



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 Parnwell

Thank you for your interest in Lime Academy Parnwell. We hope the information in this pack helps you to understand more about our school and what makes it such a special place to work.

We are a two form entry school that is at the heart of the Parnwell community not far from the city centre. We welcome families from a diverse range of backgrounds which we celebrate through all the work we do.

Lime Academy Parnwell staff have high expectation and aspirations for all of our pupils. Our enthusiastic, hardworking team provide pupils with not only an exciting curriculum but also enrichment activities that ensure all pupils benefit from purposeful learning experiences both inside and outside of school. We welcome visitors regularly into the school to support our experience days, as well as trips out and event evenings for pupils to attend every half term. We are dedicated to ensuring all pupils reach their full potential whilst at our school with a commitment to supporting them academically and pastorally.

A culture of putting learners first means we encourage and develop strong links and relationships with our families to ensure every pupil receives the best education. When necessary we seek external support for not just our pupils but our families using links with local charities and our onsite food pantry.

Being part of the Lime Trust has allowed strong links to be developed between the schools, allowing staff to share expertise, resources and experiences. Work continues across year group and subject Hubs to ensure the professional development of staff, the development of our curriculum year on year

and the reduction of staff workload. Access to internal and external training on both pedagogy, through completion of NPQs, and the specific approaches we use is prioritised to ensure staff feel supported in developing their practise.

If you feel you have the vision, commitment and enthusiasm to support and contribute to Lime Academy Parnwell's development, then we would love to hear from you.

Headteacher
Ellie Gibson



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

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:

Respect is built on unconditional positive regard for all learners, all employees, and our wider communities.

Equity enables everyone to be treated as individuals. It 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 and 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, 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. 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
- 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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Lime Academy
Parnwell

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