions

through Teachers' or Local Government Pension Schemes.

Up to 27 days of annual leave

(plus bank holidays) for support staff.

Generous sick pay

—up to six months' full pay and six months' half pay.

Well-being support,

including Occupational Health services, mental health resources, and flu vaccinations.

Join Our Team

Take the Next Step in Your Career

We are always looking for talented professionals who share our vision, mission, values, and dedication to education. Whether you're a teacher, support staff, or leader, we'd love to hear from you.



How to Apply

Contact us at recruitment@LEOacademytrust.co.uk to explore current opportunities.

Submit your application following the instructions provided in the job advert.



Safeguarding and References

LEO Academy Trust is committed to safeguarding children and young people. Successful candidates will undergo an enhanced DBS check as part of the recruitment process. Confidential references will also be required as part of the recruitment process.

Questions?

For any queries, please contact our HR team



LEO Academy Trust, 314 Malden Road, Cheam, SM3 8EP

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