

# ILLUMINATE MINDS TRUST RECRUITMENT PACK



We're a Multi Academy Trust based in South-east London. Our daily mission is putting children at the center of everything we do.

[www.illuminateminds.org](http://www.illuminateminds.org)



# WELCOME

Ms J. Southby – Chief Executive Officer



I am delighted to welcome you to Illuminate Minds Trust, a trust which puts children and young people at the heart of each school.

We believe in the transformational power of education. Through equipping pupils with the skills and knowledge they need alongside their own personal and emotional development, we aim to grow citizens of the future with the agency and resilience to achieve their ambitions.

As a Trust, our approach is underpinned by the following principles:

- To create a family of schools which put children at the centre of all decisions and never lose sight of our moral purpose as organisations which are preparing children as leaders of our future society.
- The experience of every child who comes through our doors will be enjoyable, productive and enlightening, offering insight and opportunities beyond their lived experiences.
- Every child, without exception, will leave with the values, skills, knowledge and confidence to thrive in society.
- Learning is embedded in our culture and we are ambitious for all members of our school communities.
- To develop schools that are recognized at a local, regional and national level for their willingness to innovate, their “no excuses” approach to standards and openness to the sharing of ideas, resources and guidance.

Our motto is “Excellence Every Day” and we are committed to make every date count. For us, it is not about what goes on for a special visit or occasion but what is happening every day in class for your child. Education for us is holistic, more than academic learning, but a broad exposure to different activities and experiences which contribute to the overall progress each child makes. In choosing to work in education, we want to improve the future lives of our children and set them on the pathway to personal success. Ultimately, Illuminate Minds Trust is an organisation which aims to inspire and encourage children to be the best they can be.

When your child joins one of our schools, you are becoming part of our school community. Partnership working is key to your child’s success and we look forward to working with you over the coming years.

Nicola Harper – Chair of Trustees  
(2023)

I am a CIMA qualified Finance Director with 15+ years experience in the public sector, moving across into the gas industry in 2024. I have previously worked across four Government Departments; working within justice, international trade, education and the Cabinet Office. My experience has primarily focused on ensuring strategic outcomes are delivered through robust commercial arrangements, with a balanced focus on value for money, quality and safety/security.

I have a personal interest in ensuring the right outcomes for local communities and feel passionately about the successful delivery of public services. I have been involved with the Trust since 2019 and have seen it go from strength to strength in recent years. The Trust is highly inclusive and has strong ambitions to work collaboratively across a range of stakeholder groups to meet the needs of all children. We ensure the Trustee Board has diverse experience to maximise both challenge and support at the highest level. My professional expertise enables me to offer strategic advice and ensure effective governance to deliver maximum value for all within the school communities.





**ILLUMINATE MINDS  
TRUST**



## **Our Vision**

**Through a commitment to strong partnerships, active collaboration, outstanding leadership, exceptional teaching and an exciting and engaging curriculum offer, our schools will ignite the spark of curiosity and grow the flame of learning and achievement.**

Providing a holistic educational experience builds character, promotes independence and inspires confidence, we will encourage every pupil to have a voice. develop skills, knowledge and resilience and be the very best version of themselves.

Our Trust will strive to deliver "Excellence Every Day" through a holistic curriculum offer, a "no excuses" culture and a firm commitment to ensure that all pupils access learning and experience without limits.

Our schools will beyond all else ensure that children and young people are at the heart of our communities, all we do and all decisions we make. Brave and purposeful, open to new ideas and with a willingness to innovate, our schools are preparing the citizens of the future and contributing to the creation of a new society.

Our people will light the fire of ambition and create a safe, stimulating educational environment where talents grow and pupils thrive, developing a love of learning which will sustain them throughout their lives whereby everyone in our school communities gets better and better every day and in every way.

Our pupils will be equipped with the beliefs and attributes to develop a personal moral compass which supports them in making good choices, understanding right from wrong and showing respect and consideration to others.

Reaching for the stars, dreaming big and always happy and bright, our pupils will make a positive impact on society and leave our schools well rounded, thoughtful individuals who work hard and want to achieve their best.



**We work together, we share ideas, we seek new partnerships and we have the highest expectations of ourselves and others because we believe in "Excellence Every Day" and want to make each day matter.**



# OUR SCHOOLS



## FAIRFORD ACADEMY BARNEHURST



### Happy and Bright

Fairford Academy Barnehurst is a learning community where everyone is valued and all successes are celebrated. Our pupils are encouraged to be ambitious for themselves and to embrace challenges, be willing to take risks and refuse to accept a ceiling to achievement. We believe that our pupils should have access to an amazing curriculum offer, teaching which inspires them and opportunities presented which widen their horizons and take them beyond their lived experiences. Fairford is a joyful school! We expect our pupils to work hard, be the best versions of themselves and to treat everyone with respect and kindness. Fairford Academy offers a springboard to the next stage in their educational journey by preparing the whole child and recognising that achievement extends beyond simply academic outcomes in order that pupils leave the school confident, motivated and with personal agency to make good choices in life.

## PELHAM PRIMARY



### We Dream Big

Pelham Primary School sits at the heart of our community in the centre of Bexleyheath. Pelham is a thriving, ambitious school where children are encouraged to aim high and achieve their potential and beyond in order that they are able to move onto secondary schools with the resilience and good habits which will equip them for the next stage in their educational journey. We want our children to embrace learning, understand the importance of being a good citizen and have the confidence to make informed choices as they move onto adulthood. Pelham Primary School prides itself on combining traditional values alongside an open minded approach to change and evolution to ensure all of our pupils are able to access high quality teaching and learning as well as memorable experiences which develop a love of lifelong learning.



# OUR CURRICULUM



At our schools we aim to provide learners with an educational experience that provides them with the skills, knowledge and character to understand and contribute to the world they live in. Wherever possible we look for meaningful opportunities across the curriculum for the children to make connections with their learning whilst not compromising on the knowledge they need to build upon.

We have designed our own bespoke curriculum, with the local community and the children we serve at the heart of it. Children learn about their local area first, before widening out to London, other areas of the UK and finally the wider world. Our curriculum aims to be aspirational so that when children leave here, they are inspired to achieve beyond their school.

Our bespoke topic based curriculum is structured with clear progression, so that all stakeholders are aware of the children's learning journey from EYFS to Year 6 and beyond. Opportunities are built in for children to make connections between subjects and core themes throughout their time at our school. However, children are taught each subject explicitly so they leave our schools with strong subject knowledge ready for the next stage on their learning journey.

We provide excellence everyday, through an engaging and diverse curriculum that harnesses pupils' imagination. We ensure that cross-curricular opportunities are planned and delivered to meet the needs of all pupils, providing them with a variety of cultural capital experiences.

# A CULTURE OF BELONGING



As an Illuminate Minds Trust school, we ensure every pupil and member of staff is appreciated, recognised, and a valued member of the school community.

We will learn, listen to, and respect individual lived experiences, providing equitable and accessible opportunities for all. We will continue to create a culture of belonging and celebration, so everyone feels safe, confident, and seen, regardless of their race, gender, sexuality, culture, heritage, or religion.

We are committed to enabling the success of every individual in our care.

## Our Commitment

As a school community, we are against discrimination, prejudice and hatred of any kind. Our staff, students and community are committed to ensure we actively embody and embed a culture of anti-racism, LGBTQ+ allyship, disability, neurodiversity awareness and create an environment, which promotes respect, kindness, compassion and empathy. We will continue to embed values that respect diversity of thought and identity, equality and equity so that every student and member of staff feels safe, included. Above all, we want all our students to know their sense of belonging is intrinsic to their wellbeing, mental health and their success.





# WHAT OUR STAKEHOLDERS SAY...



“ We are very happy with the school, teachers, everything is just perfect.”

“We have very happy kids at the end of the school day.”

“ Thank you for all your hard work. Seeing your child happy to go to school every morning is the best feeling :- ) ”

“ The showcase was amazing. Thank you for all you are doing for the kids. Very informative ”

“ Good initiative and effort from the school to have this type of session, where parents can spend some time and see how the kids are doing in school.”

“ Wonderful staff. Lovely to see the students enjoying what they are doing ”

“ My son’s progress this year is amazing. I really appreciate the teacher's efforts to encourage him ”



## WHAT OUR STAFF SAY ABOUT WORKING HERE ...



*"Working within the Trust, I have had lots training opportunities which have helped improve & develop my skills. Which in turn, has given me the confidence to really take ownership of my role within the SEN Team at Pelham."*

*"In our trust every child is given the opportunity to succeed and be the best they can be. Success is not always about academic achievement, and that is realised here. All children are given experiences that develop their knowledge, skills and beliefs that they will remember for a life time."*

*"The emphasis on building productive relationships with the students has created an environment where each child is valued. Therefore, the focus on making the 'right choices' transcends everything which happens within the trust. Members of staff work collectively for the community they serve, as they seek to build positive relationships with the parents as well as the children. "*

*"Pelham is truly amazing school to work for because it fosters an environment where every individual is encouraged to thrive and excel. From dedicated educators who go above and beyond to support student learning to a diverse range of extracurricular activities that cater to various interests, Pelham offers a holistic educational experience. Pelham offers high quality teaching and learning, trips every half term, outdoor learning and the opportunity to DREAM BIG! Pelham is a place where creativity is celebrated, critical thinking is nurtured, and great relationships are formed. With a commitment to innovation, Pelham is not just a place of learning but a vibrant community where students are empowered to reach their full potential and become the leaders of tomorrow. Leaders at the Trust lead by example whilst empowering staff and using clear communication and always having time to listen to their staff".*

*"I feel supported and always feel my ideas are heard and valued. Communication is strong and I think morning briefings play an important role in this and provide an opportunity for anyone to share anything with the team. There is a strong sense of teamwork within the trust, I find there is always someone to go to, whether that be to share an idea to implement or when seeking advice or support."*

# OUR STRATEGIC GOALS

## EXCELLENCE EVERY DAY

At Illuminate Minds Trust we aim to...

- ✓ To create a family of schools which put children at the centre of all decisions and never lose sight of our moral purpose as organisations which are preparing children as leaders of our future society.
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- ✓ Every child, without exception, will leave with the values, skills, knowledge and confidence to thrive in society.
- ✓ Learning is embedded in our culture and we are ambitious for all members of our school communities.
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We achieve our ambition through the 7 C's

- **Capacity**
- **Collaboration**
- **Coaching**
- **Central Systems**
- **Community**
- **Curriculum**
- **Cultural Capital**

We've adopted the 7 C's because School improvement is a journey which has no end point. As leaders, we have been given the agency to make positive change and should never lose sight of our moral purpose. Partnership working enables us to do more with what resources, skills and expertise we possess and it is for everyone's benefit.

# TRAINING

Illuminate Minds Trust is not only ambitious for our children but also for our staff. We recognise that staff are our most valuable resource and in order to get the most out of our team we need to invest in their training and development. Professional development and research is at the heart of our organisation. We know that to retain our best staff we need to give them experiences and opportunities to enable them to become the best they can be! With this in mind, we ensure that all staff access weekly CPD and our approach to raising standards is built around professional dialogue through daily leadership learning walks.

The Trust has adopted a coaching culture supported by Olevi International to encourage all staff at each stage of their career to be an active participant in their own professional development journey. Support and feedback are key to help staff develop their practice and, beyond that, access to collaborative planning, independent experts and secondment opportunities across the Trust to widen experiences and expose staff to new ideas. Our Trust is also committed to upskilling staff through not only our internal training offer but also accredited courses from one day training up to Masters and Doctorate level programmes. If you are looking to kickstart your career, Illuminate Minds Trust is here to help you progress in return for active participation in our organisation's continuous improvement journey. **We'd love you to join us.....**



# OUR CENTRAL TEAM

## **CEO**

Jo Southby

## **COO**

Umar Jillani

## **Trust Director of SEND, Safeguarding and Inclusion and SENCO**

Beverley Evans

## **Trust Teaching and Learning Director**

Sam Robinson

## **Trust Director of HR**

Antonia Jackson

## **HR Officer**

Martina Mitambo

## **Marketing and Stakeholder Relations Officer**

Lexi Devincenzi-Hume

# CONTACT US



## OUR CONTACT



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