



Lumen Learning Trust

*Working Together for a
brighter future*

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Hello

I am delighted you are considering a role with us at the Lumen Learning Trust.

The world and the subsequent demands placed upon our young people is continually evolving and we are preparing them for these challenges in a supportive, committed and dynamic way. We continuously reflect on and develop the way in which we work as individual schools and as part of the wider Trust to ensure our children receive exemplary teaching and learning experiences throughout their time with us. This is only possible due to our committed and exceptional staff.

We believe that staff who are supported and confident in their roles will help to successfully achieve the priorities we have for our children. We provide all new starters with an Induction Programme which delivers structured support and guidance appropriate to their role. In addition, your Induction Programme leader will also be on hand to support, sense-check and answer any questions you may have about your day-to-day involvement with the Trust. We believe our staff are our most important and greatest asset. We could not accomplish what we do every day without all our staff members – teaching and non-teaching.



Mary Ellen McCarthy

Executive Principal,
Lumen Learning Trust



We have a creative, solution-focused outlook and look for those individuals that also wish to work in this way.

About Lumen

Our Vision

Lumen Learning Trust puts the children's needs at the heart of its provision. We are committed to enabling children become successful lifelong learners and happy, fulfilled adults who can make positive choices about their future.

Our Commitment

We are steadfast in supporting and collaborating with other schools in the development of learning and leadership to create a stimulating and rewarding environment for the whole community.

Our Guiding Principles

Developing Leadership Capacity Strengthening Classroom Provision Realising Potential

We understand the pivotal role pre-school and Primary provision plays in our children's future success as adults.

We are unswerving in our pursuit of working together in partnership with families, other schools and external agencies in order to strengthen our provision and secure that success. Our expertise lies not only in provision from ages 2-11 but also in our support for families offered by our Pastoral Support Team.

The creation of Lumen Learning Trust

The seeds of Lumen were sown during February 2010 when Saxon's leadership and management achieved an Outstanding judgement at Ofsted and began to support vulnerable schools both locally and further afield. In doing so, the senior leadership team were drawing on their own experience of taking Saxon from a school in Special Measures (2007) to a school in such a position of strength that it gained sponsorship status from the DfE in June 2013 and was designated a National Support School by the National College for Teaching & Leadership in September 2013. The support of other vulnerable schools was formalised with the establishment of Lumen Learning Trust in Autumn 2013.

Our Locations

The Trust is rightly proud of its seven member schools:

Darley Dene Primary in Addlestone, a 1-form intake from Nursery to Year 6.

Ewell Grove Primary in Ewell, a 2-form intake from Nursery to Year 6.

Riverbridge Primary in Staines-upon-Thames, a 3-form intake from Nursery to Year 6.

Saxon Primary in Shepperton, a 2-form intake from Nursery to Year 6.

Southfield Park Primary in Epsom, a 2-form intake from Reception to Year 6.

The Echelford Primary in Ashford, a 3-form intake from Reception to Year 6.

Walton Oak Primary in Walton-upon-Thames, a 2-form intake from Nursery to Year 6.

A Primary Trust for Primary Schools



Every community is unique and the school serving it should respect and reflect that individuality; one size does not fit all.

About our Central Team

As Lumen Learning Trust has grown, so too has our central function to support our schools in improving standards of teaching and learning and providing a caring and stimulating environment for all pupils.

Formally created in 2018 our Central Team continues to grow to support our member schools in the following specialist areas:

- Finance
- Operations and Facilities
- Procurement
- HR including recruitment and training
- Marketing and Communications
- Data management including GDPR and governance
- IT strategy



The core aims of the Central team

Fundamentally the team is responsible for ensuring the sustainability and development of every member school and to enable the Trust to run smoothly, efficiently and effectively in the delivery of its vision and guiding principles. As well as this, the team lead the promotion and delivery by the whole organisation of good financial and operations management so that public money is safeguarded at all times and used appropriately, economically, efficiently and effectively. No mean feat and one that requires a specific skill set in those who are part of the team.

What characterises the Central team?

- A positive, solution-focused attitude centred on achieving the best outcomes for pupils in an increasingly challenging financial and operational climate;
- An unwavering commitment to representing and promoting the Trust's values internally and externally;
- Acting as a champion for change and improvement, constantly enhancing quality;
- Considerable personal integrity and team cohesiveness to deliver consistently and successfully.

Our Location

The central team currently have two bases at the Saxon school site in Shepperton and at the Darley Dene school site in Addlestone. The team are highly mobile and also work across a variety of locations based upon their particular specialism and where they are best able to support the needs of the individual schools.

Fluidity in location is crucial as a member of the Central team along with the ability to seamlessly integrate with local staff teams to ensure every corner of Lumen receives consistently outstanding support.

About Darley Dene

At Darley Dene, every aspect of the school's provision is centred around the children and their needs are the driver for all decision making. We believe it is right that every child is treated with unconditional positive regard. Each child's unique worth and individual life experience will be championed by school staff in partnership with the child's family and from the strength of that partnership, they will thrive.

The staff at Darley Dene live and breathe the principle that all children should have access to opportunities to learn to read, write and work with numbers at the same time as discovering individual interests and passions. We agree that these opportunities must sit alongside learning that kindness, humility, acceptance and emotional intelligence make the world go round. Our aim is for every child to leave us ready to contribute positively to society both emotionally and intellectually.



We are a community school and seek to provide equality of opportunity for all.

Ofsted

Ofsted's most recent visit took place in July 2024 where we were graded as 'Good'.

Key messages included:

"Pupils flourish at this kind and happy school. They live the school values of 'we all belong' through their positive interactions. Pupils feel accepted and part of their school community. Relationships between staff and pupils are warm and respectful. Pupils know that if they have a worry, they can speak to trusted adults who will support them. This helps pupils to feel safe."

"Pupils benefit from a well-designed personal development curriculum. This includes a thoughtfully considered personal, social and mental health programme. Pupils learn new skills through the range of extra-curricular opportunities offered."

"Pupils' personal development is prioritised. The school embraces the local community's diversity. Pupils learn about their different backgrounds, cultures and faiths. This helps them to understand and value Britain's multicultural society."

Our Facilities

Our beautiful school benefits from large, spacious classrooms with a range of additional spaces for small group and individual work. In 2019/2020, the school underwent significant building refurbishment which



has greatly enhanced the learning environment both inside and outside of the school buildings.

Dedicated play areas for Nursery and Reception children are available along with a quad where children can use the space for gardening clubs and Forest School as well as a large KS2 playground featuring a gazebo, trim trail and all weather grassed area. Indoors the large main hall combines as a gym space with integral climbing frames and a dedicated library and ICT suite. Our SEND unit has their own outdoor space as well as a sensory room.

Our Location

Our school is nestled just behind Addlestone's High Street and so has excellent transport links. Just 5 minutes from J12 of the M25 we are easily accessible by road and rail.



Children need support to achieve their potential. We believe that our shared values help to make up the 'whole' person.



- Within the borough of Runnymede
- 17 miles from central London
- Population: 80,900



We pride ourselves on the varied and exciting learning opportunities on offer.



Darley Dene
Primary School

About Echelford

Echelford is an inclusive and nurturing primary school, committed to enabling opportunities for every child to discover confidence, develop independence and build resilience so that they realise their own unique value and can thrive both in our community and beyond.

Echelford is one of the larger schools in Spelthorne. This means we are uniquely placed to offer our children every opportunity to form numerous friendships and, at the end of their time with us, make a confident and smooth transition to secondary school.

Ofsted

Ofsted's most recent visit took place on November 2021 where we were graded as 'Good'.

Key messages included:

"Pupils love coming to Echelford Primary School. They enjoy learning and are eager to tackle the challenges of the school's ambitious and interesting curriculum."

"Leaders at all levels are relentless in their efforts to continually improve the quality of education. They have high expectations of all pupils."

"Teachers are knowledgeable and make learning interesting. They explain important concepts clearly using subject-specific vocabulary. Teachers skilfully show pupils what they need to do to be successful in their learning."

Our Facilities

Built originally as a secondary school, Echelford enjoys a wealth of space both within the building and in the surrounding grounds.

Children can be assured of a stimulating indoor environment in which to develop their skills with a well-stocked 'Space' themed library, a large hall with professional stage and lighting as well as a gym hall with extensive sporting equipment. Echelford also boasts extensive outdoor facilities including a gazebo, pond, trim trail, reading den, quiet zone, mud kitchen, Forest School and a Scrapstore PlayPod to further engage young minds.

Lumen's commitment to immersive learning spaces is aptly demonstrated at Echelford with our collection of unique learning spaces referred to as 'The Lighthouse'. The Lighthouse, Wonder Room and Nest provide staff with a stimulating environment in which to nurture the curiosity of our children.



We ensure every child learns in an environment which encourages individuals to realise their own self-worth.



Opened in September 2017, the Lighthouse Suite is a collection of rooms and spaces themed around the beach which is in stark contrast to a conventional classroom. With AstroTurf underfoot in the Lighthouse and gently changing lights in the Nest concentration spans and engagement dramatically increase which allows for high quality teaching and learning.

Echelford also has a selection of vibrantly themed additional learning support areas. Children across the school use these areas in small groups in various subject lessons to aid concentration, develop skills and help to improve confidence in areas of the curriculum that the children might be finding tricky.

Our Location

Our exceptionally spacious site can be found within a residential area of Ashford, Middlesex. Travel links are excellent, with 4 trains an hour from London Waterloo and 10 minutes from junction 13 of the M25 and junction 1 of the M3. Onsite staff parking ensures your daily commute is as problem free as possible.



The starting point for Echelford's learning environment is the child and we work hard to 'craft' the provision around their individual needs.



- Within the borough of Spelthorne
- 15 miles from central London
- Population: 28,688



We know that children learn best when they are excited, inspired and engaged.



**The Echelford
Primary School**

About Ewell Grove

Ewell Grove Primary and Nursery School is a thriving and vibrant village school where we champion every child's right to receive a high-quality education within their local community. We aim for excellence in every aspect of school life, from academic achievements to social interactions, creating an environment where children can truly flourish.

We set ambitious goals for our children while also striving to meet the aspirations of their families. As children move through our school, from their earliest formative years onwards, we believe that the curriculum we offer preserves and cherishes the uniqueness of childhood. Our dedicated team is committed to creating a safe and inclusive space where children can express themselves, explore their interests, and develop a lifelong love of learning.



Our relational approach lies at the heart of everything we do, ensuring that every child feels valued, supported and connected.

Ofsted

Ofsted's most recent visit took place in January 2022 where we were graded as 'Good'.

Key messages included:

"Leaders are ambitious for all pupils to succeed. Leaders believe that inclusion and equality must be at the heart of their work. All pupils, including those with special educational needs and/or disabilities (SEND), are encouraged to do their best."

"Leaders have planned a programme of high-quality staff training to develop teachers' subject knowledge in all subjects. Because of this, staff feel valued. They are very positive about the school. Staff say that leaders are approachable and mindful of their well-being."

"Pupils enjoy attending this friendly, nurturing primary school. Parents describe it as 'a school at the centre of the local community'."

Our Facilities

We have evolved over time to demonstrate our commitment to meeting community needs. In 2019 we expanded from an infant and nursery school to a full primary and nursery school. This growth has allowed us to enhance our facilities, ensuring that our strong Early Years practices are integrated throughout the school.

Our site features a blend of historic and modern buildings. Well-equipped classrooms support a broad and balanced curriculum, emphasising collaborative and independent learning as well as smaller group rooms which are used as additional learning support areas, providing calm and quiet environments.



Our versatile school hall is used for whole school gatherings as well as extra curricular activities. The Orchard building serves as the base for our wraparound care and as a learning space for groups, transforming into the 'Rainbow Room' during lunch providing a nurturing environment. There is also enclosed garden space where children can play games in smaller groups.

The Early Years area includes a vibrant outdoor space and our playground serves as a play area with an outdoor classroom where children can access quieter activities during lunchtime.

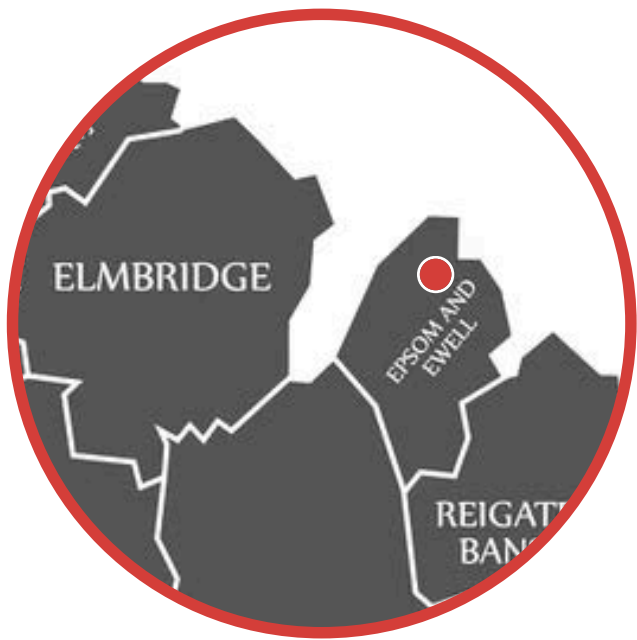
Hidden away at the rear of the building, a patio extends the classrooms, alongside a sports arena.

Our Location

Ewell Grove is located in the heart of Ewell Village. Travel links are excellent, with 2 trains an hour from London Waterloo and 15 minutes from junction 9 of the M25. Onsite staff parking and nearby public car parks, all within 300m, make commuting problem free.



We encourage children to engage with one another and form friendships that enhance their social and emotional growth.



- Within the borough of Epsom & Ewell
- 11.5 miles from central London
- Population: 80,900



We foster a culture of respect, kindness and empathy.



Ewell Grove
Primary & Nursery School

About Riverbridge

Riverbridge Primary School is passionate about developing a desire for learning and promoting independence within all the children in our care. We pride ourselves in providing a learning environment that is ever evolving and designed to be challenging and motivating. We value the potential in all of our children and encourage a growth mindset for all. This is reflected in our school values and motto.

We are proud to serve a diverse catchment area and a vibrant community. Our highly committed team dedicate themselves to ensuring provision is right for every child.

Ofsted

Our most recent inspection took place in December 2024. It found we had taken effective action to maintain the standards identified at our previous inspection (2019) where we were graded as 'Good'.

Key messages included:

"Staff build very positive relationships with pupils. Pupils trust the adults who look after them. They treat one another with respect."

"Staff say that leaders at all levels listen to their views and consider the impact any changes have on their well-being. They are regularly consulted and feel supported. This is building a strong team with a shared purpose."

"Teachers use well-chosen activities to stimulate pupils' interests and capture their imaginations in the classroom. They have strong subject knowledge and routinely check pupils' understanding. They have high expectations of pupils, providing effective support."

Our Facilities

Riverbridge is fortunate to have excellent facilities on both of our two school bases to provide happy, secure and welcoming environments for every child.

At our Knowle Green base, our Reception and Year 1 year children can enjoy a wealth of amenities including a large hall, fully equipped outdoor play areas and pond area, a Woodland themed library complete with interactive book bags which carry props to enable reading and storytelling to be a dynamic and interactive event for young minds. We also have a large well-equipped separate Nursery building with an all-weather canopied play area and large dedicated lawned area, complete with mud kitchen.



We pride ourselves in maintaining a family feel where everyone knows each other.



At our Park Avenue base are our Years 2 to 6 children. The base boasts more of the Lumen's immersive learning spaces with our Library steeped in a woodland theme complete with log and toadstool seating, grassy flooring and wooden Storyteller chair and our Sensory Garden space, complete with outdoor musical instruments, Storyteller chair, thoughtful planting and multi textured walkways. Children are also able to enjoy extensive outdoor spaces which house a gazebo, Scrapstore Playpod and The Grove, our Forest School.



Our team of staff are truly committed to the wellbeing of the children, we believe that all children treated with respect will learn to respect others.

Our Location

Our spacious bases can be found within residential areas of Staines upon Thames, within a 2 minute walk of one another. Travel links are extensive with 7 trains per hour from London Waterloo and 10 minutes from junction 13 of the M25 and junction 1 of the M3. Onsite staff parking ensures your daily commute is as problem free as possible.



- *within the borough of Spelthorne*
- *17 miles from central London*
- *Population: 28,606*



We are very proud of our pre-school Nursery provision staffed by specialist early years practitioners.



**Riverbridge
Primary School**

About Saxon

Saxon Primary School is dedicated to fostering an inclusive culture that respects, values and celebrates the contributions of all children. The whole school community is committed to nurturing and enabling all children to thrive and through our mindful approach to learning ensures they are empowered to be resilient, confident and informed global citizens.

The children are at the heart of all decisions that are made about the provision. Learning both in and out of the classroom is designed to develop the children's knowledge, skills as a learner and social and personal qualities. We look for every opportunity to celebrate the range of successes of all our children.

Ofsted

Our most recent inspection took place in November 2024. It found we had taken effective action to maintain the standards identified at our previous inspection (2019) where we were graded as 'Good'.

Key messages included:

"Staff training and professional development are thorough. Staff are proud to work at the school and value the sense of teamwork and togetherness that is modelled from the trust and by staff across the school."

"Staff appreciate how the school engages with them to reduce workload and support them with their well-being."

"Staff have high expectations for what pupils can achieve. Staff adapt the curriculum to meet pupils' needs successfully. By the end of key stage 2, pupils achieve well across most areas of the curriculum and are ready for their next stage of education."

Our Facilities

Small enough to ensure that everyone knows each other but big enough to be able to offer children a wide range of different opportunities we aim to provide children with memorable experiences that will capture their imaginations and create a sense of "awe and wonder".

Saxon School is on a deceptively large site with four playgrounds, a trim trail, sand pits, climbing wall, Playpod Scrapstore, Forest School and a 5-acre playing field. It boasts two of Lumen's immersive learning spaces.

Extensively refurbished at the end of 2016, our pool is used by children across the Trust. Allowing year round use, the pool is a fantastic space for children to challenge themselves and work collaboratively.



We are a school with a diverse catchment and a wonderful community spirit.



The library bus is an innovative and engaging way of making best use of physical space for inquisitive and developing minds of all ages to enjoy. The power of imagination can introduce new worlds and opportunities for young readers, inspiring them to be whatever they want to be.

Our next project is our outdoor stage and music walkway where the children will have access to a range of musical instruments and be able to perform to each other. As well as this plans for our sensory garden are in progress to allow the children to connect to nature, encouraging them to become more aware of their surroundings and their response to them, tapping into the principles of mindfulness.

Our Location

Our site can be found within a residential area of Shepperton. Travel links are excellent, with 2 trains an hour from London Waterloo and 10 minutes from junction 1 of the M3 and 15 minutes from junction 13 of the M25. Onsite staff parking as well as local residential road parking ensures your daily commute is as problem free as possible.



We want children to be inclined to learn, to question, to find out more, as well as have the grit and determination required to persevere with their learning.



- Within the borough of Spelthorne
- 16 miles from central London
- Population: 9,753



The starting point for our provision at Saxon is always the child.



**Saxon
Primary School**

About Southfield Park

Southfield Park Primary strives to develop their children into lifelong learners, who value learning and are keen to take on new challenges. They consider the strengths and needs of all children and provide opportunities to develop interests, break through barriers, increase resilience and ensure that every child is inspired to have high aspirations.

The school builds strong relationships based on trust and respect, where pupil voice is highly valued and the children are at the heart of every decision made. Children become confident and successful learners with high quality provision and a dedicated and committed staff body ensuring every learner's success.

Ofsted

Our most recent inspection took place in January 2023 where we were graded as 'Good'.

Key messages included:

"Pupils are well prepared for life in modern Britain. They are taught to respect each other's opinions and value people for their differences. They know that looking after their mental health is as important as their physical health. Leaders create an inclusive environment in school."

"Leaders accurately identify any pupils' emerging special educational needs and/or disabilities (SEND). The curriculum is adapted so pupils with SEND learn the same topics as their peers.... pupils have a wide range of resources to support their learning."

"Leaders have high expectations of pupils' behaviour. Pupils learn consistent routines and expectations right from the start of the Reception year. There is a strong feeling of mutual respect between pupils and staff"

Our Facilities

Our school is a modern and welcoming site benefitting from the latest in educational architecture and excellent facilities. The thoughtful design promotes open spaces and natural light throughout the building and is single storey for ease of access. At the heart of it lies the spacious hall and atrium that foster connection and celebration, reflecting the welcoming spirit of our community.

Each classroom is generously sized and well-equipped, prioritising comfort and engagement. Every classroom features external doors that open directly onto our outdoor spaces, seamlessly blending indoor and outdoor learning. The children also benefit from learning supported by a wide range of the most up to date technology.



Through our creative and bespoke approach to the curriculum, we provide a firm foundation for lifelong learning.



We offer a range of purpose-built spaces to enrich the curriculum and support diverse learning styles. These include a state-of-the-art music room designed for creativity and performance; a cosy, well-resourced reading hub, multiple learning support group rooms and a well-stocked library that encourages a love of books.

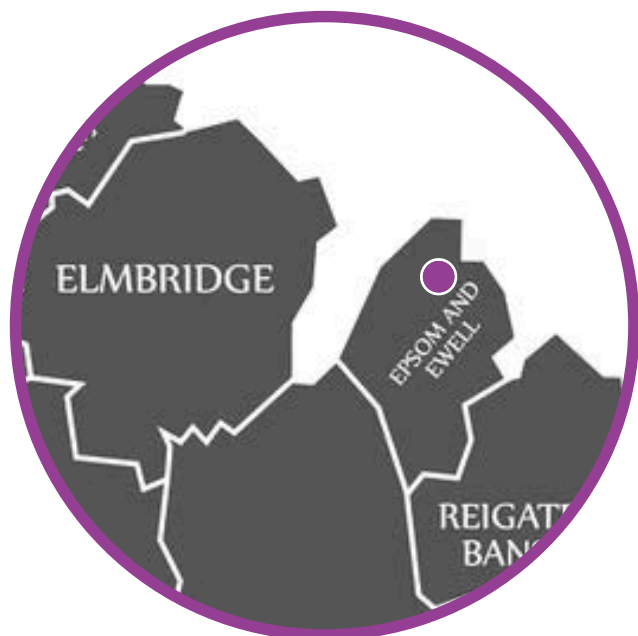
Our green, natural outdoor space wraps around the school, allowing each phase to enjoy bespoke facilities tailored to their needs. We have an outdoor classroom for the infants, and a dynamic junior playground complete with an outdoor gym. The pond and vegetable patch provide opportunities for environmental education and sustainability projects, and we benefit from access to the local park on our doorstep used regularly for school events and junior PE lessons.

Our Location

Our site can be found within a green and residential area of Epsom. Travel links are excellent, with 7 trains an hour from a number of London train terminals and 15 minutes from junction 9 of the M25. Onsite staff parking ensures your daily commute is as problem free as possible.



We believe that every child has an entitlement to achieve their maximum potential regardless of their circumstances.



- Within the borough of Epsom & Ewell
- 17 miles from central London
- Population: 9,753



We build strong relationships based on trust and respect.



Southfield Park
Primary School

About Walton Oak

Walton Oak is a welcoming, diverse and stimulating school, committed to encouraging our pupils to reach their full potential in a safe, inclusive and nurturing environment.

Our children and staff take pride in being part of the Walton Oak experience, with our values sitting at the heart of everything we do. Our passionate and supportive network of staff understand the vital role they all have in developing our pupils into positive young learners, where we encourage all pupils and staff to understand, share and embrace our vision, and embed our values and ethos into everyday practice.

Ofsted

Ofsted's most recent visit took place in July 2023 where we were graded as 'Good'.

Key messages included:

"Caring and respectful relationships between adults and pupils run through the school. Pupils learn to celebrate diversity and to treat everyone with kindness. As one pupil said, 'It would be boring if everyone was the same!'"

"Staff feel supported and valued. They say that the leaders 'make you feel important' and are 'always willing to talk and help without judgement!'"

"Leaders ensure that pupils with special educational needs and/or disabilities (SEND) have their specific needs identified and considered well. Staff are trained in how best to adapt the curriculum so that all pupils can access the learning. Pupils with SEND are well supported to access the full curriculum."

Our Facilities

In a residential area of Walton-on-Thames our outstanding facilities with an abundance of indoor and outdoor space enables us to provide children with a truly rounded educational experience, catering for the whole child and developing all the skills necessary for a successful future.

When entering our building visitors are struck by our innovative circular design with the well-stocked library at the heart of our school. A music studio equipped with a wide selection of instruments, a large hall with stage lighting and a professional sound system as well as specific learning support rooms



Our Values underpin The Walton Oak Way: Trust, Responsibility, Respect, Endeavour, Consideration and Positivity.



are found within the school building. Each of our class corridors has its own unique colour scheme, offering a sense of belonging and ownership as well as encouraging pupils to feel part of their school and class communities.

Extensive outdoor facilities include three playground areas, two floodlit Multi Use Game Areas (MUGAs), adventure trails, woodland area, pond, orchard, amphitheatre and an innovative outdoor classroom, aptly named 'Woody Oaks'.

Our Location

Our deceptively large site can be found within a residential area of Walton-on-Thames. Travel links are excellent, with 3 trains an hour from London Waterloo and 15 minutes from junction 12 of the M25 and junction 1 of the M3. Onsite staff parking ensures your daily commute is as problem free as possible.



We place great emphasis on ensuring every child's needs are met, their abilities are understood and their aspirations are encouraged.



- within the borough of Elmbridge
- 15 miles from central London
- Population: 69,502



It is our mission to deliver the highest possible standards across all areas of school life.



Walton Oak
Primary School

What do we believe in?

Education, we believe, is the basis for a secure future, a brighter future. By providing a firm foundation through primary education, we are enabling our children to achieve the qualifications they need to gain the employment they want.

We believe education is the 'engine room' to a strong economy.

Schools are duty-bound to do all they can to enable their pupils to acquire a relevant and rounded repertoire of skills so they can enjoy real choice regarding how they live their lives, understanding their responsibility in terms of supporting the wider community. We understand primary schools are the beginning of this journey and so we have a particular part to play in securing these positive outcomes.

Teaching and Learning

We pride ourselves on knowing and understanding every pupil so that we can craft our provision to meet their needs whilst helping them to appreciate their own uniqueness and developing a strong sense of self-worth.

Specialist subject leaders bring experience and passion to their role. All of our class teachers across the Trust are supported by dedicated teaching assistants which helps us ensure that all children receive the support they need to reach their full potential. Each school also has a number of higher level teaching assistants who work to support the more specific needs of pupils across the school.

Our pupils are assessed regularly to ensure that their learning remains on track. Formal assessments are carried out four times a year, after which teachers meet, discuss and plan the next units of learning to meet the needs of each child. Phonics is taught systematically from Early Years onwards using the Little Wandle scheme.

Children can be assured of stimulating indoor environments in which to develop their skills with every classroom equipped with interactive whiteboards and projectors enabling our teaching teams to deliver a dynamic and stimulating curriculum as well as mobile technology in the form of Chromebooks.

Lumen Learning Trust is at the forefront of developing environments that ensure the joy of teaching and learning extends beyond the traditional classroom and into immersive learning spaces.

These spaces allow our children to explore the different ways they learn, while at the same time encouraging our teachers to develop and adjust their own pedagogy regarding immersion, space and convention.

To enhance our curriculum offer and provide meaningful learning opportunities, we aim to provide children with a variety of 'experience days' utilising space and resources within each school. Residential trips for Years 3-6 are also planned as a valuable way of presenting opportunities to our children that they would not otherwise have during school, independent of their family. The value of such trips is widely acknowledged; children acquire transferable skills that can be taken into everyday life. Residential take place at a time which augments the curriculum content and reinforces children's learning for that academic year.

Education is emancipatory; it enables opportunities and choices about how to live your life.



Our staff teams are committed to securing the best possible outcomes for every child.

Home-school relationships and our Pastoral commitment

We believe positive family involvement in learning is of the highest importance. All of our schools have specific procedures in place to ensure that channels of communication are kept open with families, fostering an ethos of openness and cooperation.

We understand that children can only achieve their best when they feel safe, happy and secure.

Consequently, we work hard to ensure our children's pastoral needs are considered as carefully as we consider their academic needs. Our school Pastoral teams consist of an Emotional Literacy Support Assistant, Home School Link Worker, Pastoral Co-ordinator and several Designated Safeguarding Leads. We value all staff and always encourage a holistic team approach, continuously working together to drive up standards and enable our children to achieve their very best.

We believe that the first years of a child's education are precious and should be filled with a joy of learning.



Partnership Working

Schools working in partnership is a key theme of our national education landscape.

Whilst we operate as a multi academy trust, all partner schools are involved at Directorate level as all partner schools' Chairs of Governors are automatically Directors of the Trust. Each of our partner schools have their own headteacher, leadership team and governing body. By having each school's Chair of Governors as a member of the Board of Directors, we are able to draw on the strengths of all our schools and ensure all schools are able to play their part in the decision-making for future roles and developments of the Trust as a whole.

Practitioners supporting practitioners is the most effective way of strengthening provision - not just in the school requiring support but also for the school giving the support.

We are constantly looking to build capacity in the schools we are supporting in order to enable them in turn to offer support to other schools. Coupled with real commitment to CPD, we feel we are working with a sustainable model which continues to enhance the outcomes for children in our schools and beyond.

In addition to working with other schools we have extensive and established working partnerships with external agencies including:

SCITT Teacher Training programme – all our Trust schools host SCITT candidates operated by Surrey South Farnham College, a primary Initial Teacher Training partnership graded by Ofsted in March 2014 as an 'Outstanding' provider in all areas. It is nationally recognised within the DfE to be at the forefront of school based training through the effective delivery of School Direct and Postgraduate Apprenticeship programmes.

SFET Teaching School Hub – we are a Regional Ambassador School with the Hub acting as our Appropriate Body to provide high-quality continual professional development for ECTs joining us.



Forest Schools - nature-based communities within each school where in-house, trained practitioners nurture learner led exploration and discovery and create meaningful experiences for positive lifelong impact.

External Consultants - where appropriate and in response to specific school improvement and professional learning needs, we commission targeted work with specialist external consultants.

The Department of Education and the Regional Schools Commissioner – Lumen works in partnership with colleagues at the DfE and the Regional Department for Education (DfE) Directors to explore the contribution the Trust can make to high-quality education in the wider regional context.



Our Team

Lumen Learning Trust is more than just a collection of primary schools – it is a family of like minded individuals with a relentless focus on securing the best possible outcomes for every child in their care.

Every community school should be at least Good. No family should feel they have to travel or move house to be able to go to the 'good' local school.

We have:

- Extensive expertise in primary provision in three key stages - EYFS (including pre-school), KS1 & KS2.
- 2 Senior Leaders experienced in inspection practice.
- School and Trust leaders offering specialisms in Early Years, English, Maths, ICT, PE, Behaviour Management and Curriculum Leadership.
- Pastoral Support Co-ordinator with extensive social work experience, supporting local teams of Home School Link Workers and Emotional Literacy Support Assistants.
- Leadership teams experienced in working alongside colleagues both in Senior Leader and Middle Leader roles.
- Strong links with local secondary schools.
- Experienced governors and directors.
- Sport Premium mentor team supporting every Lumen school.
- A core Central Team providing support to school's leadership teams in operational, personnel, procurement and financial services matters.



Could you be part of our Trust?

We are unashamedly ambitious, not only for our children but also for all of our staff.

We have a creative, solution-focused outlook and when considering any aspect of our recruitment and provision we expect those looking to join us to work in the same way.

We look for candidates with strong academic backgrounds plus a well-rounded range of interests who understand that education and teaching is a cerebral activity which requires critical thinking, reflection and resilience to secure the best outcomes for children in the widest possible context.

In essence, we look for individuals to join us who believe they have a part to play in securing our future generation's life chances.



What can we offer you?

Lumen Learning Trust understands that all staff are our greatest strength. We offer the following benefits to all individuals who join us:

- A climate where your contributions are valued and positively received by all.
- Employee Wellbeing and Assistance Scheme including free flu jab and eye care vouchers.
- On-site parking (or parking close by).
- Extensive benefits through Surrey Benefits scheme.
- Catering facilities, home cooked & reasonably priced.
- Wraparound care from 7.35am to 6pm with discounted rates for staff.
- Free Tea & Coffee for all staff.
- Staff Wellbeing Committee at every site.
- Recognition of previous school experience.
- The opportunity to play a part in school improvements.
- Extensive CPD opportunities with a commitment to professional and personal development via our extensive online training portal.
- Recognition that a work-life balance is crucial with the expectation that evening and weekend emails should be avoided.
- Robust and proportionate administrative support from school office teams.
- Extensive ICT support including scheduled and ad hoc weekly site visits.

As well as the above, we offer tailored benefits depending on role as detailed on the following pages:



For HLTAs & TAs

We are committed to ensuring that every class has a TA or HLTA. Put simply, teachers alone do not make a class. HLTAs and TAs work in partnership with class teachers to ensure the teaching and learning experience is exemplary at all times for every child:

- Work within a committed and passionate team of support staff with tailored support and guidance from Inclusion specialists as well as Pastoral teams to ensure every child can make the most of the learning opportunities on offer.
- Training opportunities both within the school and alongside colleagues from across Lumen.
- Regular team meetings to allow the sharing of best practice in areas such as SEND, EAL, behaviour and talented and gifted children to ensure learning is tailored to each individual child.
- Being a crucial pillar of support to the children in your care, championing their wellbeing, social development and personal growth and seeing them flourish as an individual.



Early Career Teachers

We believe that from the moment teachers begin their ECT year they are leaders; they are leading the learning in their classrooms and the other adults who are there in a supporting role. We actively search out opportunities to develop our teachers' skills through clear lines of accountability and candid communication giving credit where it is due and holding to account where necessary.

We offer ECTs a Lumen designed programme that both supports and empowers right from the get go:

- Tailored, two week development and training programme during July which encompasses a clear focus on how to craft and deliver impactful teaching and learning and also discussion on holistic topics such as workload, building relationships in the workplace and wellbeing support.
- A contract start date of July which includes payment for the summer holidays.
- As a Delivery Partner School partnered with Xavier Trust, we provide a comprehensive training and development itinerary throughout your first year of teaching.
- An experienced, approachable, accessible and supportive mentor.
- Attendance at Summer Term move-up mornings to enable you to develop rapport with your child cohort prior to the first day of term.
- Interaction with ECTs across Lumen throughout to allow you to build those crucial professional and support networks.
- Immediate access to our extensive online training portal.
- Termly all school year group seminars enabling the creation of valuable knowledge and best practice links with peers.
- Well-equipped classrooms and IT equipment.



Experienced Teachers

For those individuals who are experienced practitioners we offer a wealth of opportunity for personal growth and career progression:

- A commitment to autonomy, not micro-management.
- Accelerated career development for ambitious teachers, which can include gaining qualifications in middle and senior leadership.
- Opportunities to work in schools across Lumen to share expertise and best practice as well as with our Central team on a wide range of projects to affect a meaningful, positive impact.
- Structured PPA time.
- Termly all school year group seminars enabling the creation of valuable knowledge and best practice links with peers.
- Well-equipped classrooms and IT equipment.
- An individual induction programme supported by a mentor.
- Remote access capability to allow a seamless connection wherever you need it.



Middle Leaders

Middle leaders play an integral role within our schools to model best practice, be a visible and trusted presence for teachers and champion inspirational curriculum pedagogy. Only by doing so can we be confident that we are creating a life long passion for learning within our children:

- The opportunity to influence direct positive change in teaching and learning across Lumen through the building of peer networks.
- Clear, transparent and robust lines of management.
- Middle leadership training programmes such as NPSML and progression to NPQSL.
- Sharing ideas and success factors with peers across all of our schools.
- An individual induction programme supported by a mentor.
- Remote access capability to allow a seamless connection wherever you need it.
- Creative and trusted IT systems to ensure efficiency and efficacy.
- Career progression opportunities across the Trust.



Senior Leaders

As a Lumen senior leader we look for individuals with strong academic backgrounds plus a well-rounded range of interests who understand that education and teaching must secure the best outcomes for children in the widest possible context.

- Established and highly effective senior leader networks across Lumen.
- Lead and work with passionate, talented and diverse local staff teams, supporting all staff in achieving the priorities and targets the school sets for itself as well as providing motivation to support its aims.
- Senior leadership training programmes including NPQH.
- Support to pursue personal professional development goals e.g. Ofsted inspector accreditation.
- An attractive salary package with incentives for the right candidate.
- High quality service delivery from our Central team as well as local administrative teams so that leaders can focus on their core purpose.

Central business support services

For anyone joining our Central team, you will find yourself part of a highly skilled support service which serves our schools and governance teams across Lumen in specialisms including finance, operations, HR, data protection, marketing and procurement:

- A dynamic and ever-growing team where individuals are valued, supported and celebrated for their outstanding ability to flex according to the needs of the trust.
- An environment where highly motivated and talented individuals are trusted with autonomy and have the respect of their peers, enabling consistently excellent delivery of services.
- The trust of leaders to continually and creatively explore new ways of working to strengthen service provision.
- Access to extensive professional education opportunities.

Local support staff

Local support staff are the lifeblood of any school and as a member of the team you will be joining a busy, passionate and wholly committed environment where the needs of our children are put first each and every time:

- Embracing the fundamental aim of supporting teaching professionals to allow them to deliver exemplary teaching and learning experiences for all children.
- Treated with unconditional positive regard, where everyone's life experiences are respected and valued.



- A wider school team that all pull in the same direction and support each other.
- Diverse and inclusive workplaces where effort and achievement is recognised and celebrated.
- A commitment to professional development.



Apprenticeships

Lumen Learning Trust were delighted to introduce apprenticeship roles during 2021 to our employment portfolio. Whilst working towards an accredited qualification, apprentice candidates can expect:

- To work alongside Lumen colleagues, allowing you to first develop and subsequently hone industry specific as well as transferable professional workplace skills.
- A supportive environment where everyone's contribution is valued and the desire to learn and develop one's ability is championed.
- Apprenticeships currently offered in Business Administration, HR, Finance and Communications.
- An assigned mentor who works closely with the qualification provider in order to support successful completion of an apprenticeship.

Our experience and success has been rooted in our ability to talent-spot and harness capacity wherever it is and turn it into an opportunity to enable our children's futures.

Are You ready to join us?





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