



# Recruitment Pack

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# Welcome

from the Chief Executive Officer

Dear Applicant,

I am delighted you are considering joining us at Lime Trust. This is an exciting time to join our Trust, I joined in April 2022 and since then we have been reinvigorating all areas of the Trust. Leading Lime Academy Larkwood will enable you to be a key player in the future development of the Trust.

We passionately believe in promoting the well-being of our teams. We invest in our leaders and all Headteachers:

- Participate in half termly Trust leadership development days
- Receive leadership coaching
- Receive specialist safeguarding clinical supervision termly
- We also provide private health care for all senior leaders.

Lime leaders are supported and held to account in equal measure. The Trust Board has recently been strengthened with new Education Trustees ensuring high quality governance and we invest in our governors through a programme of CPD. We have been reviewing and strengthening systems and processes in relation to School Improvement and Trust business functions. We have an expanded and enhanced the School Improvement Team providing an in-depth annual support cycle that uses forensic on-going evaluation to target areas of greatest need. We offer half termly school improvement visits supporting you to review your progress against the School Improvement Plan and agree what support your team will be

offered between meetings. This is mirrored with a similar cycle for the business, finance, and HR team enabling you as a Head to focus on the learners. Our full strategy is attached in the pack.

We are heavily investing in our people through our people strategy. All teachers beyond ECT (Early Career Teacher) are completing an NPQ (National Professional Qualification) in Leading Teaching with Ambition Institute. This aims to raise the quality of teaching and learning across the Trust, create a common language and pedagogy, enabling our teams to work across schools supporting each other to raise the bar for our learners. All senior leaders are completing an NPQ in Leading Teacher Development, Leading Behaviour and a range of others through to NPQEL, enabling the golden thread to permeate all we do. This is being expanded to develop career pathways for all support staff and become a lead provider for ITT (Initial Teacher Training) from 2024.

I would strongly encourage you to visit our sites and I will be happy to organise a meeting in advance of you applying. I look forward to meeting you.

**Kirsten Jowett**  
CEO, Lime Trust















# About our Trust

## Who is Lime Trust?

Lime Trust is formed of 8 schools over 10 locations across the London Boroughs of Havering and Waltham Forest and Peterborough. We have grown to include four primary schools and four all-through special schools, with 2400 pupils and over 700 employees. In our academies we strive to ensure:

- Learners are safe and enjoy learning
- Everyone feels included, respected, and valued
- An ambitious curriculum develops our learners for the challenges of life and adulthood
- Employee potential is recognised and invested in
- We make a difference to the communities we serve



## Lime Aims

Progress and attainment outcomes for our primary learners exceed national averages by the end of each key stage

- SEND learners make progress from each individuals point of learning
- All our schools are graded good or better by Ofsted
- Wider pupil outcomes - ambitious broad & balanced curriculum with opportunities for enrichment
- Quality of teaching – Good or better, driven by professional development and instructional coaching
- Our employees make a difference to learners across our Trust, beyond their own school
- Positive culture in all our schools; where our employees feel valued, and well-being is a priority
- The Trust's mission, vision, values, and aims are clear across our schools
- Our Primary Schools are the first choice for our local parents, oversubscribed in all year groups. Our Special schools are the first choice for Local Authorities
- Financially sustainable (balanced in-year budgets)



# Our Vision and Values

## *Putting Learners First is our Trust vision.*

We aim to create a nurturing and supportive learning environment for all, encouraging our learners to achieve academic excellence and reach their full potential. We set high expectations and build capacity-rich schools through facilitating school-to-school collaboration. The high challenge we put forward is met with equally high support from our team of education experts, so we continue to improve our children's lives and futures – especially for disadvantaged pupils.

## **Our values are based on R.E.S.P.E.C.T. which means we believe that:**

**R**espect is built on unconditional positive regard for all learners, all employees, and our wider communities.

**E**quity enables everyone to be treated as individuals. It removes barriers, provides opportunity and celebrates difference.

**S**elf-worth creates a culture where all learners, all employees and our wider community have pride in their contributions and feel confident and valued.

**P**artnership is working together for the common good, ensuring that our learners are at the heart of all that we do.

**E**njoyment is feeling happy, safe and motivated to make a positive contribution.

**C**ommunication provides a voice for all, creating a shared understanding through dialogue.

**T**rust is a partnership which requires us to act with integrity. Be brave, honest and kind.







# Our Academies









# Our Staff at Lime Trust have access to the following benefits:

## Global Offer

- Healthcare package
- IT equipment (relevant to the post)
- Well-being support including online resources/app/initiatives
- Extensive CPD opportunities, including support with external courses for further career development
- Enhanced maternity leave benefits
- Membership of a generous pension scheme (LGPS or TPS)
- National pay rates
- Cycle to work scheme
- Discounted gym membership
- Electric car scheme
- Flexible working opportunities
- Job-sharing/Part-time working
- Term-time working
- Career break
- Subsidised childcare (offered on some sites)

## Business Support Staff (in addition to global offer)

- Generous annual leave
- Flexible hours during school closures
- Compressed hours
- Staggered hours
- Home/remote working

## 52 week roles (in addition to global offer)

- Generous annual leave
- Flexible working hours during school closures (annualised hours)

## Teaching & Learning (in addition to global offer)

- PPA can take place working from home





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