



Winning Hearts, Inspiring Minds.



“In every role that I have undertaken at Babington Academy I have felt challenged, supported and driven to ensure that I make a difference to our students.”

Associate Leader and Head of House, Babington Academy

Welcome

It gives me great pleasure to welcome you to Learning without Limits Academy Trust. Established in 2016, our Trust operates Academies across Leicester and Leicestershire, working with children between the ages of 2 and 16. We are a Trust that prides itself in working within deprived and challenging areas, determined to improve the life chances of all of the children we work with.

Collaboration is at the heart of all of our activity, and whilst all of our Academies work in diverse and often challenging contexts, our Academy communities pull together to support each other overcome the challenges they face.

We value our students, families and staff. We invest in our stakeholders and work with them to be the very best they can be. We listen to their views and respond to ensure that we continue our quest for constant improvement.

We invest in our staff. Our Continuous Professional Development programme draws on the very best we have to offer within our Trust whilst engaging with local partners

in order to ensure our staff are highly trained and highly competent as a result. This investment ensures that we are at the cutting edge of current educational practice and at the forefront of innovation.

We challenge existing practice and constantly search for new ideas and solutions. We are on a constant search for improvement and we walk towards new challenges and ways doing things. We have a culture of innovation that supports the implementation of new ideas and staff get excited about stepping in to the unknown and trying things out for the first time.

We care deeply about making a difference and make every effort to remove barriers that get in the way of us supporting everyone we work with. We celebrate the successes and support each other through the challenges, working together as one family of Academies for the benefit of the communities we serve.





“Senior leaders and those responsible for governance have established clear strategic plans for the whole Academy.”

Ofsted



Why Join Us?

Because we care. We care about our students. We care about our communities. We care about our staff. We care about making a difference to everyone who comes in to contact with our Trust. We are a family, that support each other to be the best.

Our staff feel supported and cared for. They recognise the benefits of working in a supportive educational environment and they thrive as a result. We invest heavily in:

Staff wellbeing and mental health support. Our focus on staff wellbeing ensures that we secure a strong work life balance. We expect a lot from our staff and in return we strive to ensure that all of our employees are able to balance their work life with their home life.

Staff Continuous Professional Development. Our CPD offer to teaching and support staff draws on experience from within our Trust and importantly from our external partners. This provides us with the highest possible training opportunities, but also gives us an external perspective of the education sector. It is these opportunities that help to keep us at the forefront of educational practice.

Opportunities for career progression. We are always searching for new ways for our staff to develop. It is the variety of Academies that we have within our Trust that makes us so unique. Working with small and large primary and secondary Academies with SEND provision to working with a hugely diverse community with Academies operating from Requires Improvement to Outstanding. We can truly give our staff a wide range of experiences that will secure career progression.



“I feel the support I have received throughout my leadership journey has been second to none. The Trust actively seeks to support the wellbeing of employees and provides staff at all stages of their careers with a range of opportunities to further their own professional development.”

Acting Vice Principal
Learning without Limits Academy Trust
(central Academy improvement team)

Staff Benefits

We invest in a range of benefits for our staff.

CPD – Our CPD programme is open to all staff and is hugely diverse in its offer. We provide a range of development opportunities for support and teaching staff and we are always searching for the next opportunity to further strengthen our offer. Our CPD programme ranges from short online training sessions through to longer term support for the completion of a full University degree course, and everything in between! Our staff lead the direction of the offer and we always try to facilitate the requests we receive.

Wellbeing Service – Our staff have access to the Schools Advisory Service ‘Be Mindful’ programme in partnership with Well Mind Health. This programme is the only clinically validated digital Mindfulness-Based Cognitive Therapy (MBCT) programme available currently. It is easy to access

and is designed to improve mental wellbeing and foster a healthier workplace culture. In addition, we also offer a private counselling service and access to the Schools Advisory Service EGym.

Staff Benefits – Our benefits scheme helps our employees’ wages stretch further with money-saving deals on everything! From the weekly shop to tech, holidays and even the cleanest and greenest cars on the market. Discounts are available across eVouchers, gift cards, employee cashback card and our dedicated mobile app. The easy-to-use online platform has great links with all of the favourite high street names, and even includes a Cycle to Work scheme that allows employees to purchase the bike of their dreams up to £2500 and save up to 42% in tax and NI contributions in the process.



Staff profiles

After finishing university I didn't know what I wanted to do, I tried my hand at several different occupations before realising that, ultimately, I wanted to do something that mattered. When I started to seriously consider teaching, it took around 18 months to get onto the PGCE course as experience of working with children was necessary and other than the odd babysitting job for friends and family, I didn't have any.

I started volunteering with my local children's brigade which ran a weekly after-school club for children aged 4 upwards. It was eye-opening to see the impact I was making to these children, even on a small scale and this pushed me to do more. After a short time of doing this, I saw a job advertised for a Teaching Assistant for SEND students within a secondary Academy. I applied, I was successful and I was able to then do my PGCE the following year.

When I was looking for teaching jobs I was convinced a city Academy was for me, despite both of my PGCE placements being in the Country. I had listened to people talk so animatedly and with so much pride about the impact they had made and had seen made by others, whilst working in some of the most challenging settings.

I applied for a job at Lancaster Academy towards the end of my PGCE year in 2016, started as an NQT and have remained here ever since, now as Head of Faculty.

Since joining the Academy, it has become part of LwLAT and as a result of this, my professional development has accelerated. As each year has passed, increasingly opportunities have presented themselves. The MAT has enabled me to grow and continue learning in a professional capacity, through their support and funding I have had many fantastic experiences, below are some of my personal highlights:

- Attended courses ran by esteemed researchers within my field such as Alex Quigley and David Didau.
- Met writers such as John Agard and Bali Rai.
- Ran for 3 consecutive years the 'First Story' extra-curricular writing project.
- Completed the NPQML training.
- Collaborated with other English teachers across the MAT as part of a community hub.
- Worked alongside Directors of Teaching and Learning to enhance our curriculum offer.

One of the things I love the most about my job is the supportive environment and the encouragement from those around me. Not only do I have a strong team of leaders who regularly offer support and advice within Lancaster, being part of a MAT means that the support system is even stronger. I often reach out to colleagues within our other Academies for advice and support when I need it and everyone, without exception, is eager to help.

Fundamentally, being part of LwLAT means you are working in an environment whereby you are trusted as a professional to do your job, you're given support and advice when needed and you are valued for the contributions you make, whilst striving for a better future for our young people in Leicester.

**Head of Faculty
Lancaster Academy**



I am in my second year of teaching in LwLAT. I am currently working as a Year 6 teacher at Heatherbrook Primary Academy. Last year, I taught a Year 1 class, also at Heatherbrook.

Before joining the MAT, I completed an undergraduate degree in education studies and went on to complete a PGCE at UWTSD in Swansea. I joined Heatherbrook Primary Academy in September 2020 as an NQT.

When considering potential jobs, I was particularly drawn to LwLAT because of its clear focus on student and staff well-being and on the priority given to ensuring that all its Academies offer an environment in which every child matters. I was also excited by the opportunity to collaborate with other primary Academies in the MAT, sharing ideas and developing my practice.

Since joining LwLAT, I have been provided with a range of opportunities which have allowed me to develop my personal practice. Firstly, I have been offered frequent, relevant CPD throughout my NQT and RQT year which has allowed me to collaborate and share ideas with other early career teachers and to learn from experienced practitioners. I

have also been given opportunities to develop my leadership skills. I have been appointed as lead and staff governor and have received high quality training allowing me to fulfil these roles.

Working as a Year 6 teacher within LwLAT has tangible benefits, one of which is the opportunity for inter-school collaboration. This year, we have taken part in joint planning and moderation with Woodstock Primary. This helps us to ensure that our teaching and learning approaches and assessment are consistent throughout the Trust. In addition, the Trust offers a significant focus on staff well-being. We are provided with regular surveys and check-ins ensuring our voices are always heard. We also have an adult mental health first aider in Academy.

Overall, I feel proud to work for LwLAT. I have been provided with valuable opportunities to develop my practice and to move forward in my career through CPD and collaboration within the Trust.

**Year 6 Teacher
Heatherbrook Primary Academy**



Before joining Learning without Limits Academy Trust, I had worked in education for over 17 years, originally as an Executive Assistant/ Clerk to the Governing Body followed by Resources Manager.

I have led on a number of SLT new initiatives including creating robust training models to develop the administration team; implementing GDPR; Staff document sharing platforms; Parent Communication platforms; Admissions Plus; key suiting 4 campuses and the Academy's Lateral Flow Testing centre.

I chose to apply to work at LwLAT due to their very exciting offer, with 5 Academies (both primary and secondary) geographically local to each other, sharing resources and good practice is an achievable objective. The Trust is well balanced with great support in place. I personally have found the support from the Chief Financial Officer, Chief Operating Officer, Chief Administrative Officer and Academy Principal, outstanding. Their knowledge is second to none and their collective shared goal of providing enrichment, a safe place and well-rounded learning opportunities is evident in every decision they make.

Since joining the Trust I have been invited to complete a level 4 Academy Business Manager qualification, I have had the opportunity to network with staff in the same role as me, sharing best practice and systems to help provide a spring-board for our students and staff.

I thrive on the variety and challenge the role provides from sourcing Christmas chocolate selection boxes to reward our students for their 100% attendance to exploring new ways to mitigate day to day challenges. Every day is an opportunity to learn and grow.

I am very excited about my future at LwLAT and how my career will flourish.

**Academy Operations Manager
South Wigston High School**





Learning without Limits

Academy Trust

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