



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 Multi-Academy Trust delivering high quality education across EYFS, primary, secondary, post-16, Initial Teacher Training, CPD and apprenticeships. Our scale – 12 academies, 7,626 pupils and 1,294 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 staff 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, I do hope you will contact us or visit our websites.

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

Ian Jones, CEO

OUR ACADEMIES...

The Priory has grown incrementally and coherently since it was formed in 2008.

We are delighted to have each of the three phases - Special, Primary and Secondary - represented in the Trust. In addition to our schools, the Trust continues to work with the wider educational community, including the delivery of teacher training and apprenticeship programmes.

- 1** THE PRIORY CITY OF LINCOLN ACADEMY LINCOLN
- 2** THE PRIORY WITHAM ACADEMY LINCOLN
- 3** LING MOOR PRIMARY ACADEMY NORTH HYKEHAM
- 4** THE PRIORY ACADEMY LS2 LINCOLN
- 5** CHERRY WILLINGHAM PRIMARY ACADEMY CHERRY WILLINGHAM
- 6** THE PRIORY PEMBROKE ACADEMY CHERRY WILLINGHAM
- 7** HEIGHINGTON MILLFIELD PRIMARY ACADEMY HEIGHINGTON
- 8** WADDINGTON REDWOOD PRIMARY ACADEMY WADDINGTON



- 9** THE PRIORY BELVOIR ACADEMY BOTTESFORD
- 10** THE PRIORY RUSKIN ACADEMY GRANTHAM
- 11** HUNTINGTOWER COMMUNITY PRIMARY ACADEMY GRANTHAM
- 12** WILLOUGHBY ACADEMY BOURNE

OUR PRIORY COMMITMENT TO OUR PLANET...



Lighting

98%
of our lighting uses
energy-efficient
LED technology



Solar

2900+
solar panels will be in
place by 2024



Heating

New **efficient**
boilers and air source heat
pumps are being installed
across the Trust



Trees

A programme of tree
planting
is part of our
commitment towards
being carbon neutral

REMOVING 125 METRIC TONS OF CO2 EQUIVALENT PER YEAR

OUR AIM: NEAR CARBON NEUTRAL BY 2040

STAFF TESTIMONIALS...

CHLOE SMALLEY

I was first appointed as a Level 2 Apprentice Administration Assistant at Ling Moor Primary Academy in September 2014. It was my first job since leaving Sixth Form.

Ling Moor then joined the Priory Trust in September 2017 and, following successful completion of my L2 apprenticeship, I was then given the opportunity to undertake the L3 Business Administrator apprenticeship. I thoroughly enjoyed working with the Trust's Professional Learning Team as it allowed me to network with colleagues across the Trust who were undertaking the same qualification as me.

After successful completion of my L3 apprenticeship, I progressed to completing the Team Leading Apprenticeship which supported me in my new responsibility of leading the administration team at Ling Moor. Following successful completion of this apprenticeship, I was promoted to the position of Academy Personal Assistant, allowing me to work closely, share my knowledge and build relationships with other PAs and the Human Resources department within the Trust.

Throughout my eight years of working at Ling Moor, I have always felt well supported by both the academy and the Trust. I am fortunate to have been provided the many opportunities to grow and develop as an effective PA. The support I have received from colleagues is a fundamental part of my successful career pathway.



CALLUM DONALDSON

I joined The Priory Academy LSST at the beginning of my teaching career in 2019. I am a Lincolnshire student through-and-through, first schooling in a village outside of Lincoln, heading to the University of Lincoln to achieve a first class honours degree in Computer Science and then joining the teaching profession through Lincolnshire SCITT and the University of Lincoln.



Throughout my career at LSST, I have been well supported and guided which has allowed me to take advantage of

the many and varied opportunities the Trust offers, such as supporting our Combined Cadet Force to enrich the lives of students outside the classroom along with pursuing my own career opportunities within the organisation.

My first TLR saw me take on the position of the Secondary Computing Lead for the Lincolnshire Computing Hub & Subject Facilitator in Computing for the Trust. Through this role, I have had the pleasure of training new and existing staff to (re)train in computing both within the Trust and the wider community. 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 guide others to do the same.

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 Priory Academy began with my appointment as a newly qualified teacher. I was supported through my NQT year by a clear development plan and mentor which together empowered me to reflect on my practice and refine my skills.

Having successfully completed my NPQSL, I am now developing my leadership skills as an Assistant Headteacher. Alongside being a Senior Leader in school, I am also Literacy Specialist for L.E.A.D., a Reading Specialist for The English Hub and a Local Authority Moderator. Being part of The Priory Federation of Academies Trust has enabled me to make links with a range of literacy specialists in order to enhance and embed my leadership skills and wider knowledge.

I have the opportunity to mentor aspiring teachers through the SCITT programme, sharing my own experiences and supporting trainees' journeys into teaching.

This year will provide me with a new challenge, as I continue supporting schools across the county to develop and improve their Reading. My aspirations are to become a Headteacher after completing the Aspiring Headship and NPQH, with the Trust providing me with a clear pathway and the opportunities to fulfil this ambition, while also allowing me to teach at the highest standard.



DAVE LEGG

I joined the Trust in 2011 as an Examinations Invigilator where I was fortunate to work in a team providing support across the Trust's Secondary academies.

In 2012, I applied for a vacancy at the Priory City of Lincoln Academy and was appointed as Site Manager. This exciting role involved working closely with the Senior Leadership Team to provide the highest quality facilities provision and support for our students.



In addition to this role, I was funded by the Trust to undertake an apprenticeship assessor qualification which enabled me to assist and support our workplace apprentices by providing solid foundations for them at the commencement of their careers in Property Maintenance.

In September 2022, I joined the Central Services Estates and Facilities Team as the Trust's Health and Safety Compliance Coordinator. I work closely with our Senior Leadership Teams to provide Health and Safety guidance and Site Management expertise across all academies within our Multi-Academy Trust.

I am fortunate to work for a progressive organisation that encourages the improvement and development of staff, and where I feel valued and supported.



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 rail service from Lincoln, Newark or Grantham seeing you arrive in London in little more than an hour.

SHAPING YOUR FUTURE...

The Trust has a commitment to supporting your work-life balance, enabling you to fulfil your potential. Our Professional Learning (PL) offer provides personalised support for colleagues across the Trust. It provides training and development opportunities for every member of staff, at whichever career stage you have reached or to which you aspire.

YOUR PROFESSIONAL DEVELOPMENT

Opportunities: training to support career starters

- Early Career Teachers receive support throughout their formative years as teachers (SCITT, ECT).
- Support staff receive support throughout their careers through the structured use of Apprenticeships and targeted training.

Learning: training to support pupil learning

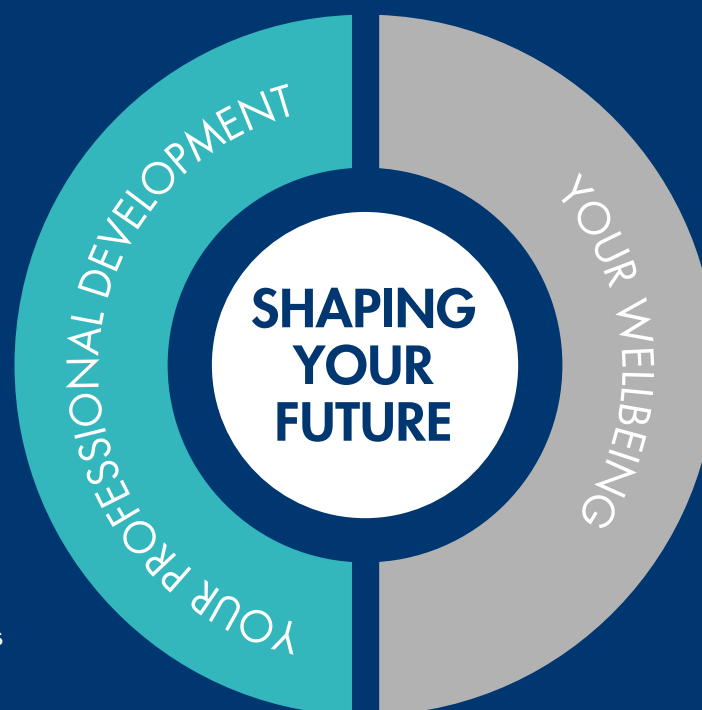
- Curriculum: there is a comprehensive development package for each curriculum area through our Curriculum Learning Communities (CLCs).
- Pedagogy: there is a comprehensive development package for teachers to develop their classroom skills.

Support: bespoke and specialist training for support staff

- Targeted training: bespoke training packages for all colleagues and groups of colleagues are developed and commissioned.

Development: training for leaders at all levels within the Trust

- Coaching: coaching and mentoring are pivotal to how we work with and develop colleagues; coaching training is an essential part of the PL offer.
- Leadership: leadership training comes through NPQs and other delivered programmes, secondments, and internal promotions across the Trust.



YOUR WELLBEING

- Wellbeing Champions in all academies and central teams
- 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

SOME THOUGHTS TO TAKE AWAY...

The Priory Trust believes strongly in developing its teachers, support staff 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 invests heavily in the Professional Learning of its workforce, enabling 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 knowledge, skills and behaviours. For example, we provide time for our Subject Leaders to meet in order to deepen subject knowledge, identify common areas for development and to constantly address curriculum improvement.

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 Early Career Teachers (ECTs) is written into our commitment to lifelong adult learning. The Trust is an Apprenticeship Provider and provides many learning opportunities for support and teaching staff alike. The Trust is outward-facing and we take pride in our relationships and partnerships with external organisations, including Curriculum Hubs, the local Teaching School Hub, local charities and the University of Lincoln. We believe that our Trust provides a great place to start and to develop your career as we work with you to educate all of our young people.

A S Chisholm

Andy Chisholm
Director of Professional Learning

“In my role you realise that you are making a difference to young people’s lives. That has to be the number one reward for working in education.”

“Colleagues always make positive comments about things you have shared with them. It’s great to know that the efforts you’re putting in are truly recognised and valued by others.”

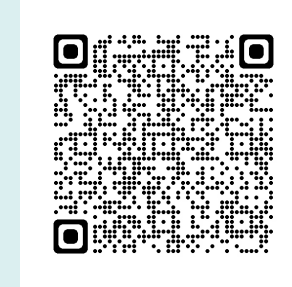
“Working in education is all about changing lives.”

“I go into classrooms and see children learning something that they didn’t know before. The feeling it gives you is like magic. It’s gold dust really.”

“WE ALWAYS LOOK OUT FOR EACH OTHER. WE’VE CREATED A FAMILY WITHIN THE COMMUNITY OF THE TRUST.”

The Priory Federation of Academies Trust is committed to maintaining a diverse workforce and an inclusive environment for all. Our aim, embedded in the Trust Values, is to enrich our workforce at every level and we encourage applications from all under-represented groups.

Interested in the exciting employment opportunities offered by our Trust? Please visit our vacancies page to see what your next step may be.



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