

A proud member of the
Wellspring Academy Trust



WELLSPRING

We Make A Difference



Springwell
Lincolnshire

Springwell Learning Community
Lincolnshire

Career Information Pack



Welcome

I would like to take this opportunity to introduce myself and welcome you to learn about Springwell Learning Community Lincolnshire.

My name is Lisa Ashcroft and I am Executive Principal of all four schools with Springwell Lincolnshire. We are incredibly proud of the opportunities we are able to provide to support our pupils to move successfully on to the next stage of their education.

At Springwell our values are fundamental to everything we do. We believe in second chances, trauma informed practice, unconditional positive regard and a culture of nurture and support. Our aim is to work with our pupils to identify their needs and provide the best possible opportunities for all our pupils to develop and thrive in a climate of support, guidance and authentic care.

We value the support of all of our families and believe that if we work in partnership, understand the collective challenges and face them together then we can really make a difference.

Dear applicant,

Thank you for your interest in working for Springwell Learning Community Lincolnshire. If you are successful, you will be joining a fantastic team and will be a key part of an exciting project to transform education for children with Social, Emotional and Mental Health needs across Lincolnshire.

This is an exciting opportunity for someone who is passionate about education, who wants to work with young people, supporting them to develop the knowledge and skills to be successful learners.

At the Springwell Alternative Academy, you will work as part of a team committed to collaboration, creativity and innovation. We are dedicated to developing a diverse, relevant and engaging curriculum, delivered through learning experiences built around the individual needs of our children and young people.

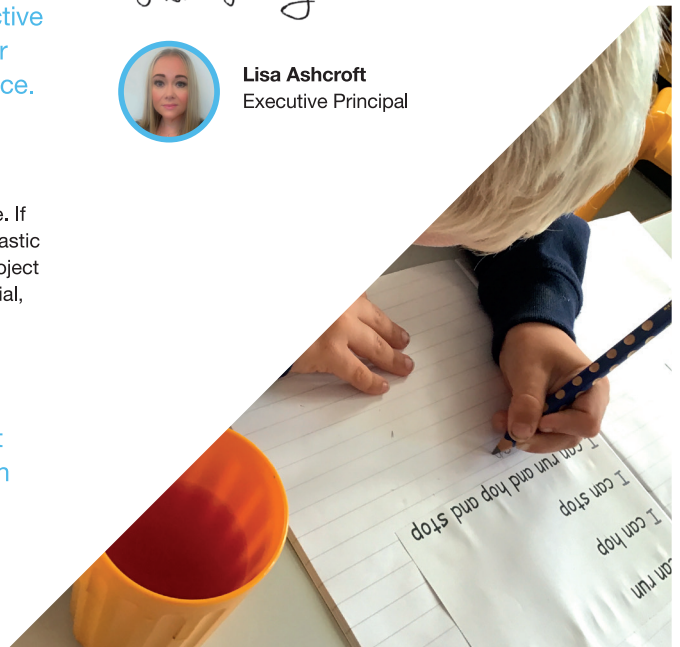
Your challenge will be to ensure that young people feel valued, understood and their social and emotional needs are met, which allow them to become successful independent learners.

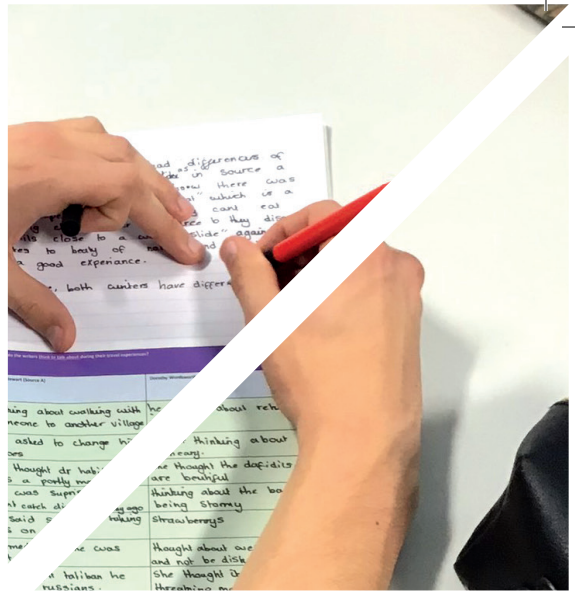
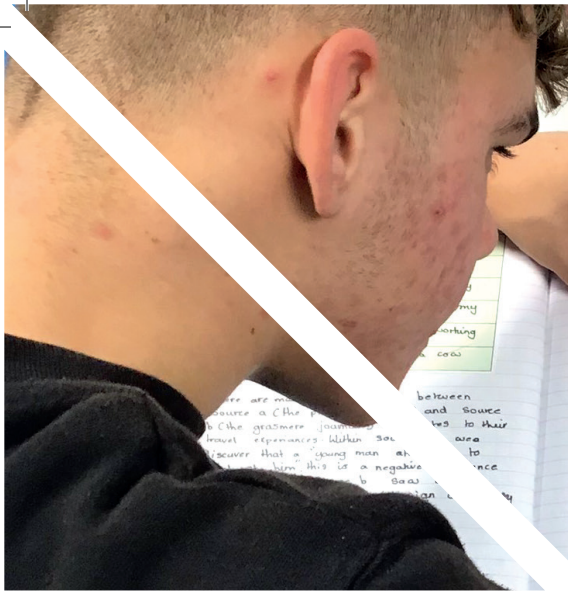
If you are interested in transforming the lives and opportunities of young people with SEMH needs, we will be very interested to hear from you.

Yours sincerely



Lisa Ashcroft
Executive Principal





About Springwell Lincolnshire

Springwell Learning Community Lincolnshire is a collaboration of four Alternative Academies working together across Lincolnshire.

Springwell Alternative Academies are located in Lincoln, Mablethorpe, Grantham and Spalding. We provide a caring, nurturing and developmental environment for young people who are unable to remain in mainstream education.

Whether pupils have been permanently excluded or whether they are with us on a short placement, we are determined that after receiving our support, our pupils move on to their next destination having felt known, valued and understood.

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**Springwell
Lincolnshire**

Staff Progression Testimonials

Please read through some testimonials from staff who have progressed into more senior roles throughout their time here:



Mia Sneyd, Central Exec Team

"I joined Springwell Lincolnshire as Assistant Principal based at our Mablethorpe school, leading on

Teaching & Learning. Having been a leader in mainstream, I was keen to develop my knowledge and skills of working with pupils with SEMH needs where mainstream was not able to meet their needs. Within a few months, I was delighted to be appointed as Associate Executive Vice Principal working across all four schools in a central capacity, leading on curriculum design in Secondary, Teaching & Learning, CPD and school improvement, which led to my successful appointment of becoming Executive Vice Principal. In addition to this, I became the English Lead Practitioner for Wellspring, which allowed me to collaborate with our 31 schools in the Trust.

Springwell Lincolnshire and Wellspring have, and continue to, support my career aspirations and to develop my leadership skills. Last year, I began my National Professional Qualification in Executive Leadership (NPQEL). I am now the Senior Executive Vice Principal with overall responsibility for Quality of Education, Personal Development and school improvement, working closely with the Exec Central team to drive standards in Education forward for the most vulnerable learners. I also work in a school improvement capacity within the Trust to help improve the quality of education for all. I am incredibly proud of the work we do, and we will always strive to make a difference because all of our children and young people deserve it."



Jayne Battersby, Lincoln

"I started at Springwell in the position of Pastoral Teaching Assistant at Lincoln having worked in mainstream education

for many years. I had fantastic support in my first year at Springwell, lots of really good CPD, great support from colleagues and absolutely loved my job. My Line manager always made time for me and gave me the support and guidance I needed to learn about working in AP.

This really gave me the confidence to take on more responsibility and I am now the Pastoral Manager working across 4 schools. I have the opportunity to work with pupils, parents, mainstream schools and outside agencies and really do feel I can make a difference to the pupils and families I work with."



Jack Williamson, Mablethorpe

"I joined Springwell Lincolnshire as an Assistant Principal in September 2020 after a 10 year period working in

mainstream education in various middle and senior leadership positions. Within a very short space of time; due to the support and effective CPD I received; I was able to understand how to support the highest need students, the need for inclusive leadership and how building strong relationships are at the centre of everything we need to do! Working for Springwell Lincolnshire has enabled me to progress in my career and gain successive promotions from Head of School, Associate Principal and now onto Exec Vice Principal, where I am now not only having an impact on the pupils with Springwell Mablethorpe but impacting on the most vulnerable pupils across the whole Lincolnshire Learning Community.

I am honoured to work for an organisation that values compassion, kindness and ethical leadership at the root of all it does.

By joining Springwell Lincolnshire my horizons have been broadened and my understanding of how education can become more inclusive for all, by ensuring we understand that all behaviour is communication and holding children with relentless unconditional positive regard."



Sarah Hurley, Grantham

“I joined Springwell Lincolnshire in April 2019, as Primary Lead after having a variety of different roles and responsibilities in mainstream schools. I was given lots of high quality CPD and support to develop my skills in an AP setting. At the start of my journey I was able to apply my passion for teaching and learning into developing our primary curriculum. Over the last four years, I have taken on a variety of roles such as Deputy Head and SENDCo (having been supported to complete my SENDCo award), Primary Curriculum Lead and Associate Executive Vice Principal. One of my passions has been supporting ECT’s to flourish. I am now Executive Vice Principal operationally leading Springwell Alternative Academy Grantham whilst having strategic responsibilities for the Primary Curriculum and CPD across all of Springwell Lincolnshire. I am grateful of the continuous support and training I have received from my line manager and the wider Springwell Lincolnshire family.”



Paul Jervis, Central Exec Team

“Having no previous experience of working in schools but a desire to work in the education sector I applied for a TA level 1 position at Springwell in December 2017. I had a great induction and the opportunity to take part in lots of CPD. This gave me the confidence I needed to apply for an internal TA level 2 opportunity to become an SEMH Learning Practitioner. This role taught me so much about the importance of building trusting positive relationships with pupils and I was able to begin to deliver a range of different interventions to support pupils to develop their regulation skills. As part of this role, I was given the opportunity to become a certified Team Teach training. In September 2020 I was successful with my application to become Behaviour for Learning Lead at Springwell Mablethorpe. I am now Executive Vice Principal (Behaviour & Attitudes) working as part of the Exec Central Team driving school improvement and supporting the development of staff to become SEMH experts. Relationships really do matter at Springwell Lincolnshire and the support I have had from the senior leadership team and my line manager is second to none.”



Joe Jeffries, Lincoln

“I started working within Springwell in August 2016, as PA to the Executive Principal. With the opening of the four brand new Free Schools I became the Senior Administrator for Lincoln, becoming more involved with HR, Payroll and finance-based work. In November 2021 I was promoted to Senior Office Manager with an overarching leadership of the admin teams across all four schools. While our young people will always be our priority, it’s also important to work in a setting surrounded by supportive, caring and helpful colleagues, and this is just that sort of place.”



Megan Wood, Lincoln

“After finishing my university degree in education studies, I applied for a TA Level 1 position at the Mablethorpe Springwell in 2019. I had a great induction and I was given a great amount of support, to help me grow and develop as a person. In 2021, I moved over to the Lincoln Springwell site. The experience of being a TA Level 1 gave me the confidence I needed to take on the role of SEMH Learning Practitioner (TA Level 2) . From this role, I was able to learn new skills and it gave me more confidence in myself.

I enjoyed being a part of a great team. I was building trusting, positive relationships with pupils, which helped me realise I wanted to develop further within the education section.

Then in 2023, I was promoted and given the opportunity to become a HLTA and take the next step in my career. I am currently doing my teaching qualification which Springwell is helping me and supporting me throughout. The support, opportunities, and development I’ve had from Springwell over the years have been amazing and really grateful for the opportunities that have been given to me.”

Why work for Springwell Lincolnshire Learning Community?

- ✓ Working in alternative provision and/or SEMH gives you a chance to break free from the stifles of mainstream.
- ✓ Here at Springwell our staff are able to work in a values-driven environment where the personal development and welfare of the children are our core business.
- ✓ Staff are of the utmost importance to us. With that in mind, training and development is a priority. Opportunities exist with The Wellspring Trust to create and develop a meaningful and exciting career.
- ✓ If you are ambitious then there are opportunities for development at all levels. Some of the greatest teachers in the Wellspring Trust joined us as Teaching Assistants. We have developed Specialist Leaders of Education and behaviour experts who work in our academies but also deliver training and support across the region.
- ✓ Leadership development programmes allow aspirant senior leaders to fast-track their careers and are given opportunities and training to aspire to Principal and Executive Principal roles.
- ✓ We value every pupil as an individual, showing everyone respect and tolerance.
- ✓ We want our pupils to be the very best that they can be – and will try to give them every opportunity to show success.

Wellspring Academy Trust & Trust Team

Wellspring Academy Trust is a Multi-Academy Trust with a Barnsley-based Head Office. We are a Trust at the cutting edge of educational innovation.

We have:

- ✓ Outstanding aspiration.
- ✓ A vision to provide children and families with exceptional educational opportunities.

Our Core Principles are:

- ✓ Excellence in Teaching and Learning.
- ✓ Knowledge and skills growth that is celebrated by the community.
- ✓ Collaboration with all partners in education and the community.
- ✓ Succession planning within the institution and beyond.
- ✓ Providing an exceptional school experience for our children.



Mark Wilson

CEO, Wellspring Academy Trust
National Leader of Education (NLE). Ofsted registered inspector.

Ex-Executive Head Teacher, London borough of Lewisham (two Outstanding schools, one Good school). Executive Head of Teaching School. Ex-Head Teacher at Robin Hood Primary for nine years and achieving an Outstanding judgement from Ofsted in April 2011. Mark believes in taking a global perspective on school improvement and has visited schools in Germany, South Korea, Italy and Australia to look at practice there.



Dave Whitaker

WAT Director of Learning
Executive Principal, Springwell Special School and PRU and National Leader of Education. Ofsted-rated Outstanding. Springwell was designated a Teaching School in 2013. The School is cross phase from age 4-18. Experience in all aspects of school leadership. Involved with the development of a new approach to learning.

Our Commitment to You

Professional Development

We believe that outstanding Professional Development underpins outstanding schools. The more members of staff who are enabled and empowered with expert skills and knowledge, the more effective their impact upon learning. We believe in the power of Professional Development. We believe that it can and should be happening every minute of every day. Wellspring Academy Trust has access to a rich seam of Professional Development for all staff through our network of leaders, colleagues and schools, and through the Teaching School.

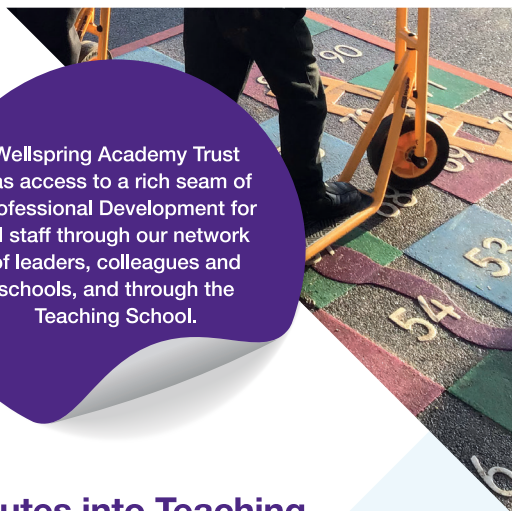
Leaders Professional Development

Inside every successful school you will find successful leaders. Almost every study of school effectiveness has shown both Primary and Secondary leadership to be the key factor. At Wellspring, we emphasise the importance of ongoing Professional Development for school leaders. We work together as leaders. We share our experiences and expertise. We recognise that we are stronger together.

Our recognition of the pivotal importance of effective leadership means that the Professional Development pathway into Executive Leadership across more than one school is open to you with Wellspring.

Safeguarding

Springwell Learning Community Lincolnshire is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All appointments will be subject to DBS clearance. An online presence check will be completed against anyone shortlisted for an interview. References will be obtained for all shortlisted candidates prior to interview unless a request is made not to.



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Routes into Teaching

At Springwell Lincolnshire, we have a number of fully funded teacher training routes to support you to become a qualified teacher while working in our school setting. This includes the salaried-apprenticeship PGCE where you train on the job.

There is also an Assessment Only route, for experienced unqualified teachers and HLTAs, and a supported version for those new to these roles. Other options include a SCITT programme, and a Level 5 Teacher Training programme that leads to QTLS. We are keen to develop your career on the right programme that suits you.



Springwell
Lincolnshire

Together...
we make the
difference

Springwell Learning Community Lincolnshire

Based at Springwell Alternative Academy Lincoln

Macaulay Drive, Lincoln LN2 4EL

T. 01522 308 323

Discover how we make a difference at springwell-lincs.co.uk