



Recruitment Pack

Welcome

from the Chief Executive Officer

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 Ravensbourne

Dear Applicant,

We are delighted that you have expressed an interest in working for Lime Academy Ravensbourne. This pack will give you more information about our Academy and the advertised post. We hope that the information helps you to decide if we are the right environment for you and whether you have the qualities, skills and experience that will make you a valued member of our team.

We are a unique environment that endeavours to make every day amazing for our learners. Lime Academy Ravensbourne is a special school for pupils aged 2-19 with PMLD and severe learning disabilities. We are committed to a high-quality curriculum that enables our learners to be the very best they can be and more. Every moment is an important moment at Ravensbourne, and we pride ourselves on having a deep understanding of each individual learner and using that knowledge to develop a personalised learning experience appropriate for each pupil.

We work alongside a fantastic team of therapists and other professionals to create a multidisciplinary approach that challenges all barriers to learning for all our learners.

Ravensbourne is a very friendly, warm, happy community. We take pride in our strong links with our parents and the wider community. It is very important to us that we are visible and our learners are visible as valued members of the community in which they live. We are outward facing and are always keen to collaborate with others to benefit our pupils, and our staff.

The Academy is part of the Lime Trust family of 4 primary and 4 special schools. Being part of this group enriches our work and offers us a wide variety of training and personal development opportunities for our staff. As a Trust school we uphold the Trust's overarching ethos and values of RESPECT: Respect, Equity, Self-worth, Partnership, Enjoyment, Communication, Trust. It is important to us that our staff are well supported and motivated in all they do as part of their role.

I am extremely proud to be the Headteacher at Lime Academy Ravensbourne and to work with an incredible group of learners that inspire and amaze us every day. I am also blessed with a highly talented group of dedicated and caring staff that consistently strive to meet the needs of every learner, every day. If you feel you could get behind our school vision and ethos and have the energy and drive to take Ravensbourne to the next level in our school improvement journey, then we would love to hear from you.

Kind regards

Headteacher
Andy Smith



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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