



# Recruitment Pack

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# Welcome

from the Chief Executive Officer

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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 Abbotsmede 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

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 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 NQO (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 NQO in Leading Teacher Development, Leading Behaviour and a range of others through to NQOEL, enabling the golden thread to permeate all we do. This has been expanded to develop career pathways for all support staff and promote Lime Trust as a lead provider for ITT (Initial Teacher Training).

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 9 schools over 11 locations across the London Boroughs of Havering and Waltham Forest, Luton and Peterborough. We have grown to include four primary schools and five all-through special schools, with 2400 pupils and over 780 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 individual's 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

## Lime Vision

Lime Trust's vision is to provide high quality education for learners through school-to-school collaboration and Trust direction, high challenge, and high support. All schools in the Trust strive to improve life chances for all and are:

- Putting learners first
- Setting the standard
- Building capacity-rich schools

## Lime Values

- Respect is built on unconditional positive regard for all learners, all employees, and our wider communities
- Equity enables everyone to be treated as individuals - removes barriers, provides opportunity, and celebrates difference
- Self-worth creates a culture where all learners, all employees and our wider community have pride in their contributions, feel confident and valued
- Partnership is working together for the common good, ensuring that our learners are at the heart of all that we do
- Enjoyment is feeling happy, being safe and motivated to make a positive contribution
- Communication provides a voice for all, creating a shared understanding through dialogue
- Trust is a partnership, which requires us to act with integrity. We are open, honest, and kind





# Our Academies



# Why Work for the Trust?



## Lime Trust is founded upon four principles:



**LEADERSHIP**



**INNOVATION**



**MOTIVATION**



**EXCELLENCE**

Our four principles are crucial to the vision of our organisation, which is to create a sustainable group of exceptional, high-performing schools that improve life chances, and are trusted and respected in their communities.

The Trust set high standards of practice within each Lime academy, ensuring that they apply universally in every classroom, for every teacher and every learner; with challenge at all levels to ensure that all our learners have the very best opportunity.

Within the Trust there are opportunities for professional growth at all levels, to continually build and deliver outstanding teaching and learning, along with great resource management to support learning with the best systems.



# 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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