

The Leaf Trust

Information
for Families



The
Leaf Trust



Welcome

The Leaf Trust is a family of Primary Schools located in Bristol and South Gloucestershire, committed to growth and improvement through purposeful collaboration. We are a Primary and Early Years only Trust centred on developing excellent community-focused Primary Schools for our children and families. We believe that Primary education should be joyful and that all children should experience success. We know that schools thrive when they are rooted in the community they serve. This community focus has informed our decision-making, resulting in The Leaf Trust maintaining the *language of schools, such as Headteacher rather than Principal, school rather than academy, and retaining strong Headteachers and robust school governance. This approach also celebrates* what makes each school special and unique.

We have three key areas that make us stronger together:

Our Collective Resource: This is how we can utilise our combined resources to better serve our schools and children.

Our Collective Support: This is where we use our collective strengths to help improve each other's weaknesses or areas for development, always striving for excellence.

Our Collective Expertise: This is where we use our collective knowledge and experience to become the very best in a given area – our current focus is to become a Reading Trust.

We are delighted that your School is consulting their families on joining our family of schools. We know that your School has a lot to offer the other schools in our family, as well as much to gain from our shared and deep collaborative practices.

Please visit www.leaftrust.co.uk to find out even more about our work and commitment to developing *Unique Primary Schools, Growing Together.*



What is a School Trust?

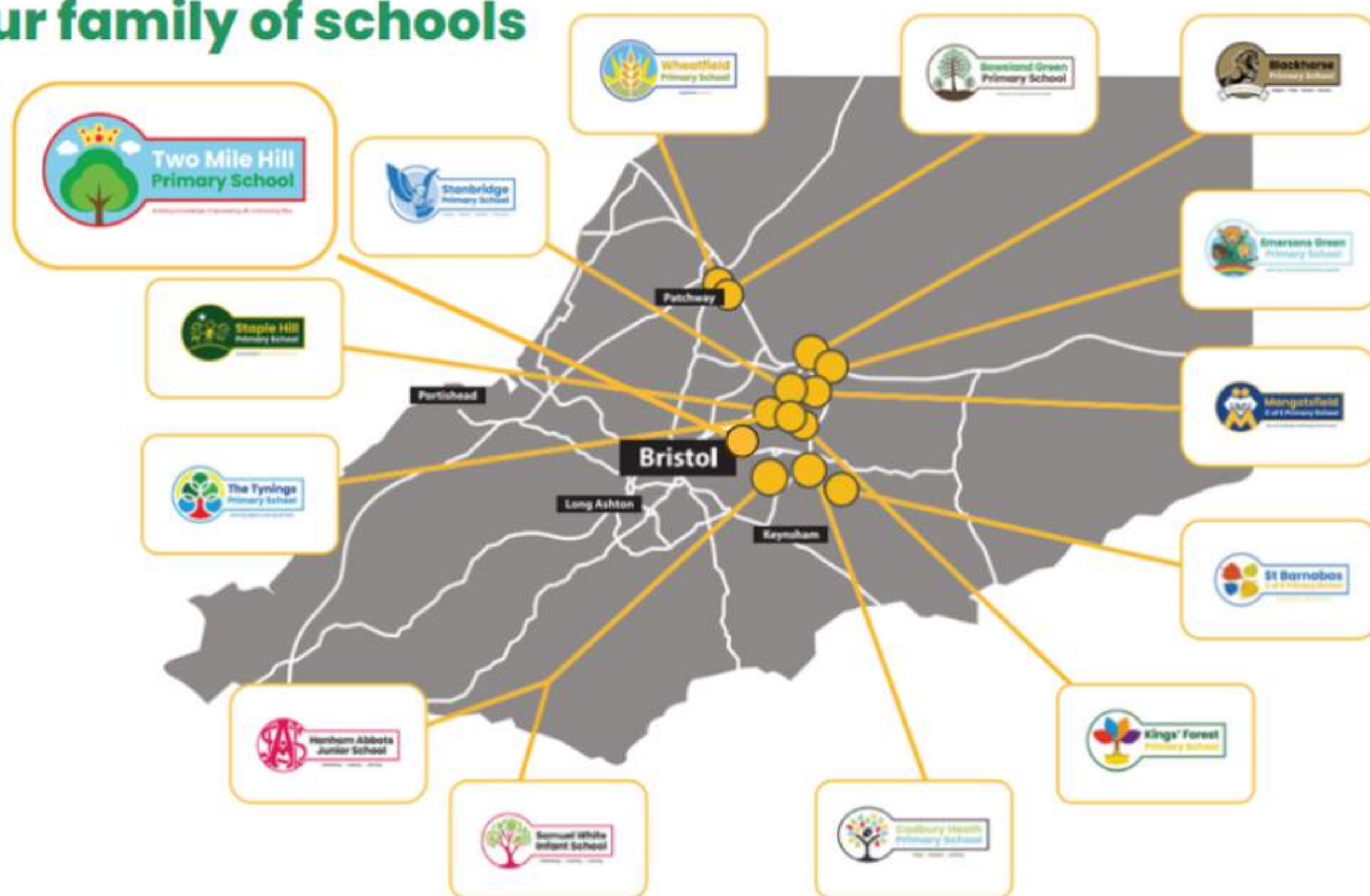


A multi-academy trust is a group of schools working in deep and purposeful collaboration as one legal entity to improve and maintain high educational standards.

A School Trust has a single legal and moral purpose at the heart of the Articles of Association, or legal responsibilities: to advance education for public benefit. School Trusts are subject to both charity and company law and are accountable to the Department of Education.

Who are The Leaf Trust?

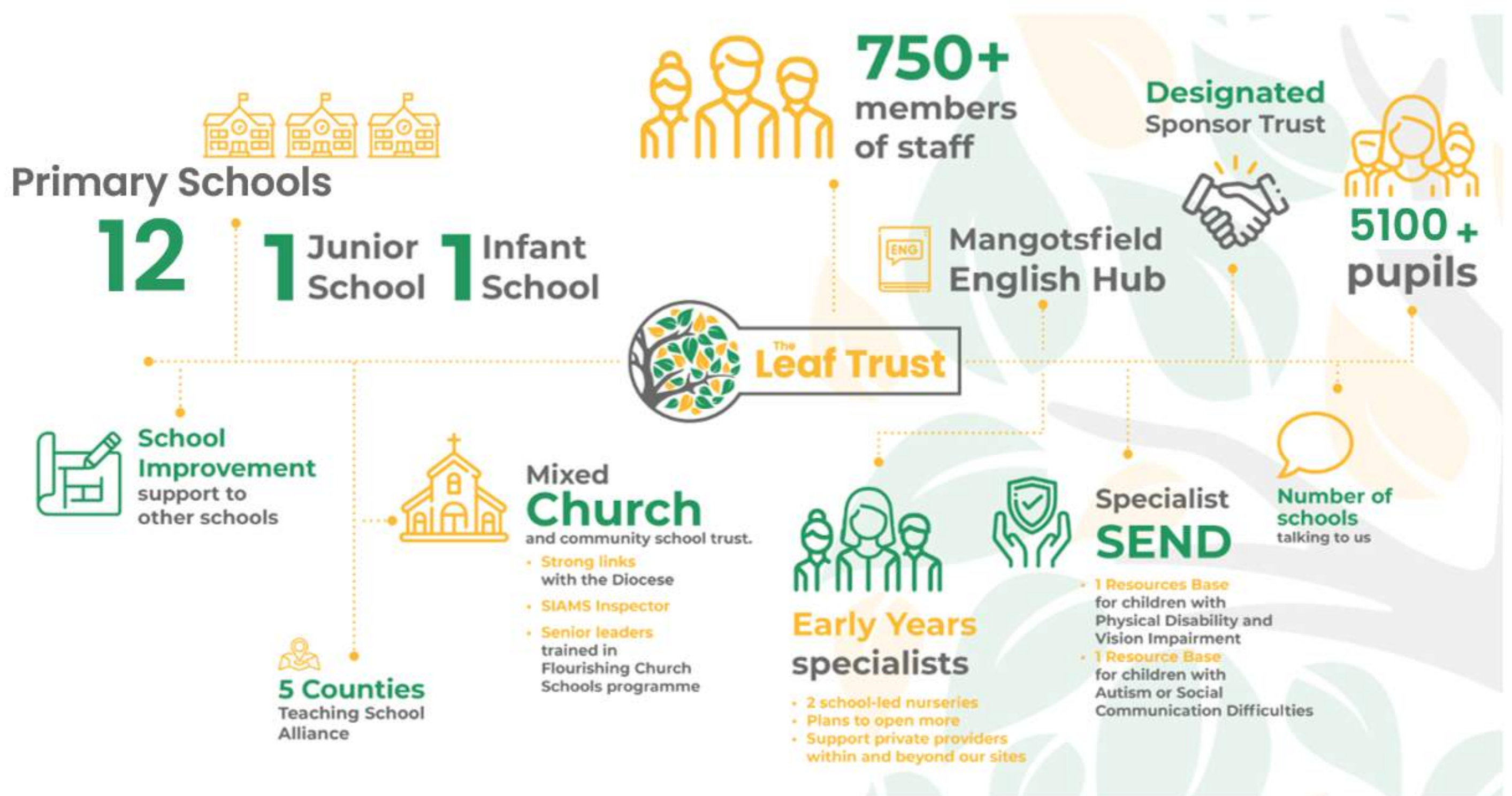
Our family of schools



The Leaf Trust are a family of primary schools across Bristol and South Gloucestershire. They are also joint leaders of the 5 Counties Teaching School, which provides professional development for teachers and trains new teachers. Mangotsfield C of E Primary school also holds a licence as an English Hub, helping schools in the area, beyond Leaf, improve Reading and Phonics outcomes. In January 2026 four new schools will join us:



Who are The Leaf Trust?



Established in September 2023 following over ten years as a learning partnership, The Leaf Trust is increasing its reach through growing as a trust and through outreach work supporting other primary schools to improve.

Who leads The Leaf Trust?

All School Trusts are lead by a Chief Executive Officer and a board of trustees, Leaf's CEO is Ross Newman. EVERY education leader within The Leaf Trust are proven, experienced leaders with at least a decade of Headship experience.



Ross Newman
Chief Executive Officer



Faye Kitchen
Director of Education



Debbie Beazer
Head of Business Operations

You can find out more about them and the rest of the team at www.leaftrust.co.uk

What are The Leaf Trust's vision and values?

Our Mission (Present)



At The Leaf Trust, we bring together **Unique Primary Schools, Growing Together** to empower children and educators to belong, grow, and succeed.

As the largest family of unique primary schools in Bristol and South Gloucestershire, we work in deep collaboration to ensure that all children experience a joyful childhood and an enabling education.



Values We believe in three core values that guide everything we do:

Belong

We create safe, inclusive, and thriving school communities where every child and adult feels valued.



Grow

We commit to continuous learning, development, and improvement for children, staff, and schools.



Succeed

We strive for excellence, ensuring every child achieves their potential and every school thrives.



The Leaf Trust Vision for Education



The Leaf Trust Vision for Education embodies a commitment to fostering a sense of belonging, growth and success for every individual within our school family. Our schools celebrate their unique identity and through this, promote the holistic development of our children, aiming to unlock their full potential. This is firstly achieved by cultivating a strong culture and enabling environments that ensure each individual feels valued, included and engaged.

Expertly designed curricula delivered through high-quality teaching means children are challenged and develop the determination to overcome barriers. They grow into confident, knowledgeable and resilient learners. Led by an emphasis on strong relationships and a language-rich environment, the vision, co-authored by Trustees and staff, champions the success of all, particularly those who are disadvantaged – ensuring that everyone can flourish.

What are The Leaf Trust's guiding principles?



Unique Primary schools at the heart of their communities

Each school shapes their own curriculum to meet the needs of their community
Link governors with responsibility for the community at every level of governance
Staff appointed and committed to each school
No changes to the school uniform or logos
A mix of Church and Community Schools
Uniquely Primary and Nursery Schools only



No Language of Academies

All schools retain their names, including the term 'Primary School'
Language our communities know and understand
No title changes for leadership, still called Headteachers and governors



Primary, Early Years and inclusion experts

Always a Primary and Early Years Trust
A growth strategy that promotes nursery provision within schools
Inclusive schools where all children feel they belong



Led by local Headteachers and Deputy Headteachers who know their communities best

Headteachers and Deputy in every school who chose to work in their school
Headteachers and Deputies, not Principles and Vice-Principles
Continuous development for leaders at all levels



Supported by strong local governance, representative of each individual school's community.

Each school has its own Local Governing Body focused on the quality of education and standards
Elected parent governors for every school
Elected staff governor and community governors



Provide a diverse and engaging curriculum which inspires joy and deep learning

Every child can see themselves in their school curriculum
A focus on joyful learning and experiences
Challenging learning for all



More for children...

Pupil Pledge

At Leaf, we aim to support schools in crafting effective, community-tailored curricula and providing joyful experiences that foster belonging and growth. Our 'Pupil Pledge,' created with pupil representatives, focuses on academic excellence and joyful experiences, ensuring pupils feel confident, connected and resilient.



Develop a love
of Reading



Publish Writing



Perform to
Others



Represent your
School



Help Others



Celebrate
Community



Children from all the
schools in the Leaf family
performing at Bristol
Beacon



Mr Newman launching our annual
Reading festival which includes lots
of excellent authors like Nadia
Shireen

More for staff...

The Leaf Trust believe that our people are our greatest resource and aim to treat them as such. We have a People Plan and an enhanced professional development offer in place for all staff. Below is an executive summary of our People Plan:



We are recognised and rewarded



Long service awards



We say 'Thank you and Well done.'



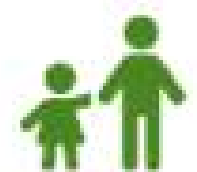
Complimentary lunch with the children



We value family



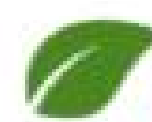
A flexible and supportive approach to attending appointments and family events



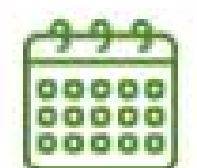
A supportive and flexible approach for those with dependants



Communications policy to protect staff



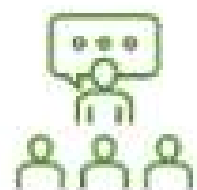
We communicate well



Annual calendar: consulted and well-publicised



Single point of access for all information. Support and resources: Leaf Portal



Regular briefing sessions and staff bulletins



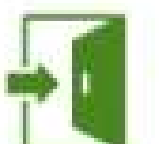
We each have a voice that counts



School and trust well-being committee



Regular staff surveys and shared actions



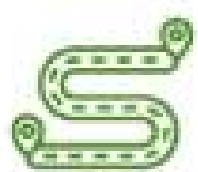
Open door policy for SLTs and the Trust executive team



We are always learning



Opportunities for career development encouraged and supported



Career pathways for all job types



Professional growth approach to performance management



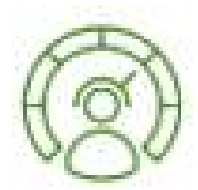
We are happy and healthy



Complimentary tea, coffee and squash in the staffrooms



Gym discounts, mental health support and private healthcare discounts.



A sensible approach to workload and a growth model of observations



Summary of Changes – What does joining The Leaf Trust mean for families?

Things that would stay the same:

The name of the school, including using the term 'Primary School'.

The school uniform.

The school logo.

The school's leadership team, including the Headteacher and Deputy Headteacher.

The language of schools would continue to be used, e.g. Primary School, not Primary Academy, Headteacher not Principal.

The school's curriculum.

The extra-curricular provision offered.

The culture of the school.

The staff team.

The terms and conditions for staff, including their pay and pensions.

The admissions arrangements.

OFSTED would still inspect the school.

SIAMS would still inspect church schools.

The school would retain its Governing Body.

Things that would change:

Increased support and capacity for school improvement.

Increased development and training for staff.

The processing systems used for finance, payroll, Health and Safety, and Human Resources.

The ability to pool and share resources.

Governors would focus on the quality of education and the outcomes of children rather than finance and operations.



***Unique Primary schools,
Growing Together!***