



# 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.

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) from 2024.

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





# Message from Lime Academy Hornbeam

Welcome to Lime Academy Hornbeam, we are a part of The Lime Trust. Lime Academy Hornbeam is a special needs school working across two distinct sites, William Morris and Brookfield House, with space for 285 pupils between the ages of 4 and 19. All of our pupils have Education Health Care Plans describing a variety of needs including PMLD, SLD, ASD and SPLD. William Morris caters for pupils with SLD, ASD, SPLD. Brookfield House caters for pupils with SPLD.

We provide our pupils with a safe positive and supportive learning environment within which we deliver the best possible education to meet their individual learning needs.

As a values led organisation, we believe in displaying Respect, Equity, Self-worth, Partnership, Enjoyment, Communication and Trust, in all we do. We always look for ways to be brilliant and we have high expectations for all our pupils and expect them to achieve the best possible outcomes, so they leave the school confident and well prepared for the next stage of their education.

Our curriculum is broad, balanced and motivational, encouraging all pupils to become increasingly independent thinkers and learners. We place a vital importance on life-long learning, aiming to prepare our pupils for the future whether that be employment, voluntary work or further education. We aim to provide the highest quality of teaching and we are constantly developing ways to deliver learning that is fun, meaningful and practical.

All successes, no matter how small, are celebrated. We aim to instill in our pupils an understanding of the importance of being part of our community and of the need to value and respect friends, family and staff.

We recognise the special importance of school life for every pupil and their family, and we encourage working in partnership with families to ensure both productive and happy experience for all concerned. We aim to speak with parents and carers every day and develop meaningful mutually beneficial relationship

I am very proud to be a part of the Trust family and proud to have the opportunity of working with an exceptional group of pupils and their families.

Visits to the school are warmly welcomed; please contact the school office for further information.

Warm regards,

**Sean Egan**  
Headteacher





# About our Trust

## Who is Lime Trust?

Lime Trust is formed of 8 schools over 10 locations across the London Boroughs of Havering and Waltham Forest and Peterborough. We have grown to include four primary schools and four all-through special schools, with 2400 pupils and over 700 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

 Lime Academy  
Parnwell  
*Putting Learners First*

 Lime Academy  
Orton  
*Putting Learners First*

 Lime Academy  
Watergall  
*Putting Learners First*

 Lime Academy  
Abbotsmede  
*Putting Learners First*

 Lime Academy  
Ravensbourne  
*Putting Learners First*

 Lime Academy  
Forest Approach  
*Putting Learners First*

 Lime Academy  
Larkwood  
*Putting Learners First*

 Lime Academy  
Hornbeam  
*Putting Learners First*

# 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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