



# Recruitment Pack

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# 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. Leading Lime Academy Abbotsmede will enable you to be a key player in the future development of the Trust.

We passionately believe in promoting the well-being of our teams. We invest in our leaders and all Headteachers:

- Participate in half termly Trust leadership development days
- Receive leadership coaching
- Receive specialist safeguarding clinical supervision termly
- We also provide private health care for all senior leaders.

Lime leaders are supported and held to account in equal measure. The Trust Board has recently been strengthened with new Education Trustees ensuring high quality governance and we invest in our governors through a programme of CPD. We have been reviewing and strengthening systems and processes in relation to School Improvement and Trust business functions. We have an expanded and enhanced the School Improvement Team providing an in-depth annual support cycle that uses forensic on-going evaluation to target areas of greatest need. We offer half termly school improvement visits supporting you to review your progress against the School Improvement Plan and agree what support your team will be

offered between meetings. This is mirrored with a similar cycle for the business, finance, and HR team enabling you as a Head to focus on the learners. Our full strategy is attached in the pack.

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 completing an NPQ in Leading Teacher Development, Leading Behaviour and a range of others through to NPQEL, enabling the golden thread to permeate all we do. This is being expanded to develop career pathways for all support staff and become a lead provider for ITT (Initial Teacher Training) from 2024.

I would strongly encourage you to visit our sites and I will be happy to organise a meeting in advance of you applying. I look forward to meeting you.

**Kirsten Jowett**  
CEO, Lime Trust







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# Message from Lime Academy Abbotsmede

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Welcome to Lime Academy Abbotsmede.

We are a thriving two-form entry primary school at the heart of the City of Peterborough. The school benefits from being a short walk into the city centre and thus only a small distance from the places which make Peterborough an exciting place to work.

Our school is filled with happy, enthusiastic students who have a thirst for learning and enthusiasm for the magic that you can bring to our classrooms. We care for all of our students and promote positive relationships, providing a high degree of nurture particularly for those who just need that bit of extra support and guidance.

Our EYFS is a particular strength of our school. We benefit from a well-resourced nursery catering for children from 2 years up to school age. Children typically join our setting with lower starting points than would be found nationally. However, our dedicated and skilled staff ensure that children make rapid and sustained progress. Our Reception classes boast a purposeful learning environment where all children are encouraged to flourish, with their individual talents being nurtured and celebrated.

We benefit from a varied, exciting and dynamic curriculum which has been constructed with our students in mind. The curriculum, however, is not so rigid that there is no room for creative flair – in fact we encourage this!

Music is something we as a school are continually developing and building on. All of our students have the opportunity to learn an

instrument and to perform in showcase opportunities. These are well attended which show great support for our school.

We embrace technology at Lime Academy Abbotsmede. We have 1:1 I-pads for students in Years 3 to 6 and an exciting computing curriculum that makes use of a range of exciting applications and a hint of robotics. Our tech is used as a tool to support learning in innovative ways and is not just a web browser at the end of our fingertips. We are always looking for new and innovative ways to improve our teaching and learning via technology.

We have a range of exciting partnerships, including working locally with the Key and New Theatres which not only allows us access to performances but also workshop opportunities with organisations such as the Birmingham Royal Ballet. The IntoUniversity organisation which provides our students with exciting in house and in-centre workshops enables our students to have an early idea of what Universities are and how they can aspire to expand their learning further.

Being part of a large family of schools is a pivotal partnership and allows us to share resources. Our most important partnership is with our children's families who are fantastic. They are so appreciative of all of our hard work and are very supportive of our school.

We are always excited to welcome new people to our Lime Academy Abbotsmede family and look forward to hearing from you soon!

**Headteacher**  
**Kiel Richardson**





# 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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