



# Hope Learning Community Trust

## Recruitment Information Pack



*Respect, Excellence, Friendship*





## A Very Warm Welcome...

Thank you for your interest in joining our dedicated team at Hope Learning Community Trust.

We are a multi-academy Trust, consisting of 4 special schools and two colleges in Essex. What makes our Trust unique is that each of our sites is unique in its specialism, providing specialised care and education, tailored to the children and young people that we support.

Every day we have the privilege of working with the most amazing, unique children and we are looking for people who share our commitment to supporting and empowering these children to reach their full potential and lead fulfilling lives as they go into adulthood.

In this pack, you will find detailed information about our Trust which we hope that you will find useful in deciding whether a role at Hope Learning Community is right for you, and if so, we look forward to hearing from you.

*'We are all born with hope. How many of us can give it?'*

Best Wishes,

Gary Smith OBE  
Chief Executive Officer  
Hope Learning Community



Respect

Excellence

Friendship



## Our Vision and Values

Hope Learning Community embraces the values from the Summer 2012 Olympic games;

**Respect, Excellence, Friendship.**



### Respect

Respect will be acted out by demonstrating the worth of every individual and their right to a meaningful place in our world.

### Excellence

Excellence will be relentlessly pursued. Anyone who is part of our Learning Community will be expected to be the best they can be and to strive to excel every day.

### Friendship

We will hold our hands out to anyone and everyone. We all need to be understood and valued as individuals in our own right.

Hope Learning Community is committed to going the extra mile and making a difference for the children and young people and their families that we support, but also making a difference to how the world see's people with all kinds of disabilities.

*'If you're not prepared to light a candle, then don't complain about the darkness.'*

### Inclusion and Diversity



Inclusion and diversity is at the core of what we do and applies to all. We celebrate and embrace all of our differences and have a zero tolerance policy for discrimination of any kind.

We understand that having a diverse workforce allows us to better equip ourselves with knowledge and understanding and so actively encourage people from all backgrounds, to join us and help us continue to endorse and celebrate diversity.

*'Once you choose hope, anything's possible' – Christopher Reeve*





## Our Academies



**Market Field School**, is a special day school, based in Colchester. The school supports over 370 children, aged 4—16 with moderate learning difficulties.

The school also links with **Market Field College** which is based in Clacton and has roughly 130 pupils.

**Southview School** was the next school to join the Trust in 2018. The school is based in Witham and supports over 130 students from ages 3—19 with physical and neurological impairments.

Recently, Southview has opened a brand new college facility which has residential capacity to teach and support the pupils to live independently.



**Chatten Free School** is based in Witham was built by Hope Learning Community Trust in 2021. It was the second school to join the Trust. The school is the only one of its kind and supports over 70 children who are severely affected by autism and associated learning difficulties.

**Lexden Springs School** is the most recent academy to join the Trust in January 2025. The school caters for pupils aged 3 – 19 who have complex learning difficulties (profound and multiple learning difficulties and severe learning difficulties) and those on the Autistic spectrum continuum. The school also has a residential facility.



*"The way to get started is to quit talking and begin doing." – Walt Disney*



## Why work with us?

### Our Workforce

Our dedicated workforce are what makes what we do possible and as such are highly valued. From teaching staff, admin support and premises support each member of staff has their own strengths and a passion and dedication to improving the lives of our children and their families.

Our pupils have come to our schools due to their complex needs, as at Hope, we make education available to all. Education is delivered in many different ways in each of our settings, whether that be through therapeutic methods or more direct teaching.



*'The pupils make me smile every day and it is amazing to see the progress they make and the impact this has on their quality of life and their families'*

Some of our pupils will struggle with the transition into our schools and that is where our wonderful staff with their qualities of kindness, patience and dedication come into fruition. It may be a struggle at times, but the outcome's are beyond rewarding.

We applaud our staff for the amazing work that they do every day.



*'The staff team are incredible and everyone always pulls together to support the pupils and each other.'*

At Hope, we are committed to continuous development for all and our devotion to outstanding education and opportunities extends out to our staff members. Through funded training and development, some of our staff who joined us as learning support assistants have gone on to secure degrees and become teachers.

At Hope, the sky is the limit, for all.

**'History will judge us by the difference we make in the everyday lives of children' – Nelson Mandela**



## Our Commitment to Our Staff

In return for our staff's amazing commitment and dedication, we strive to support and reward them where possible. We do this by offering a range of tools and incentives that they can use not only in the workplace, but their personal lives also.

These include:

- A supportive environment where everyone is appreciated and valued
- Chances to gain wider experiences working across the Trust
- Funded opportunities for further education
- Pay progression
- Flexible working opportunities and a commitment to a positive work-life balance
- A free wellbeing service, complete with access to a 24/7 prescribing GP and free counselling and physio sessions
- Recognition of good practice
- A fully invested and supportive central team
- A dedicated and fully supportive Trust Board
- An environment where everyone's voice is heard and valued

We are looking for those special people who can help us make a difference to the lives of our children, young people and their families.

Could this be you?

If so, we would love to hear from you!

For more information, please visit our website:

[www.hopelearningcommunity.org.uk](http://www.hopelearningcommunity.org.uk)



*"There are far better things ahead than any we leave behind." – C.S. Lewis*