



Applicant Guide

About

LEO Academy Trust

Please find out more about the Trust by visiting our [webpage](#).

At LEO Academy Trust, we are proud to serve over 4600 pupils from across the London Borough of Sutton and Surrey. Our Trust was formed in 2015. Since then, we have developed a self-improving network of great learning communities formed from nine primary schools, supported by both our Inclusion & Wellbeing Hub and our Opportunity Hub. We are proud to provide endless opportunities for our pupils, staff and the local communities we are part of.

With over 650 staff, our schools are empowered to support each other to improve both outcomes for our pupils, and to drive performance across the wider school system. We are delighted that our schools remain long standing members of the Challenge Partners Network of Excellence. Our commitment to Professional Development is ongoing; staff, governors and Trustees access training through our LEO CDP website, Judicium's online learning portal and a wide ranging programme of courses delivered in our LEO Training Room and online via GoogleMeet. Learning, Excellence and Opportunity are at the heart of our Trust, embedded through our shared mission, values and aims.

LEO Academy Trust champions continuous professional development and delivers a programme of in house CPD including. We also work with a range of partners to offer accessible training for all staff including e-learning, a CPD website and face to face workshops.

We believe in the importance of succession planning, and that we are well placed to support you in your next challenge. We offer opportunities to work across different academies within the Trust, and a commitment to promotion opportunities, encouraging 'home grown' talent.



Other Information

- Please be aware that roles can only be worked in the UK from the location(s) provided and not from overseas.
- It is not usual practice for the Trust to consider sponsoring a Certificate of Sponsorship/visa. Please note we are unable to offer advice on any Visa and Immigration cases.
- Feedback will only be provided upon request if you attend an interview.
- Please note: LEO Academy Trust may hold interviews as and when applications are received, and this job may be withdrawn at any point without notice. With this in mind, you are encouraged to apply as early as possible.
- In line with Keeping Children Safe in Education statutory guidelines, the Trust will use internet searches, including social media searches to perform pre-employment checks on candidates in the course of recruitment. The Trust will act in accordance with its data protection and equal opportunities obligations.
- Employees working in any role that requires them to communicate with pupils, parents, guardians, staff and / or members of the community, must be able to speak fluent English to enable the effective performance of the role and to ensure that they are able to abide by their safeguarding responsibilities.

Reasonable Adjustments

Should you require any reasonable adjustments to support you in applying for this role, or at

any stage of the recruitment process, please

- Contact the Recruitment team via recruitment@leoacademytrust.co.uk as soon as possible before the closing date to discuss your needs.
- External candidates should also complete the appropriate section of the application form to tell us what changes or help you might need.



Safeguarding & Equal Opportunities

LEO Academy Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. All employees of the Trust are deemed to be in regulated activity with children and as such, all offers of employment are subject to an Enhanced DBS check amongst other checks as appropriate.

All shortlisted candidates will be required to complete a declaration regarding offences and have references requested (unless agreed otherwise), prior to the interview.

LEO Academy Trust is committed to promoting equality of opportunity for all staff and job applicants. We aim to create a supportive and inclusive working environment in which all individuals are able to make best use of their skills. Applications are invited from all members of the community. We do not discriminate against staff on the basis of age; race; sex; disability; sexual orientation; gender reassignment; marriage and civil partnership; pregnancy and maternity; religion, faith or belief (Equality Act 2010 protected characteristics). The principles of non-discrimination and equality of opportunity also apply to the way in which staff and Trust treat visitors, volunteers, contractors and former staff members.

