



# WORKING FOR THE PRIORY TRUST

## INFORMATION FOR PROSPECTIVE STAFF

"Improving the life  
chances of our pupils  
so they become true  
citizens of the world"



# WELCOME...

I am delighted that you have expressed an interest in finding out more about The Priory Federation of Academies Trust and the opportunities we offer our members of staff.



Founded in 2008, we are a successful and growing MAT delivering high quality education across EYFS, primary, secondary, post-16, ITT, Teaching School, CPD and apprenticeships. Our scale – seven academies, 5,960 pupils and 925 members of staff – provides immense opportunities for all those who are part of the Priory family.

Our mission is clear – to improve the life chances of our pupils so they become true citizens of the world. We know that remarkable staff who are supported, developed and valued throughout their careers are the key to delivering this through ensuring our pupils exemplify our core values of:

- Wisdom
- Curiosity
- Generosity
- Courage
- Passion

We invest heavily in CPD, mentoring and talent management, resulting in excellent retention levels as teachers build and progress their careers within and across the Trust academies.

I hope this brochure provides you with an insight into the Trust, what we do and what we value. If there is any further information you would like about the Trust or any of our academies, we do hope you will contact us or find out more on our websites.

A handwritten signature in blue ink, appearing to read 'Ian Jones'.

Ian Jones, CEO



## ABOUT THE PRIORY FEDERATION OF ACADEMIES TRUST...

With academies located in Lincoln and the surrounding Lincolnshire and Leicestershire countryside, The Priory Federation of Academies Trust benefits from quality learning environments with excellent facilities.



We are a thriving community with a mix of academy offerings ranging from Primary to 'all through' (EYFS - 18), as well as 11-16 and 11-18. Our MAT continues to grow, allowing teachers to work in partnership with colleagues from across the Trust, share best practice, provide a support network, offer mentoring opportunities and establish initiatives that benefit all of our pupils, while at the same time operating in an environment where each academy very much retains its own sense of identity and difference.

Our Trust is committed to ensuring all our pupils have access to a fantastic academic education and is equally focused on providing diverse enrichment programmes that allow our young people to develop into well rounded, ambitious and considerate individuals. Our academies enjoy outstanding facilities, several with brand new, state-of-the-art builds, providing our staff with inspiring environments to enable our pupils to thrive.



“We believe that an investment in our staff is an investment in the pupils in all of our schools”

# TEACHER TESTIMONIALS...

## PAIGE BALDWIN

Working with the British Council teaching English in Thailand inspired me to begin my career in teaching. Working in schools has given me the opportunity to grow in a thriving environment surrounded by a culture of support, passion and enrichment. My career with Ling Moor Primary Academy began with my appointment as a newly qualified teacher. I was supported through my NQT year through a clear development plan and mentor which together empowered me to reflect on my practice and refine my skills as an outstanding teacher.

Having successfully completed my NQT year, I am now developing my leadership skills as I lead ICT across the academy. Being part of The Priory Federation of Academies Trust has enabled me to make links with ICT leaders in other schools and to cultivate my leadership skills.

I now have the opportunity to mentor a current NQT, sharing my own experiences and supporting their journey into teaching.

Next year will provide me with a new challenge, as I continue my journey into leadership and become part of the Literacy Subject Leader Team, supporting the teaching and learning of literacy in KS1.

My aspirations are to become a successful leader in schools and the Trust provides me with a clear pathway and opportunities to fulfil this ambition, while also allowing me to teach at the highest standard.



## LIZZIE CREAM

I joined The Priory Academy LSST in 2010 as an NQT teacher for Geography. I spent three years at LSST where I developed my practice within my specialism and led a range of enrichment activities, including organising field trips to Iceland and Costa Rica.

I was then appointed Assistant Head of Year 13 which allowed me to develop my skills pastorally.

In 2013, I joined The Priory Witham Academy as Head of Humanities. Throughout my time at Witham, I have been fortunate enough to support Teaching and Learning CPD in our own academy through the leadership and management of the Humanities QA process; and at Trust level through facilitating and leading Trust CPD, promoting collaboration and best practice through TeachFest.

At present I am leading on Sixth Form development, T&L and student outcomes in my role as Associate Assistant Headteacher of Sixth Form, alongside broadening my approach to school improvement through a wider understanding of the contextual factors impacting education.



## LEVON NEWTON

I was first appointed to the Trust in April 2010, joining the Senior Leadership Team as an Assistant Headteacher at The Priory City of Lincoln Academy, with a focus on Behaviour and Safety.

In January 2014, I was seconded, and subsequently appointed, to the post of Deputy Headteacher at The Priory Witham Academy, working with a highly committed and effective team of leaders, driving improvements and change in a complex all-through academy for the benefit of a deserving and diverse intake of students. I am proud to have worked with outstanding and committed staff at all levels, moving the academy forwards on its journey to 'Good'.

I was then appointed as Headteacher Designate at Belvoir High School from August 2017 before the school transferred into The Priory Federation of Academies Trust and was redesignated as The Priory Belvoir Academy.

I feel privileged to have the challenge of leading a school as a new Head and can draw on my experiences as a Senior Leader in academies across the Trust, while at the same time working in collaboration with the other Heads of our academies.



## ROB JACKSON

I have been with the Trust since the beginning of my teaching career, training and progressing through the ranks at Priory Ruskin. I began my teaching career in 2013, training as part of the Schools Direct course through LSST and Nottingham Trent University.

Throughout my career to date at Ruskin, I have been well supported and have been able to take advantage of the many and varied opportunities the Trust offers in terms of career advancement.

My first TLR saw me take responsibility for the Level 2 HPQ at Ruskin, which enables Year 8 students to achieve qualifications equivalent to half a GCSE.

I have also mentored several trainee teachers as they progress through their training.

Being part of a trust has also allowed me to work across our academies, getting to know the wider staff body and sharing best practice through, for example, facilitating Trust-wide CPD. Through this development, I now hold the position of Head of History at Ruskin.

The Trust has enabled me to develop and grow as a teacher, surrounded by an immensely supportive team, and now I am in a position to lead others to do the same. These extensive and varied opportunities, coupled with the students and staff with whom I work, are what make teaching, as my old History teacher would say, 'the best job in the world'.





## ABOUT LINCOLNSHIRE AND THE SURROUNDING AREA...

### A GREAT PLACE TO WORK AND LIVE

Our Trust has academies located across Lincolnshire and into neighbouring Leicestershire. Lincolnshire is the second fastest growing shire in the country and it's easy to see why.

With affordable housing, low unemployment, low crime levels and well above average schools, the area offers a wealth of benefits for those choosing to settle here. Lincolnshire is full of rich heritage, with no shortage of things to see and do. With the contrast of wide open countryside, a vibrant capital city, over 50 miles of coastline and a host of bustling market towns, there really is something for everyone. And, while there is so much to do in the local area, there are equally fantastic transport links to access the rest of the country with, for example, the East Coast Mainline rail service from Newark or Grantham seeing you arrive in London in just over an hour.

# SHAPING YOUR FUTURE...

We value the professional development and wellbeing of staff. As a member of our team, various opportunities will be available to meet your professional expectations. The Trust has a commitment to supporting your work – life balance, enabling you to fulfil your potential.

## YOUR PROFESSIONAL DEVELOPMENT

*Personalised support for every colleague new to the profession:*

- NQT and RQT programmes and events for colleagues across the Trust
- Mentoring and coaching for NQTs and RQTs
- Subject training and support
- Behaviour management training and support
- SEND guidance and advice

*Personalised support for every colleague in the profession:*

- Training programmes for aspirant Mentors and Coaches
- National Professional Qualifications for prospective Middle Leaders, Senior Leaders and Heads.
- Ongoing access to regular Trust, regional and national CPD
- Opportunities to deliver CPD at a Trust and regional level.



## YOUR WELLBEING

- Wellbeing Champions across all academies
- Workload impact reviews
- Managing workload through collaborative planning, resource sharing and high quality IT provision
- Social benefits of belonging to a large and friendly community
- Opportunities to support residential and educational visits locally, nationally and internationally
- Access to the Employee Benefits programme

## YOUR OPPORTUNITIES ACROSS THE TRUST

- Access to Trust vacancies across all academies
- Secondments and opportunities to work across academies and across phases
- Opportunity to be involved in research and development such as project leadership, cross-trust specialist groups. Leading CPD.

# SOME THOUGHTS TO TAKE AWAY...

The Priory Trust believes strongly in developing its teachers and leaders over the course of their professional careers. We believe that an investment in our staff is an investment in the pupils in all of our schools.



As such, the Trust operates a CPD programme, *Maximising the Effectiveness of Teaching and Leadership*, which enables collaboration across our Academies, the sharing of best practice, and access to the latest thinking in education. This structure provides opportunities for staff to improve teaching skills and deepen subject knowledge through working collaboratively with teachers from other academies.

The Trust operates a Teaching School (LTSA) which brings further development opportunities for secondary-based staff. For primary colleagues, the Trust works in partnership with a local primary-focused Teaching School which ensures equity and parity for all staff in CPD and opportunities. All teachers have the option to be accredited as system leaders, working to deliver CPD or school-to-school support within or outside the Trust.

The Trust operates a SCITT (School-Centred Initial Teacher Training) programme to recruit and train primary and secondary school teachers to work in our academies and beyond. We value working with new teachers and our support for NQTs and RQTs is written into our approach to investing in our workforce.

The Trust is outward-facing and we take pride in our relationships and partnerships with external organisations, including other teaching schools in Lincolnshire, LTSA schools and the University of Lincoln.

We believe that our Trust provides a great place to begin and to develop your career as we work with you to educate all of our young people.

*A S Chisholm*

Andy Chisholm

Director of Teaching School

Lincolnshire Teaching School Alliance ([www.lincolnshiresa.co.uk](http://www.lincolnshiresa.co.uk))

TOP 10

LARGEST  
EMPLOYER IN  
LINCOLNSHIRE

GROWING  
SOCIAL  
SCENE

EXTENSIVE  
OPPORTUNITIES  
ACROSS ACADEMIES

BESPOKE  
BENEFITS

EMPLOYEE CONSIDERATE ADMISSIONS POLICIES

FREE  
PARKING  
ON ALL SITES

CROSS  
PHASE  
WORKING

FREE  
ACCESS  
TO ACADEMY  
GYMS/SPORTS  
FACILITIES

CPD AND  
TALENT  
PROGRAMME

FAMILY  
FRIENDLY  
POLICIES

HIGH PERFORMING MAT



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