



Harbour Learning Trust

RECRUITMENT PACK

Harbour Learning Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment.



**Harbour
Learning
Trust**

Success and happiness for all

Welcome from our CEO

Thank you for your interest in Harbour Learning Trust, an ambitious medium sized trust of eight schools based in Grimsby and Lincoln.

I was appointed as CEO in January 2024 with a background of turning around schools and groups of schools that had been facing difficulties. My success has been built upon a philosophy of inclusion, high standards, and empowering staff.

Our schools are happy places with a family feel where people are encouraged to take risks, be creative and where staff are incredibly well supported and trained. High quality learning comes from a climate of openness, collaboration and being outward-facing. Kindness and empathy are key qualities that I look for in leaders as part of a very values-driven organisation.

We're always looking for someone who shares these values, believes there are no limits to what can be achieved if we work together, and has a clear vision based on doing the right things in the right ways to serve our students and communities.

Please feel free to get in touch with us for a conversation if you're thinking about joining us. I can't wait to meet you!

Richard Briggs
CEO



About Harbour Learning Trust

Ermine Primary Academy Redbourne Drive, Lincoln LN2 2HG Tel: 01522 781030	
Great Coates Primary School Cromwell Road, Grimsby DN37 9EN Tel: 01472 808608	
Hartsholme Primary Academy Carrington Drive, Lincoln LN6 0DE Tel: 01522 683705	
Healing Primary School Fords Avenue, Healing DN41 7RS Tel: 01472 882261	
Healing School Low Road, Healing DN41 7QD Tel: 01472 502400	
St Giles Primary Academy Addison Drive, Lincoln LN2 4LQ Tel: 01522 785760	
William Barcroft Junior School Barnett Place, Cleethorpes DN35 7SU Tel: 01472 501777	
Woodlands Academy Pinewood Crescent, Grimsby DN33 1RJ Tel: 01472 500900	

Academy	Local Authority	Date Joined	NOR	Phase
Healing School	N.E Lincolnshire	1 st September 2014	780	Secondary 11-16
Healing Primary School	N.E Lincolnshire	1 st September 2014	332	Primary
Great Coates Primary School	N.E Lincolnshire	1 st June 2016	272	Primary
William Barcroft Junior School	N.E Lincolnshire	1 st March 2017	307	Primary
Hartsholme Academy	Lincolnshire	1 st November 2018	348	Primary
St Giles Academy	Lincolnshire	1 st November 2018	387	Primary
Woodlands Academy	Lincolnshire	1 st November 2018	288	Primary
Ermine Primary Academy	Lincolnshire	1 st September 2019	378	Primary

About the local area: N.E Lincolnshire and Lincolnshire

For comprehensive information about N.E Lincolnshire and Lincolnshire visit:

- www.worksmartlivewell.co.uk/living-in-ne-lincs/
- www.visitlincolnshire.com
- www.nelincs.gov.uk



**Harbour
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Our Vision

To empower and inspire children, adults and communities to be ambitious, healthy and kind, dedicated to making our world a better place

Our vision is to develop a portfolio across the three Lincolnshire counties which contains primary and secondary schools, a sixth form college, alternative provisions and at least one special school by 2030.

We believe in being truly inclusive and representative across our schools and so our ambition is to be a trust of up to 40 schools.

Harbour Learning Trust will be known for high performance, inclusion, strong staff wellbeing and work-life balance.

Our students will feel part of a diverse and inclusive community and our staff will thrive in the family feel of the Trust.

Our strong reputation with all stakeholders and in the wider educational community means our schools will be oversubscribed and our staff want to build their careers with us.

The Harbour Way

We value every person at Harbour Learning Trust – from pupils and their families to colleagues and governors. We recognise and appreciate that every individual brings unique qualities, abilities and talents and we fully support everyone to reach their full potential. As part of that recognition, whilst we are creating one, wholly inclusive Trust, we still recognise the individuality of our schools, who retain their distinct identities in order to best serve their communities. We are just starting our cultural journey, laying the foundation of our culture through our 'magnificent' 7 qualities, which are framed by our People Promise. Our qualities closely mirror our values; this is because they are at the heart of Harbour and everything we do.

Our People Promises

We are committed to our promise, which ensures we will:

- act with **integrity**, honesty and transparency in all we do;
- **trust** our fellow professionals and value their skills and knowledge;
- **work collaboratively** and encourage others to do the same;
- **work inclusively**, building and celebrating inclusive and diverse communities;
- **be kind** to ourselves and in all our dealings with others, acting with compassion and empathy;
- **communicate** regularly and with clarity with our stakeholders and with each other, welcoming and reflecting on constructive feedback from others; and
- **be aspirational** for all, wanting the best for ourselves and for everyone involved with Harbour



Our Values



Delight & Joy

Our children deserve great schools that are full of joy. We let loose their imaginations and encourage them to be creative, learn through play and challenge themselves to do better and be better.



Ambition

Our children deserve inspirational and ambitious staff so we will recruit the best, and nurture talent in schools that are successful, happy and safe places to work and learn. We will be outward-facing, learning from the best so we can become better and then give back



Nurture

Our children deserve great schools that embody, love, deep care and kindness. Everyone in Harbour understands the importance of respecting each other and taking responsibility for our words and actions.



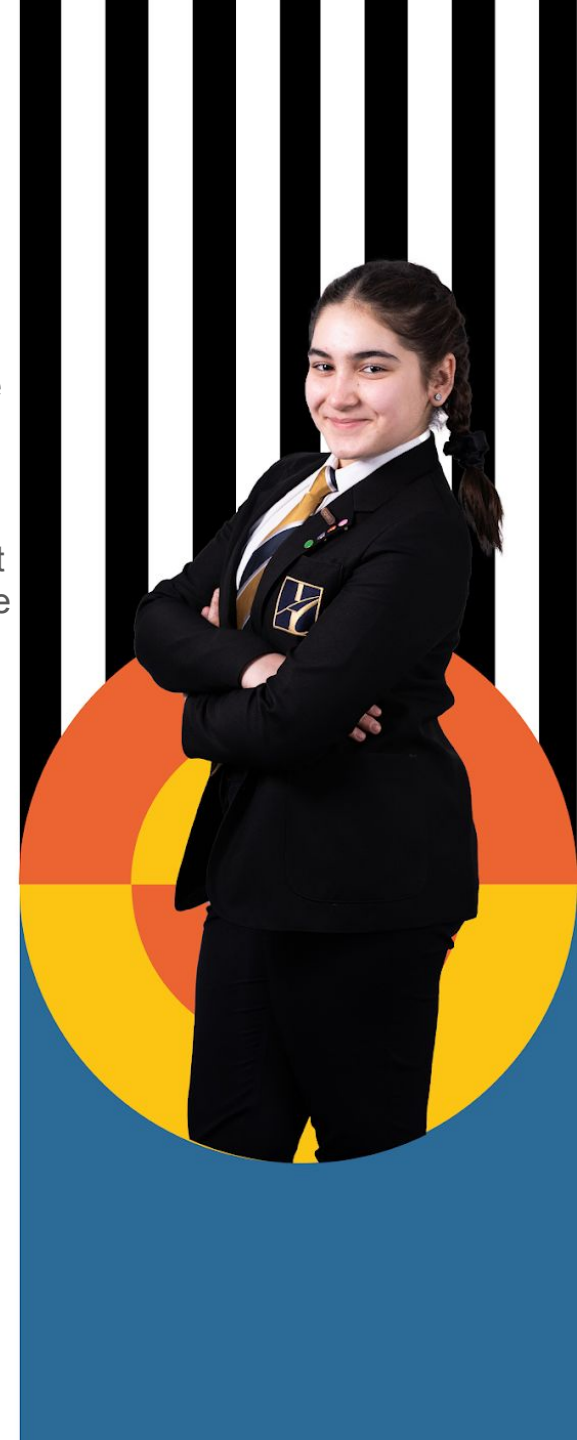
Community

Our children deserve strong, supportive communities. Pride in our communities is important for all of us, so we will foster positive interactions, support families and instil a sense of civic responsibility and service in Harbour.



Empower

Our children deserve inspirational and ambitious staff so we will recruit the best, and nurture talent in schools that are successful, happy and safe places to work and learn. We will be outward-facing, learning from the best so we can become better and then give back





What can we offer you

At Harbour Learning Trust, we invest extensively in outstanding training and development opportunities. We value our staff and the benefits we offer include:

- Employee Benefits Scheme;
- Local Government Pension Scheme;
- Employee Assistance Programme;
- Cycle to Work Scheme
- A dedicated team committed to achieving high standards;
- A supportive, warm and welcoming ethos;
- A vibrant learning environment – for you and our children;
- An experienced and supportive leadership team, who are committed to the well-being of all staff;

OUR TALENT, LEARNING AND DEVELOPMENT STRATEGY

Learning is critical to how we move forwards as a Trust, to enable our people to be at their best in the job they currently do, and to develop towards a future role.

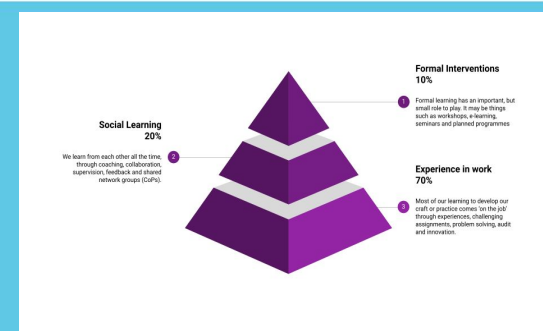
The majority of what we learn in our profession we learn 'on the job' and this can be structured and defined so that the learning is meaningful and developmental.

Over the last decade we've become much more aware of how much we learn from each other, often called social learning, and which includes how we coach each other, give feedback and build a network that supports learning and development across the Trust.

More traditional development programmes sit alongside these other methods for targeted and focused development at specific stages of someone's career or for specific groups.

Our strategy blends these three elements to ensure learning is available for anyone who wants to engage in it to grow in their current job or develop towards another one. It sits alongside, and as part of, the Teaching and Learning Strategy, and our approach to Talent Development.

There are five strands to our strategy.



The Learning Strands

01	Meaningful Work	<ul style="list-style-type: none">• Creating work that enables people to learn & fits with our Values.• Creating development opportunities that enable staff to step safely into stretching work or projects
02	Strong Management Practices	<ul style="list-style-type: none">• Focusing on the importance of line management to develop succession• Management development for middle & senior leaders• Regular feedback and CPD
03	Community and Network	<ul style="list-style-type: none">• A professional network across the Trust• Great inductions for everyone which help them to feel part of the community• A portal for learning enabling networks & communities
04	Coaching Culture	<ul style="list-style-type: none">• A culture of peer coaching, supported by the Harbour Way• A developed skill in giving & receiving feedback• Introduction of Action Learning sets/ RATs
05	Programmes to Grow	<ul style="list-style-type: none">• Leadership development programmes to support our leaders• Resources that can be accessed in an online portal• Talent development programme



**“Success is not
how high you have
climbed, but how you
make a positive
difference to the world”**

How do I apply



All of our vacancies are advertised on My New term;

<https://mynewterm.com/>

If you have any questions or want to contact us directly please email us on;

hr@harbourlearningtrust.com

Or call us on;
01472 582525

Come and join us



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