



# Recruitment Brochure

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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.

We have an expanded School Improvement Team and a central Business Team supporting each school to ensure our teams can learn from each other and become as great as the sum of our parts. Colleagues joining our teams can access a range of networks, support and training for their roles.

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 also completing an NPQ enabling the golden thread to permeate all we do. This is being expanded to develop career pathways for all support staff and we will become a lead provider for ITT (Initial Teacher Training).

We passionately believe in promoting the well-being of our teams and have a wide range of benefits and systems to support our staff – you can read more about this later in this pack.

All schools have a new Academy Council linked to the Lime Trust Board, ensuring our schools are supported and held to account in equal measure.

I would strongly encourage you to visit our schools if you are considering a role within our trust.

**Kirsten Jowett**  
CEO, Lime Trust





 Lime Academy  
Waterfall

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# Message from Lime Academy Watergall

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Thank you for your interest in Lime Academy Watergall. We hope the information in this pack will help you understand more about our school, children and families and support your application for our vacancy.

Lime Academy Watergall is a 2-form entry primary school which sits at the heart of the local community located approximately 4 miles from Peterborough City Centre. Our school is a diverse, welcoming and engaging environment where children feel safe and are excited to learn.

Our team of dedicated staff provide children with an exciting curriculum, whilst building strong relationships that encourage the children to achieve their full potential.

Experienced staff, a nurturing culture and strong links and relationships with families, create a positive inclusive climate and a strong culture of putting learners first.

The team at Lime Academy Watergall have high expectations for all children and are passionate about the opportunities for learning that they provide and are committed to developing and nurturing aspirational and lifelong learners, providing every child with an opportunity to shine, be successful and be happy.

Our team work collaboratively to continually develop and support each other to ensure the very best academic and pastoral outcomes for all children. I am extremely proud to work alongside such a talented and dedicated team of staff and such amazing children and families.

If you feel you have the vision, drive and enthusiasm to support and contribute to our Academy's further continued development, then we would love to hear from you.

**Headteacher**  
**Andy Buffham**





# About our Trust

## Who is Lime Trust?

Lime Trust is formed of 9 schools over 11 locations across Peterborough, the London Boroughs of Havering and Waltham Forest and Luton. We have grown to include four primary schools, four all-through special schools and one secondary special school, with 2588 pupils and over 750 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

## **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
- Flexible working opportunities
- Job-sharing/Part-time working
- Discretionary Paid Days (up to 3 during term time)
- 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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