



# 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





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# Message from Lime Academy Orton

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Dear Applicant,

Thank you for your interest in working at our school, we think it is a wonderful place to be and we hope you will feel that way too! Our whole team work together to ensure our learning community is a safe, warm and welcoming environment for our pupils, where they can achieve, reach their maximum potential and have as much personal independence as possible.

We value each individual pupil and staff members knowledge, experience and contribution- we want everyone to feel valued and know that they matter! We are unashamed in our pursuit of excellence- we want the very best for our pupils!

**Our School:** We are a split campus school, for pupils aged 2-19 located in the warm and welcoming communities of Orton Goldhay (Clayton Campus- Primary aged pupils) and Orton Malborne (Malborne Campus- secondary aged pupils) in the south of Peterborough. We also have a Community Hub based in the Herlington Centre which provides our learners with community and work-based learning opportunities, alongside our partnerships with local college and care providers.

Our learners all have Education Health Care Plans. We support those learners within the city of Peterborough and its surrounding villages with the most complex needs, including those with complex health needs.

We are very lucky to be able to provide our learners with access to specialist resources such as a Hydrotherapy pool, therapeutic trampolining, sensory rooms and developmental movement spaces.

**Our Curriculum:** At Lime Academy Orton we believe that one of the central aims of the educational opportunities we deliver is to enable the children who arrive at the school to leave as young adults who are as independent as possible. To help achieve this it is essential to recognise that irrespective of the pupil's level of ability, the provision available throughout the school as they become older needs to reflect their changing age. We achieve this in a number of ways, such as ensuring that the work provided is developmentally appropriate in terms of both the learning contexts and the resources used, that teaching and social areas are designed to reflect changing interests and social dynamics and that the curriculum provided adapts to the changes in emphasis and priority.

We value:

- A climate that fosters fun, learning for all and a positive self- image.
- Good relationships between staff and children, school and home, school and the wider community.
- An environment where everyone is treated with dignity, respect and is of equal worth.

The different interests, strengths, rates of working and ways of learning for all. Most of all in everything we do we are: "Putting Learners First"

We think Lime Academy Orton is an exciting and vibrant place to be and we would warmly welcome visits from prospective candidates interested in being part of our team.

**Headteacher**  
**Rebecca LeCaplain**



# 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



# 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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