



# HIGHCLIFFE PRIMARY

Lionheart Educational Trust



## Candidate Pack

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# WELCOME



## To Highcliffe Primary School

I feel incredibly lucky to lead such a dedicated, caring and happy school; our team always go 'the extra mile'. The children at Highcliffe Primary School never cease to amaze me! They are polite, hardworking and ready to learn. We are proud to be one of the five primary schools in the Lionheart Educational Trust and we all work closely together. Highcliffe is an ambitious, research driven and visionary school.

Through our creative curriculum we ensure every child receives the highest quality education, both academically and holistically. Our Trust vision of 'ANY young person from ANY background deserves an EQUAL chance to be successful in whatever they do' permeates throughout our school. This vision sits alongside our fundamental 6Rs: Respect, Responsibility, Resourcefulness, Resilience, Reflection and Reciprocity. We develop self-directed, inquisitive and brave individuals with a life-long love for learning. Our curriculum includes the teaching of key skills and dispositions such as empathy, self-direction and justification. To help our children reach their full potential, well-being is at the heart of our school, and we are proud of our strong pastoral offer.

We believe every child deserves a champion and we offer a wide range of nurture-based provisions and interventions including social, emotional and mental health support for both our children and for the whole school community. We also provide Forest Schools and outdoor learning and host the Lionheart Character Award which is offered to our Year 4 pupils and teaches fundamental skills such



as teamwork and problem solving. I am so proud of my school, the children and the team and I would welcome the opportunity to share this with you. We look forward to your application.



**Simone Stewart**  
Head of School

# OUR SCHOOL



## Highcliffe Primary School

Highcliffe Primary School is at the heart of Birstall, to the north of Leicester city, with a two-form entry and student population that enjoys a mix of cultures.

The school has benefited from refurbishment in recent years and offers great facilities, both inside and out, including a music studio, swimming pool, plenty of green space and play apparatus.

We are proud to be one of the four primaries in the family of schools in the Lionheart Educational Trust. As a Trust we believe all children, from any background, deserve equal opportunities and high expectations. This is further underpinned by our school motto and shared vision:

High Aims – High Challenge – High Standards.

Our vision sits alongside the 6Rs: Respect, Responsibility, Resilience, Resourcefulness, Reciprocity and Reflection which underpin our curriculum and everything we do at our school.

We want all our children to leave Highcliffe as happy, independent and resilient learners who have reached their own potential, with enduring self-belief and an abiding respect for others.

We ensure an atmosphere of belonging and value, where everyone is both physically and emotionally healthy, secure and successful; ensuring equality of opportunity, respect for others and a secure belief in their own ability.



We strive to develop a lifelong love for learning where everyone is encouraged to reach their potential, take ownership of their own learning and have the confidence and curiosity to ask questions, solve problems and respond to high quality feedback. We provide outstanding teaching and learning and we know our children and their individual needs well.

Every child deserves a champion; an adult who believes in them and insists that they become the best they can possibly be. If you could be that champion, we'd love to hear from you.



# OUR TRUST



## Lionheart Educational Trust

I believe that education has the power to create new and exciting life chances for young people and I am passionate about seeing them being able to thrive academically, socially and emotionally. Lionheart Educational Trust aims to play a part in preparing them to be confident, resilient, mature, aspirational and active young people. It is essential to shape learners with these key qualities and as a Trust, we seek to break down barriers in order to provide opportunities for all students to progress. I am proud to have a staff body who are united in this aim; to drive up standards and provide exciting opportunities for young people. It is imperative for the Lionheart Educational Trust that every person who seeks employment with us, shares our vision.

The Lionheart Educational Trust continually strives to provide a range of educational experiences that are challenging, enjoyable and able to break down any barriers, so that everyone has a chance to succeed. This involves seeking to create lifelong learners and offer outstanding provision for our 4-19 year olds. To do that, we invest in our teachers, leaders and associate staff through empowerment, encouraging the sharing of best practice across the Trust, career planning and the extensive offering of CPD opportunities.

When joining one of our Trust schools, you will undoubtedly experience the unique culture of that school, built from its history, local community, parents



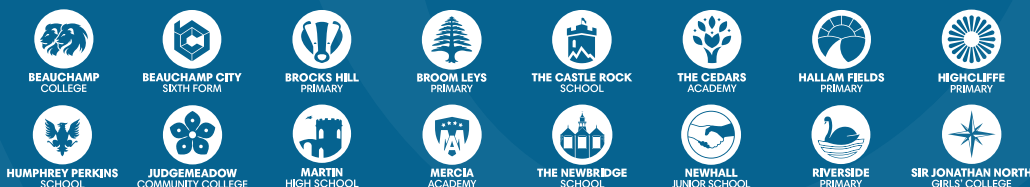
and most importantly its student body. However, you will also benefit from being part of the Lionheart family, with shared resources, centralised support and future development opportunities.

The Lionheart Educational Trust established in 2013 with Beauchamp College as its founding provider, and has now grown to 16 schools - from primaries through to post-16 - making up our growing East Midlands educational trust.

As our journey continues to open up doors for young people across Leicestershire, we hope that you will join us too.



**Kath Kelly**  
CEO of Lionheart  
Educational Trust &  
Executive Principal of  
Beauchamp College



# OUR PHILOSOPHY



As part of the Lionheart Educational Trust, our philosophy is clear; we promote a student-centred approach that is underpinned by the understanding that the highest quality education is a right that all young people deserve, regardless of their starting points.

At the cornerstone of our philosophy are the **6Rs** which underpin everything that we believe and do. They encourage students to take responsibility for their own learning, helping them to grow in confidence, and prepare for life outside of education. They are:

## RESILIENCE

The ability to bounce back when facing challenges

## RECIPROCITY

Learning to work with others showing care and understanding

## REFLECTIVENESS

Understanding what needs to be done to make the next steps and plan how to do this

## RESOURCEFULNESS

Having the confidence and independence to ask for help and search out answers in new ways

## RESPECT

Showing respect to all children, adults and property.

## RESPONSIBILITY

Learning to be responsible for self, belongings and the belongings of others.

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# OUR PLEDGE



Our pledge is a promise to the communities that we serve that we will work with them with limitless enthusiasm and optimism to provide a platform for each young person's light to shine brightly.

To fulfil our pledge we commit to the **3Ps**:

## PUPIL-CENTRED

We are committed to our belief that schools are run for pupils and that everything we do is for their opportunities to succeed at school and in the future

## POSITIVE

We all embrace challenges with a positive and open-mind, always looking for opportunities to develop young people

## PROFESSIONAL

We seek to model professionalism at all times

# OUR BENEFITS



## Information about benefits available to our employees

We appreciate the dedication and hardwork of all our employees at Lionheart Educational Trust, which is why we have developed a package of additional benefits, that are highly competitive within the industry.

- ▶ The option to join Benenden Healthcare
- ▶ Salary sacrifice schemes for electric car leasing, as well as bike and electrical equipment purchases and gym membership
- ▶ Golden Time - paid time off so you don't have to miss out on special occasions
- ▶ Free use of Lionheart Fitness; a state-of-the-art fitness suite with Freemotion iFIT equipment
- ▶ Comprehensive CPD including external talks, part or fully-funded studies and access to the apprenticeship levy
- ▶ A license to access LinkedIn Learning, with over 16,000 courses
- ▶ Opportunities for career development across the Trust
- ▶ Remote/flexible working opportunities, where possible
- ▶ Generous annual leave entitlement
- ▶ The opportunity to join our equality, diversity and inclusion staff groups
- ▶ Enrolment onto generous pension schemes
- ▶ Comprehensive sick pay scheme
- ▶ Teacher and support staff discounts
- ▶ Free parking across most of our sites



# HOW TO APPLY



## How to apply for roles at our school

Please visit our **eteach portal** at the following link:

<https://www.eteach.com/careers/highcliffeacademy-org/>

You will be able to apply for any of our current job vacancies, as well as sign up for our Talent Pool, so that we may contact you about any suitable roles that arise in the future.

The Lionheart Educational Trust strives to be a diverse and inclusive place where all staff have a seat at the table: a seat to be free, a seat to inspire, a seat to challenge and a seat to succeed.

The Trust currently have staff networks for staff who are Black, Asian and Minority Ethnic (BAME), Lesbian, Gay, Bisexual, Trans, Queer + (LGBTQ+), staff who would describe their background as working class and staff with a disability.



**Highcliffe Primary School**  
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**HIGHCLIFFE  
PRIMARY**

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