



Lincolnshire Gateway
Academies Trust

Recruitment

Why join us?



EXCELLING



CREATING



CARING



Welcome



From the Chair

Our Trust employs more than 750 staff across five secondaries, three primaries and one sixth form. We are responsible for more than 5,250 students. We will open two new free schools Waltham Gateway Primary Academy and Scartho Gateway Primary Academy, both serving North East Lincolnshire, in September 2025.

All our schools are performing well. Our results and Ofsted reports prove it. Parent and student survey feedback has never been more positive.

Our staff team is our most important asset and we do our best to support them.

We have outstanding practice across our various settings and are always keen to hear from like-minded individuals looking for a new challenge.

We have spent ten years making sure our family of academies are in the best of health.

The Trust understands its responsibility for the provision of an outstanding education to all who live in its neighbourhood.

We want to employ the best people across our range of teaching and non-teaching roles to ensure the delivery of high-quality education by a team which feels supported and valued.



Phil Bond
Chair of the Board of Trustees

From the CEO

Lincolnshire Gateway Academies Trust has undergone more than just a change in leadership, name and logo.

Our core purpose of improving the life chances of all children and young people through the provision of a high-quality education remains. But there's more.

We intend to make a difference to the life chances of young people across our region, and we know this will only be realised by continuing to employ first class individuals in teaching and non-teaching roles.

We are keen to grow our talent through the support we give Early Career Teachers.

We are also keen to attract experienced practitioners into teaching and support roles from the region and further afield.

This booklet sets out some of the reasons to join our Trust. Whether you are at the start of your career or more experienced and seeking a fresh challenge, please don't hesitate to contact us.



Martin Brown
Chief Executive Officer

Our Academies



Cleethorpes Academy

OFSTED - GOOD

www.cleethorpesacademy.co.uk



This new Academy joined LGAT on 1 May 2024
www.kirttonacademy.co.uk



Louth Academy

OFSTED - GOOD

www.louthacademy.co.uk



Pilgrim Academy

OFSTED - GOOD

www.pilgrimacademy.co.uk



Reynolds Academy

OFSTED - GOOD

www.reynoldsacademy.co.uk



Scartho Gateway Academy

Due to open September 2025
www.scarthogatewayacademy.co.uk



Somercotes Academy

OFSTED - GOOD

www.somercotesacademy.co.uk



Theddlethorpe Academy

OFSTED - GOOD

www.theddlethorpeacademy.co.uk



TOLL BAR SIXTH FORM

OFSTED - GOOD
www.tollbarsixthform.co.uk



Waltham Gateway Academy

Due to open September 2025
www.walthamgatewayacademy.co.uk



Waltham Toll Bar Academy

OFSTED - GOOD

www.tollbaracademy.co.uk

Professional development

Our Academies recognise the significance in developing staff to deliver the best teaching and learning experiences for our pupils.

Access to bespoke professional learning opportunities, personalised to the needs of our staff, is integral to the development of our Trust.

Staff work collaboratively with colleagues across schools in the Trust and this work is supported through external professional development providers.

This has developed a wealth of experience within our academies, that can provide professional development for teachers and support staff at every level.

In partnership with the teaching school hub, we offer the National Professional Qualifications from middle leadership to senior leadership. As a Trust we are committed to training staff so that they are ready to take up leadership roles. The Trust takes great pride from the fact it has trained leaders that have taken up roles within and outside the Trust across the region.

All members of our workforce are offered opportunities to complete training and developing staff is a core principle of our professional development strategy. CPD is provided to all members of our academies. We also embrace collaboration with other schools and trusts.

Through professional development we aim to;

- Improve the teaching and learning experience offered to students.
- Develop subject-specific knowledge to ensure pupils receive up to date knowledge in the classroom.
- Develop the leadership skills of our teaching staff through careful professional development supported by the NPQ programme.
- Support staff with different aspects of classroom practice as required.



What our staff say



Ben Holmes
Curriculum Leader
Reynolds Academy
Years with Trust: 6

Favourite part of job: The real-time impact I see within my classroom and wider school. Being able to instil and see the children demonstrate perseverance and determination is incredibly rewarding. The moment their learning 'clicks' makes the effort worthwhile.

LGAT as an employer: I am surrounded by colleagues from whom I can learn and develop my teaching pedagogy. I have had opportunities to develop my career and wider skills, taking on new challenges and responsibilities to grow as a practitioner and a person.



Christina Hook
Vice Principal – Post-16
Waltham Toll Bar Academy
Years with Trust: 19

Favourite part of job: No two days are the same, and I love the sheer variety my role encompasses. It is a genuine privilege to work with young people, providing support and guidance that sets them on the pathway to lifelong success.

LGAT as an employer: I can highly recommend the Trust. I have always been supported, challenged, and surrounded by fantastic colleagues committed to working together to support young people.



Diane Dawson
PA/Office Manager
Cleethorpes Academy
Years with Trust: 3

Favourite part of job: I enjoy all aspects. Every day brings up new challenges and I enjoy helping wherever I am needed. I like being busy and days fly by.

LGAT as an employer: I enjoy working for the Trust. Since I started, the Principal and the staff have made me feel very welcome.



Hannah Searing
Teaching Assistant
Theddlethorpe Academy
Years with Trust: 2

Favourite part of job: Supporting children to be become whatever they dream to be and providing them a nurturing, supportive school setting. I enjoy making a difference in their lives.

LGAT as an employer: It is very supportive to employees personally and professionally and we all work as a team and close network. It is one big family.



Jordan Gibbon
Interim Assistant Principal
Pilgrim Academy
Years with Trust: 6

Favourite part of job: Helping the children to progress on an academic and personal level through fostering an engaging learning environment. Seeing the children smiling and enjoying coming to school is what makes me proud to be a teacher.

LGAT as an employer: I have always felt like a valued member of the team. Senior leaders are welcoming of fresh ideas and trust teachers to use their professional judgement to help the children succeed.



Somer Brown
Assistant Principal
Waltham Toll Bar Academy
Years with Trust: 5

Favourite part of job: In my AAP role, I enjoy discovering and implementing new pedagogical approaches to develop the learning experience for our students to excel in. Teaching-wise, I enjoy building the confidence of our students to achieve their potential.

LGAT as an employer: The Trust has provided me with opportunities for promotion early in my career which has helped me to develop as a person and teacher and also as a leader.



Melanie Portlock
Teacher / Deputy SENCO
Pilgrim Academy
Years with Trust: 11

Favourite part of job: Seeing the children's love of learning and enthusiasm. Witnessing their progression because they are so engaged. It is what keeps me buzzing about my job.

LGAT as an employer: I have it to thank for supporting my transition from teaching assistant to teacher. They saw a quality in me that made me go further in my career and achieve my dreams. The trust supports every individual child, not just groups of children in the same situations.



Paul Donnelly
Vice Principal
Louth Academy
Years with Trust: 18

Favourite part of job: I am incredibly fortunate to work with colleagues highly committed to setting up our students for success by providing an aspirational education.

LGAT as an employer: Career advancement opportunities are offered and there has been a significant push on staff development through effective CPD, utilising internal and external sources.



Sian Pauley
Assistant Year Leader
Waltham Toll Bar Academy
Years with Trust: 2

Favourite part of job: A small change to one individual could mean nothing, but to another it could be lifechanging. Minor changes can turnaround their education and mental wellbeing.

LGAT as an employer: I feel there are numerous opportunities and avenues to take. From starting in an administrative role, I am part of the Year 8 pastoral team undergoing an NPQ in Leading Behaviour and Culture.



Susan Milson
Office Manager and PA to the Principal
Somercotes Academy
Years with Trust: 9

Favourite part of job: I enjoy working within a small, conscientious team. It is a busy office, but a very enjoyable work environment. No two days are ever the same.

LGAT as an employer: I would strongly recommend working for the Trust. The Principals and senior staff have been fantastic to work with. The support and care I have received has been brilliant.



Victoria Edwards
Primary Teacher
Reynolds Academy
Years with Trust: 4

Favourite part of job: I love coming to work every morning. It's exhausting and takes up most of my time, but it is worth it. My favourite part is the light bulb moment, "I get it!"

LGAT as an employer: We aren't just a team, we are a family. The support I have received has been invaluable and I feel a part of something wonderful. The trust provides opportunities that allow you to move in your career. The support and encouragement have changed my life.



Ross Middleton
Senior Custodian
Louth Academy
Years with Trust: 11

Favourite part of job: Overseeing two sites is a very rewarding role. I feel respected and part of a whole school community.

LGAT as an employer: I would recommend working for LGAT. I have been given numerous opportunities to further improve my professional development. I have been supported and coached by the managers and senior leaders.



Early career teachers

Lincolnshire Gateway Academies Trust actively welcomes applications from early career teachers.

Every year, we successfully support our ECTs through a rigorous Induction Programme, and we recognise the enthusiasm, energy and creativity new teachers bring to our academies.

We believe in the importance of laying secure foundations for future professional and career development, and we promote a culture of lifelong learning amongst all staff, not just new entrants to the profession.

We are proud of the amount of staff employed by the Trust who started with us as ECTs, and this is indicative of our commitment to supporting and investing in the careers of our teachers.

Furthermore, many of these staff are in promoted positions, having taken advantage of the many opportunities for professional development and career progression within the Trust.



Lincolnshire Gateway Academies Trust can offer Early Career Teachers:

- A comprehensive Induction programme aligned to the government's Early Career Framework.
- The support and guidance of expert mentors across all subjects and phases.
- A positive environment in which to learn and grow as a teacher, underpinned by high expectations of all students.
- Outstanding school facilities, including modern and well-equipped classrooms.
- Opportunities for career progression across the Trust for the right candidates.

At Lincolnshire Gateway Academies Trust you will find a warm welcome, excellent support from colleagues and an ethos which recognises you as a professional.

Staff benefits

As an employee of Lincolnshire Gateway Academies Trust, you will benefit from the following:

- A modern, well-resourced and safe working environment;
- An individual induction programme, with the support of a mentor to help you settle in;
- Opportunities for staff development and career advancement;
- A supportive workplace with a commitment to employee wellbeing;
- An Education Support Employee Assistance Programme for practical and emotional support.
- Dedicated ICT facilities for staff;
- Eligibility to join the Teachers' Pension Scheme (or the Local Government Pension Scheme for support staff);
- Employee Loyalty Awards recognising long-term commitment to the Trust;
- Free optional flu vaccination every Autumn for all members of staff;
- Access to join Health care plan
- Cycle to Work Scheme



Our region

Lincolnshire Gateway's Academies are based in Lincolnshire and North East Lincolnshire, an area of the country that provides the opportunity to enjoy an exceptional quality of life.

Our local area is blessed to the east with long stretches of unspoilt, sandy beaches, protected dune systems and coastal nature reserves.

Inland, the Lincolnshire Wolds Area of Outstanding Natural Beauty offers softly rolling hills, hidden valleys and gentle streams.

And, to the South, the open fens offer the unbroken horizons and big skies so famous of the county.

Amongst this picturesque scene, quiet villages, thriving market towns and vibrant coastal communities benefit from some of the lowest house prices in the country, a favourably dry and warm climate, low levels of pollution and short travel-to-work times.

Visitors and residents have the opportunity to enjoy the popular water sports of paddle boarding, kite surfing, windsurfing and sailing.

They can explore the beauty of the Wolds on foot, by bike or on horseback. And, of course, they can enjoy the ever-popular attractions of our famous seaside resorts.

For those who prefer a faster pace of life, the thriving university cities of Lincoln, Hull, Sheffield and York are easily accessible, and offer a multitude of recreational and cultural attractions.

For travel further afield, Humberside International Airport is situated locally, whilst the TransPennine Express rail service offers a direct connection between Cleethorpes and Manchester, stopping at Meadowhall for those who prefer one stop retail therapy.

All this, combined with the down-to-earth, friendly nature of our residents, makes a move to Lincolnshire an extremely appealing prospect.

Equal opportunities

Lincolnshire Gateway Academies Trust is committed to a policy of equal opportunities and it is our approach to select the right person irrespective of sex, sexual orientation, age, race, ethnic origin, disability or gender.



What next?

Thinking about a new challenge?

Tempted by what our Trust can offer?

Keen to give your career a boost?

Whether you are a teacher, teaching assistant, administrator, site staff etc,
we are keen to hear from a range of potential recruits.

Contact our HR team on hr@lincolnshiregateway.co.uk



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www.lincolnshiregateway.co.uk

e: enquiries@lincolnshiregateway.co.uk **t:** (01507) 353450

