

*Learn from the best
Become better
Give back*



**Harbour
Learning
Trust**

Success and happiness for all

Harbour Learning Trust

Recruitment Pack

2026



*Welcome to
our family!*

Richard Briggs
CEO
Harbour Learning Trust



Hello!

Dear Prospective Candidate

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. Our 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. We can't wait to meet you!

Mr Richard Briggs
CEO, Harbour Learning Trust

We'd love to have you join us!

Our Values

At Harbour Learning Trust our Values shape who we are, what we believe in and why we do what we do. We believe that everyone is a role model for our Values, and the way we behave with each other.

Our **DANCE** Values are visible across the Trust in our classrooms, in our day to day interactions and how we make decisions - We are proud to be a Values Led Trust:

-  **DELIGHT & JOY:** We let loose our children's imaginations and encourage them to be creative, learn through play and challenge themselves to do better and be better.
-  **AMBITION:** Harbour children deserve great schools and inspirational and ambitious staff so we will recruit the best, and nurture talent in our schools that are successful, happy and safe places to work and learn.
-  **NURTURE:** Harbour 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:** We are proud to live in a diverse world and we will commit to learning, understanding and celebrating inclusion, diversity and equity in our communities.
-  **EMPOWER:** We embrace failure as part of learning and empower our children and staff to experiment, be creative, take risks and problem solve, working together to find ways to achieve.



“ At William Barcroft, kindness is the common language, and nurturing the spirit of each child is one of their greatest achievements. It is, quite simply, a special place to be and I love taking every opportunity to be part of it. ”

“ Working at Harbour Learning Trust means being part of a high performance team. We are encouraged to be curious, to ask more than we tell and we always strive for quality first teaching. ”

Staff Voice Healing Academy

Our Schools

We currently have seven primary schools, one secondary school, two SEND hubs and one specialist resource provision in our Harbour Learning Trust family across Lincolnshire.

Our Primary Schools



Ermine Primary Academy
Principal: Mrs A Norman



William Barcroft Junior School
Principal: Mrs S Sargent



Great Coates Primary Academy
Principal: Miss E Emson



Woodlands Academy
Principal: Miss B Wright



Hartsholme Academy
Principal: Miss F Rhodes

Our Secondary School



Healing Academy
Principal: Mr S Logan



Healing Primary Academy
Principal: Mrs C Knight

Our Specialist Resource Provision



Hive@Healing
Principal: Mr S Logan



St Giles Academy
Principal: Miss E Emson

Our Mainstream SEND Hubs



The Links at Ermine
Principal: Mrs A. Norman

What we believe in

We believe that we have the unique privilege to empower and inspire children, adults and communities to be ambitious, healthy and kind, dedicated to leaving our world a better place than we found it.

We do this through an unrelenting focus on :

- **Quality first teaching**
- **Quality support for staff and leaders**
- **Quality support for children, families and communities**

Our Multi Academy Trust is a family of schools, who are genuinely committed to collaborative working, sharing the same vision and values and placing children at the heart of every decision we take.

We believe everyone is a role model for our values, and so our behaviour framework applies to us all, in whatever role we do.

 We are **KIND** to each other

 We act with **INTEGRITY**

 We are **ASPIRATIONAL**

 We work **COLLABORATIVELY**

 We **COMMUNICATE** purposefully

 We **TRUST** each other

 We work **INCLUSIVELY**



“I think Healing Primary is a wonderful school. My child is very happy here and all staff are professional, helpful and cannot do enough for my child who does need additional care with medical conditions. They also really encourage my child with learning.”

Parent's Voice September 2025

What do our Principals say about being part of Harbour Learning Trust?

“I am proud to be Principal of Woodlands Academy, and to form part of the Harbour Learning Trust Team. In almost 20 years of working in education, I have not worked in a more supportive, kind and integrity-driven environment. At Harbour Learning Trust, all stakeholders are held at the forefront of every decision made, and the aspirations, care, nurture and empowerment we show our pupils, are also gifted to staff, families and our communities.

Harbour Learning Trust has supported us to transform our school from Inadequate to Outstanding in 3 years. Without the knowledge, expertise and care of our colleagues across the Trust - from other schools and the central team - we wouldn't be the amazing place we are today... a place where everyone belongs and is empowered to thrive.”

Becky Wright,
Principal at Woodlands Academy

“Stepping into my first headship at Healing Primary Academy was a huge leap, but one that felt possible because of the support and mentorship from the team at Harbour Learning Trust. From day one, I've been guided by a team of highly experienced and successful principals and a central team that provides expert guidance exactly when it's needed, ensuring I never felt isolated in the role. What sets this Trust apart is that we don't just talk about our shared values; we live them, creating a culture of integrity and collaboration that is tangible in every school. We are currently on a shared journey of growth and innovation which will undoubtedly have a positive impact on the pupils, staff and communities we serve. In my opinion, there has never been a more exciting time to be part of Harbour Learning Trust.”

Claire Knight,
Principal at Healing Primary

“What sets our Trust apart is the genuine commitment to living our DANCE values. As a leader, I feel supported by a community of peers who share a common ambition for success and happiness for all.

We are empowered to innovate, creating environments where both staff, students and community find joy in their daily work. It is a privilege to be part of Healing Academy and Harbour Learning Trust.”

Stephen Logan,
Principal at Healing Secondary



Why join us?

Harbour Learning Trust is deeply rooted in this area.

We understand the unique strengths and challenges of all of our schools and are committed to inclusive, community-driven education for all of our pupils and staff. We were proud to be shortlisted in the TES Awards 2025 for Inclusive Trust of the Year.

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
- Free flu vaccinations for all staff
- Tailored development opportunities for all staff

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



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**Harbour
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Together, we create thriving,
inclusive, community focused schools
where everyone can succeed



Harbour Learning Trust

Low Road, Healing,
Grimsby,
North East Lincolnshire
DN41 7QD

Tel: 01472 582525

Email: enquiries@harbourlearningtrust.com

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