



LEO Academy Trust

Regional Director Application Pack



A Message to Our Future Regional Director from CEO, Phillip Hedger

Dear Candidate,

Thank you for your interest in this role. This academic year, we celebrate the 10th anniversary of LEO Academy Trust—a significant decade that exemplifies the ambitious vision established in 2015 with our founding school, Cheam Park Farm Junior Academy. We are looking for senior leaders who can continue to build upon this legacy. Our growth has been rapid and we now proudly work with 14 schools, serving over 7,000 pupils, and are supported by a dedicated team of more than 800 staff.

Over the last ten years, we have developed a family of excellent learning communities, consistently fostering a culture of excellence for all and providing endless opportunities for our pupils, staff, and the local communities we serve. Our 800-plus staff empower our schools to support each other, driving improvement across the wider school system. As a Regional Director, you will be instrumental in upholding this culture. Learning, Excellence and Opportunity are fundamentally at the heart of our Trust, embedded through our shared mission, values, and aim—values you will be expected to champion.

We believe your ambition should match ours. Our 2025 results show the exceptional platform you would be joining:

Academic Strength

- 80% of our pupils met the expected standard in reading, writing, and maths, validating the success of our robust curriculum strategy.

External Validation

- Our commitment to excellence was externally confirmed by Cheam Park Farm Primary Academy and Manor Park Primary Academy both receiving an 'Outstanding' Ofsted judgement in 2025.

Professional Development Focus

- We enhanced our support for professional growth by developing the work of our National Institute of Teaching (NIOT) Associate College, leading to increased participation in Initial Teacher Training (ITT), Early Career Framework (ECF), and National Professional Qualification (NPQ) programmes.

Digital Technology

- We are at the forefront of educational innovation, having embedded the use of Google Education and Gemini AI for all staff and published our Human-Centred Approach to AI in Education.

Global Citizenship

- Our pupils secured a double victory in the Sustainable Development Goals (SDGs) Finals at BETT 2025, underscoring our role as a pioneer in human-centred educational technology and global citizenship.

The success of the Trust is the collective power of our people—our staff, our pupils, and our communities. As our next Regional Director, you will be a vital member of a community where every educator, partner, Trust Board member, and Academy Committee makes a profound impact every single day. We invite you to read on and consider how your skills and vision align with the collective power of Learning, Excellence and Opportunity.

We look forward to receiving your application.

With best wishes,

Phillip Hedger, CEO



A Message to Our Future Regional Director from Executive Director of Education, Shareen Wilkinson

Dear Candidate,

I am delighted that you are considering the role of Regional Director at LEO Academy Trust. You will be joining an organisation with an exceptional track record of growth and a deep commitment to our core vision of Learning, Excellence and Opportunity.

We are looking for a senior leader who can effectively champion a comprehensive support network we have established across the Trust. Your role will be to support our principals/ headteachers to drive improvement, consistency, and ultimately, exceptional outcomes for every child.

As a Regional Director, you will be a member of the Senior Leadership Team within our Trust. We are looking for someone with the talent to inspire and support school leaders by leading a rotating cluster of schools (usually between 8-10 schools), whilst still working towards the whole Trust vision and values. You will be responsible for line-managing headteachers and principals, supporting school improvement, managing risk, engaging with stakeholders, and ensuring each school in your region is supported to be the very best it can be. You would also contribute to developing and supporting the implementation of Trust-wide strategies across all of our academies.

We are looking for people who understand that school improvement is a collaborative process. We want people who are deeply invested in the journey that our schools are on, to support leaders and to achieve the very best for our pupils. You will need to have the right experience, skillset, and mindset to be a highly credible system leader as well as a sense of fun and enjoyment in how you go about working within a team to support and improve a pupil's life chances.

If you believe you have the experience and skills to be an effective senior leader in this context, then we warmly look forward to receiving your application.

All the best,

Shareen Wilkinson
Executive Director of Education



LEO Academy Trust

LEO Academy Trust was founded in 2015.

Over 7,000 pupils and 800 staff now collaborate together across 14 schools.

Beyond LEO, we have supported hundreds of other schools, educators and young people this year.

Together we empower the communities we serve, we invest in staff to deliver an ambitious curriculum where all children are safe, enjoy learning, and feel included, respected, and valued.

In 2025, through our work across the sector, we impacted more than

250,000 people



3000

pupils were supported to enjoy residential trips across England and beyond.



1000

educators visited a LEO school to explore our inclusive practice and digital vision, taking ideas back to their own schools.



500+

staff attended our LEO Conference, bringing together colleagues for a day of high-quality professional learning opportunities.



75%

of children saw improved wellbeing from targeted inclusion interventions.

Pupil Outcomes



About LEO Academy Trust

Our Mission Since 2015

LEO Academy Trust is committed to developing a family of great schools, where collaboration makes a real difference for our children, staff and communities.

Our Vision Since 2015

Learning. Excellence. Opportunity.
Great learning communities. Excellence for all. Endless opportunity.

Our Schools



Our Associate Members



Our Location

LEO Academy Trust is made up of twelve primary academies and two associate members located in the vibrant and diverse communities of Sutton and Surrey.

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



What Makes a Great LEO School?



MISSION, VISION, VALUES, & AIMS

- The Trust's mission, vision and values are clearly evident across the school.
- A consistent approach to embedding and developing the Trust's inclusive vision of 'Excellence for All' is clearly evident.
- The school supports the implementation of the Trust's five strategic aims.



PEOPLE AND CULTURE

- The Trust's People Strategy and Growing Great People Framework is embedded across the school.
- The school supports the Trust's succession planning by recruiting, retaining and developing talented staff.
- The school clearly follows the LEO TEAM approach. Staff develop collaborative and deep partnerships with other LEO schools as required, while the school supports and builds these beyond the Trust.



TEACHING, LEARNING & ASSESSMENT

- The Trust's Teaching & Learning Strategy is embedded across the school.
- Adaptive teaching supports the school's inclusive approach to learning.
- A pedagogical approach to the use of technology is well developed across all year groups.



CURRICULUM

- The school offers an ambitious curriculum. (At LEO, we see an ambitious curriculum as one which goes beyond National Curriculum expectations, both in terms of content and outcomes).
- Leaders ensure that the school's curriculum is coherently and progressively sequenced.
- The school offers a wide range of opportunities for pupils, enabling them to excel across all LEO Pupil Outcomes, ensuring that they are future ready.



INCLUSION

- SEND (including pupil wellbeing) - The Trust's SEND Strategy is embedded across the school. The Pupil Wellbeing Policy is in place. SEND children make good individual progress from their starting points.
- Pupil Premium Children - The Pupil Premium Strategy is effective and Pupil Premium (PP) children make good progress with the gap closing.
- Behaviour & Attitudes - Strong values underpin good behaviour. There is a whole-school behaviour approach which is underpinned by the LEO Behaviour Strategy.



PERFORMANCE, QUALITY ASSURANCE & ACCOUNTABILITY

- Positioned in the top ten, for all attainment & progress measures, within their EEF 'family' of schools.
<https://educationendowmentfoundation.org.uk/tools/families-of-schools-database/>
- Progress and attainment outcomes for pupils exceed national averages by the end of each key stage.
- The school successfully engages with quality assurance reviews (internal and external) with positive outcomes.



OVERALL EFFECTIVENESS

- School of choice for local parents.
- Children attend school regularly.
- Persistent Absence (PA) is effectively addressed for all groups.
- Graded expected standard or better in all areas by Ofsted.



GOVERNANCE & COMPLIANCE

- Effectiveness of the Academy Committee to support & challenge the school, inline with the Trust's Scheme of Delegation.
- School meets statutory compliance requirements for: website, GDPR, Health & Safety and Risk.
- Safeguarding is effective. All staff are compliant with the Trust's Safeguarding Policy. 360' Online Safety review is regularly reviewed and improved on.

Job Description

LEO Academy Trust is committed to promoting equality of opportunity for all staff. We aim to create a supportive and inclusive working environment in which all individuals are able to make best use of their skills. 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 treat visitors, volunteers, contractors and former staff.

Job Title	Regional Director
Pay Scale	L27 - L33 (£102,213 - £117,758) full-time equivalent, outer London payscale (Part-time 3 or 4 days or full-time available upon discussion)
Location	London Borough of Sutton and Surrey County Council
Reports to	Executive Director of Education
Start Date	1 September 2026
Deadline	23 February 2026
Shortlisting	23 February 2026
Interviews	WC: 2 March 2026
Travel	Regular across Elmbridge, Mole Valley, Reigate & Banstead, Sutton & beyond.

Core Purpose

The Regional Director shall be accountable to the Executive Director of Education for leading a cluster of schools, realising and contributing to the overall strategic educational direction of the Trust. They will ensure the communication of its vision to staff in the academies, within a defined but not fixed cluster of schools in the Trust to secure their educational success through high standards of teaching and learning and improvements.

Through inspirational leadership and strategic oversight of school performance, they will create a culture of high levels of professional standards, assessments, monitoring and improvements to secure the highest possible achievement for all pupils in every aspect of the academies' provision.

The Regional Director will deliver the Trust's operational and educational strategies and shall be responsible for the robust support and monitoring of schools within a rotating cluster of schools, as well as providing support beyond their cluster and contributing to Trust-wide strategies where needed.

Key Duties

- To lead on a core area across the Trust.
- As a member of the Senior Leadership Team, contribute to and actively support the development of effective school improvement and Trust-wide strategies.
- To be responsible for the success of all schools with direct rotating line-management of a group of Headteachers/Principals (typically 8-10 schools).
- To support the vision, mission and values of the Trust as well as contribute to the delivery of the strategy.
- To support, actively promote and contribute to delivering the Trust priority areas.
- Ensure that all schools within the cluster are well prepared for Ofsted inspection, are self-evaluating accurately and reporting the reality to the Executive Director of Education.
- To support schools through Ofsted inspections, where directed.
- To support Headteachers/Principals with parental complaints, where appropriate.
- Ensure Headteachers/Principals are following due process in order to ensure organisational effectiveness.
- To implement whole Trust approaches to supporting schools to raise standards, including school improvement reviews (e.g. looking at teaching and learning across the school) and pupil achievement meetings.
- To support and challenge outcomes and strategies to raise attainment and set projections in key year groups.
- To contribute to the Trust's self-evaluation RAG system to ensure there is an accurate and evidence based oversight of the strengths and weaknesses of each cluster school.
- Verifying the accuracy of school self-evaluation and the consequent focus and relevance of school development planning.
- Visit every school in their cluster routinely to build relationships, monitor school improvement and verify school self-evaluation. Some visits may also be carried out with the Executive Director of Education and/or the CEO.
- Visit and support schools and leaders beyond their cluster where required to do so
- Monitor and support Headteachers/Principals' wellbeing (and any associated absences)
- Monitor and review each school's outcomes and key data, including for attendance and exclusion, intervening where appropriate to support school effectiveness.
- Contribute to a Trust-wide action plan, reflecting the schools within the cluster.
- To support the work of the NIOT, including supporting schools to provide school based training and ensuring trainee teachers are well supported in school.
- Be prepared to regularly travel independently to schools in both Sutton and Surrey and any future locations.

The role description details responsibilities but does not direct any particular priorities or amount of time to be spent carrying out these duties.

The role description is not prescriptive, nor necessarily a comprehensive definition of the post. As such, it may be subject to amendment, after consultation, to meet the changing needs of the Trust.

This job description may be amended at any time after consultation with the post holder.

This job description is a broad overview of the post. It is not an exhaustive list of all possible duties, and it is recognised that jobs change and evolve over time. Consequently, this is not a contractual document and the post holder will be required to carry out any other duties that are necessary to fulfil the purpose of the job.

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.

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.

Person Specification

Attributes	E/D	App Form	Test	Interview
Qualifications				
Right to Work in the UK	E	Yes	No	Yes
Undergraduate degree	E	Yes	No	No
Qualified teacher status	E	Yes	No	No
A continued commitment to own professional development	E	Yes	No	Yes
NPQH, NPQEL or other leadership qualifications.	E	Yes	No	No
Ofsted training or experience as an Ofsted inspector.	D	Yes	No	Yes
Proven ability of proactively influencing, leading and delivering major cultural and organisational change in a complex environment.	D	Yes	No	Yes
Postgraduate qualification in leadership.	D	Yes	No	No

Attributes	E/D	App Form	Test	Interview
Professional experience and knowledge				
Successful and substantial senior leadership as a Headteacher or Principal.	E	Yes	No	Yes
An understanding of how to effectively manage change across an organisation and experience of having successfully done so.	E	Yes	No	Yes
Experience of school improvement work in multiple schools.	E	Yes	No	Yes
Experience of leadership and having impact in more than one school.	E	Yes	No	Yes
Experience of successfully leading a school to a good or better (or expected standard plus across all areas of the inspection outcomes.)	E	Yes	No	Yes
Experience of leading a school achieving and sustaining strong outcomes, typically above the national average, including at the end of key stage 2.	E	Yes	No	Yes
Detailed and up-to-date knowledge of current educational research, primary pedagogy, national policy, classroom management strategies, Ofsted inspection procedures and statutory requirements.	E	Yes	Yes	Yes
Understand school budgets and finance.	E	Yes	Yes	Yes
Knowledge of child-safeguarding issues and successful use of measures that promote and ensure the safeguarding of children.	E	Yes	Yes	Yes
Recent experience supporting other schools and / or headteachers across an LA or multi-academy trust.	D	Yes	No	Yes
System or executive leader in an LA or multi-academy trust.	D	Yes	No	Yes
Personal attributes				
Demonstrate respect, inclusivity, integrity, and kindness in leadership, including modelling values and vision in the context of LEO Academy Trust.	E	Yes	No	Yes

Be a team player by serving others and show humility.	E	Yes	No	Yes
Be flexible to changes.	E	Yes	No	Yes
The ability to act in line with: - The Nolan Principles for Public Life; - Keeping Children Safe in Education.	E	Yes	Yes	Yes
The ability to describe reality without apportioning blame.	E	No	No	Yes
The courage to have difficult conversations, where doing so is in the best interests of pupils.	E	No	No	Yes
Passionately committed to safeguarding and the welfare and wellbeing of children and young people.	E	Yes	Yes	Yes
To work hard and remain fully committed, even when under pressure, always acting with consideration for yourself and others.	E	Yes	No	Yes
To communicate clear and high expectations, whilst also being emotionally resilient, patient and persevering with challenges in supporting others to be their very best.	E	Yes	No	Yes
To be able to accurately evaluate the school's effectiveness.	E	No	Yes	Yes
Think strategically, analytically and creatively.	E	No	Yes	Yes
Build capacity and achieve sustainability.	E	Yes	No	Yes
Deal with complexity and uncertainty, working with agility to deal with multiple and simultaneous challenges.	E	No	No	Yes
Anticipate, lead and manage change.	E	Yes	No	Yes
Inspire, challenge, motivate and empower others to attain challenging outcomes.	E	Yes	No	Yes
Work strategically with Trust senior leaders, the executive team and with the Governance structure.	E	Yes	No	Yes
Evidence of collaborative skills.	E	Yes	No	Yes
Use evidence and research to support and challenge practice.	E	No	Yes	Yes

All employees are expected to be committed to safeguarding and promoting the welfare of all children and young people at all times.

Join LEO Academy Trust: Where Your Wellbeing & Career Thrive Hand-in-Hand



At LEO Academy Trust, we believe that our greatest asset is our people. We don't just offer jobs; we offer a supportive community where you are valued, empowered, and cared for. We understand the rewards and challenges of a career in education, which is why we've built a benefits package designed to support your health, nurture your professional growth, and make your daily life just that little bit easier.

Growing with Us: Your Future, Supported



Why Join LEO Academy Trust?

- **Home-Grown Talent:** We invest in your potential from day one with clear pathways for rapid career progression.
- **Our "TEAM" Ethos:** A culture built on Togetherness, Expectation, Achievement, and Moving forwards.
- **Bespoke CPD** with recognised training through a range of carefully chosen partners and in-house offers.
- **Inclusive Culture:** A deeply rooted commitment to diversity, ensuring a safe and welcoming workplace for all.
- **Smart Work-Life Balance:** Industry-leading PedTech and Google tools designed to slash your admin workload.
- **Mental Health Support:** Access to dedicated Mental Health First Aiders at every school site.
- **Trust-Wide Collaboration:** Cross-academy opportunities to share expertise and develop strategic leadership skills.
- **Annual LEO Conference:** A yearly event to connect, recharge, and celebrate our collective success.

Your Health & Wellbeing: Because You Matter



We provide a comprehensive care package for you and your family.

- **24/7 Virtual GP:** Priority access to private medical consultations and prescriptions at any time.
- **Professional Counselling:** Private 1:1 sessions with accredited experts for personal or work-related support.
- **Physio & Fitness:** Access to physiotherapy, personal training, and live virtual Yoga and Pilates classes.
- **Life-Stage Care:** Specialist nurse-led support for menopause, chronic illness, and weight management.
- **Financial Guidance:** Expert advice on mortgages, savings, and retirement planning for total peace of mind.
- **Proactive Health:** Stay protected with annual flu vouchers and holistic health screenings.

The "Little Things" That Make a Big Difference



Removing the small stresses so you can focus on what matters.

- **Subsidised Meals:** Enjoy delicious, discounted daily meals provided by LEO Catering.
- **Family-First Care:** Reduced rates for staff children at our high-quality nurseries and wraparound clubs.
- **Stress-Free Commute:** Free on-site or easy-access parking at most locations, plus excellent public transport links.
- **Secure Pensions:** Generous employer-contributory schemes through the TPS or LGPS.