



Lumen Learning Trust

*Could you be part of our
governance team?*



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Hello

The world and the subsequent demands placed upon our young people is perpetually 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 because of our committed and exceptional whole school workforce, including governance teams.

No family should feel they have to travel or move house to be able to go to the 'good' local school. The process of building and maintaining a school in this position is not for the fainthearted. The unique characteristics and strengths of our schools are our most important asset in this pursuit and requires a formidable team of dedicated and passionate members who are willing to strive for improvement at every turn.

The function of governors is to support the headteacher, CEO and Directors in maintaining and developing the school's strategic vision and path of improvement. You will play your part by providing strategic support and challenge, with your contribution focusing at a strategic rather than an operational level.

We embrace individuals wishing to join us who believe they have a part to play in securing our future generation's life chances. 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.



Mary Ellen McCarthy
Executive Principal,
Lumen Learning Trust



Jo Roberts
Chair of Directors,
Lumen Learning Trust



...
*Are you
ready to
join us?*
...



About Lumen Learning Trust

After achieving an Outstanding judgement in leadership and management in February 2010 Saxon Primary School began to support vulnerable schools both locally and further afield, drawing on their own experience of being a school in Special Measures in 2007 to such a position of strength that it gained sponsorship status from the DfE in June 2013. It was designated a National Support School by the National College for Teaching and Leadership in September 2013.

Lumen Learning Trust was established in Autumn 2013 as a natural development of the school-to-school support carried out by the leadership team at Saxon Primary.

Today, our support for other schools is enhanced by the experience and skills of a number of our team; we have accredited Specialist Leaders of Education on our teaching teams and our Executive Principal, Mary Ellen McCarthy carries out extensive support for school leadership teams in Surrey schools and beyond. She is also a serving Ofsted inspector.

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.

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

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

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 and 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.

Our expertise lies not only in provision from ages 2-11 but also in our support for families offered by our Pastoral Support Team.

Developing
Leadership Capacity

Strengthening
Classroom Provision

Realising
Potential

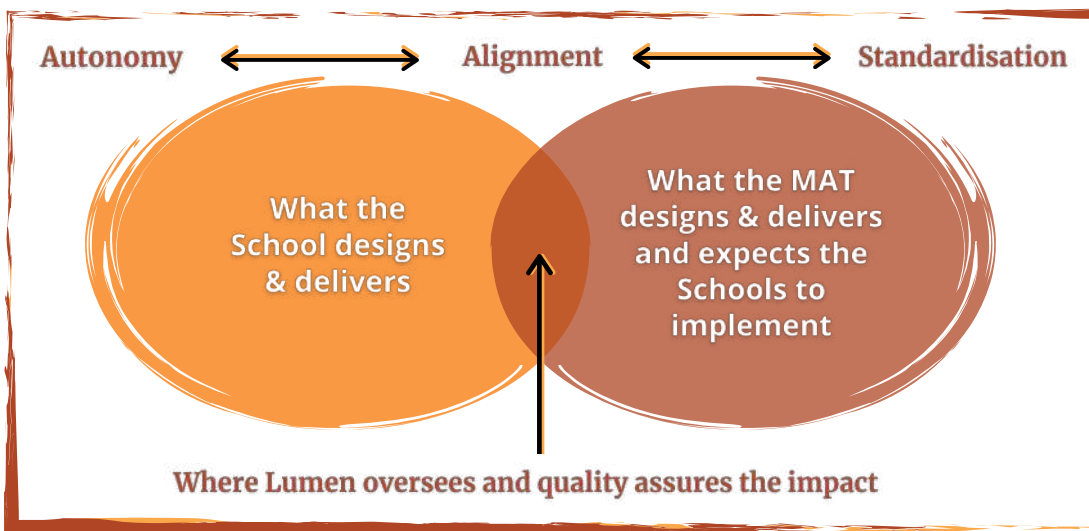
Governance Structure

Governance at Lumen Learning Trust follows statutory, regulatory and best practice to ensure effective support, checks and balances to the operations of the Trust.

When creating the Trust, the leadership wanted to have a balance between school autonomy and standardisation. From the outset it was agreed that the local school leader should be a Headteacher and not a Head of School. We are always keen to foster the uniqueness of each school in its local context, whilst working collaboratively within the Trust's family of schools and Central Team to achieve time and efficiency savings in areas where a duplication of effort is counterproductive.



How does it all fit together?



Directors (also known as Trustees) have an overarching role across the whole of the Trust and work with the executive leadership and central team to make decisions about the Trust's vision and values and make strategic plans to ensure these are realised. They meet as a board and through committees to consider all aspects of Trust planning, from agreeing a budget, to setting Trust policies. To strengthen insight and scrutiny, each school's Chair of Governors automatically becomes a Director once they take on the role of Chair.

Members have a limited role. They are often described as 'eyes on, hands off'. They can appoint and remove Directors and they appoint the independent auditors. If everything went very wrong in the Trust the Regional School Director can approach Members to take action to remove Directors and appoint some more.

Local Governors have an advisory role as part of our school local governing boards (LGBs). They are the eyes and ears of the Directors. It is not possible to have the local knowledge that the local governors can provide. They visit the school to provide triangulating evidence to the Directors about the quality of the provision. Their role is to provide both support and challenge to the school leadership.

We are unwavering in our pursuit of working together in partnership with families, other schools and external agencies.





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

About Darley Dene Primary School

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.

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 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."

"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
- 18 miles from central London
- Population: 15,833



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



Darley Dene
Primary School

About Echelford Primary School

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 Primary & Nursery School

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.

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

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



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.

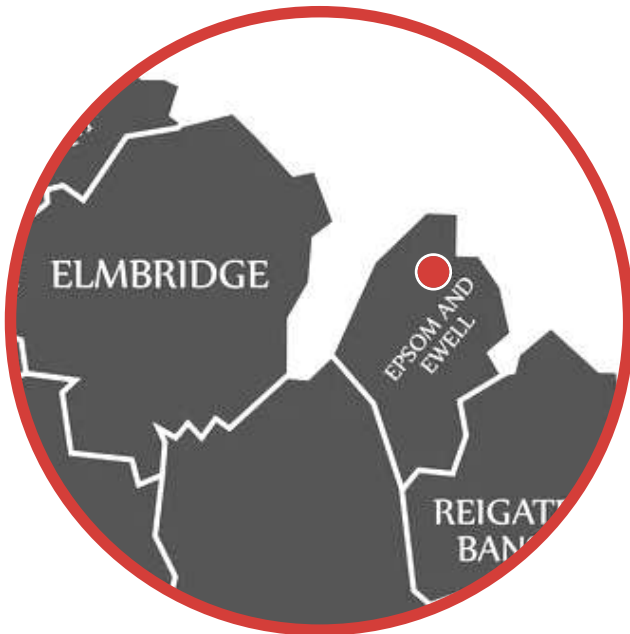
Hidden away at the rear of the building, a patio extends the classrooms, alongside a sports arena.

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 and Nursery School

About Riverbridge Primary School

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."

"The school is well supported by the governors and the trust. Staff say that leaders at all levels listen to their views and consider the impact any changes have on their well-being."

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



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



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.

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 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.



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.



- 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 Primary School

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:

"The school is rightly proud of its caring approach to helping pupils be ready for their next stage of education. As one pupil said, 'There is a place for everyone here'."

"Pupils are happy and confident at this highly inclusive school. Pupils understand and can talk assuredly about the school's values, such as kindness and respect."

"Governors and trustees support the school effectively. Robust systems and processes are in place to enable trustees to assure themselves that leaders know and carry out their roles and responsibilities effectively."

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, Library Bus and a 5-acre playing field. It boasts two of Lumen's immersive learning spaces.



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



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.

Our sensory garden allows 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 Walton Oak Primary School



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

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!'"

"The chief executive officer (CEO), members of the trust board and local governing bodies are deeply committed to the school. They share the headteacher's vision for continuous school improvement."

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.



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

Who is a Local Governing Body governor?

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

Governors are the link between the school and the community and should have a deep interest in the well-being and reputation of the school they support.

All governors are volunteers, working in their own time, often in very busy lives. However, we feel that individuals in a governor role gain a great deal in terms of personal development as well as the satisfaction that comes with knowing they have played an important part in improving education and life choices of children in the local community.

We are seeking individuals to join us who fit the following description:

- Have an open and enquiring mind;
- Show a willingness to listen and make informed judgements;
- Work well with others;
- Have an interest in education generally and our schools in particular;
- Have a desire to play a part in improving our schools;
- Have the capacity to give about 15 hours per term to attend meetings, read papers and attend training. Meeting dates are published in September for the whole of the academic year.

If you match the above description, you could be the very person to become a parent governor. Everyone has something to offer and we want people from as many backgrounds and interests as possible.

In return we can offer

- An insight into the wider perspective of the school through long-term planning;
- A chance to develop skills in strategic management;
- The opportunity to work with our team of Directors, Executive Principal, Governors and Staff in developing our school;
- A comprehensive induction programme supported by our Governance Professional.
- Training to develop an understanding of specific school management issues as well as to develop an understanding of the education environment, the role of a governor and strategic school improvement;
- The support and assistance of the Lumen Learning Trust (LLT) Directors;
- A sense of achievement in making a difference for the children in our school;
- The pleasure of seeing children thrive and become successful learners.



What is the role of a Local Governing Body (LGB)?

This local tier forms the bridge between the trust board and its schools and is integral to the governance of the vast majority of multi academy trusts (MATs).

A local governing body:

- is a committee of Trust Directors;
- has an advisory role, to support Directors, in providing support and challenge to the senior leaders;
- supports the Executive Principal in their monitoring role within the context of the school's key performance indicators and duty of care for Headteachers;
- supports the Headteacher in their monitoring role within the context of the school's key performance indicators and duty of care for staff;
- works collaboratively with the Headteacher on the strategic planning and leadership of the school by adding strength and integrity to evidence cited by the leadership team through questioning, visiting and seeing for yourself what action leaders are taking to achieve the school priorities;
- works together as a team, with a collective responsibility with opportunities to work with the Directors on aspects of strategic planning and management, including financial oversight and resources e.g. the Directors Business and Management Committee includes representatives from Local Governing Bodies;
- collaborates with governors and school leadership teams from other Lumen Learning Trust schools along with Directors & the Executive Principal in considering impact of decisions;
- keeps abreast with National & local 'landscapes' affecting schools.

The commitment required as a member of a LGB

- One full, **in person** LGB meeting at the school every term (there are 3 terms each academic year) for around 2 hours. Dates are set in advance for the academic year in order to enable governors to plan their diaries around work and personal commitments;
- Taking part in monitoring activities at least once a term with visits during the school day to see learning in action and then writing up the visit afterwards;
- Thoroughly reading the papers prior to the meeting and preparing questions;
- Where possible attending special school events e.g. Curriculum weeks, Stay Play & Learning sessions, Phonics workshops, other parent workshops - this helps to gain insight into parent engagement as well as development of your own knowledge of provision;
- Governor training;
- If representing the school on one of the Trust Directors' committees this will be an additional meeting once a term – held early in the morning.

LGBs seek individuals from as many different backgrounds as possible, in order to fully reflect the community the school serves. Everyone has something to offer.



Making a Difference Together

Governors can make a real difference to the performance of the school and have a real part to play in making the school successful.

We have a creative, solution-focused outlook and welcome individuals who also work in this way.



As an effective governor you will:

- help to decide the priorities for supporting and developing the school;
- work in partnership with the headteacher, senior leadership team and cooperatively with other governors, to strengthen achievement for all children;
- take responsibility for your own learning and development, including attending training;
- prioritise your time to enable you to attend Local Governing Body meetings promptly, regularly, and for the full time;
- present a balanced view of issues representing different sections of the community;
- promote the interests of the school in the wider community;
- respect the confidentiality of Governing Body affairs.
- be loyal to the decisions made by the Governing Body;
- never promise anyone to 'solve a problem' on your own;
- declare an interest and withdraw from any meeting where you, a partner or close relative or associate stands to gain, or where you are so close to a matter discussed it is difficult to be impartial;
- abide by the LGB code of conduct and work within the LGB terms of reference;
- use the Nolan Principles of Public Life, as guidance for your governor role.

Are you ready to join us?

Please click/scan the QR code to be taken to our Governance recruitment page to complete our Expression of Interest form.

Our Governance Professional will arrange a mutually convenient time for you to meet with our Lumen Learning Trust Executive Principal either in person or virtually. During the meeting the role of a governor will be explored in more detail, you can share more about your unique skills, abilities and life experiences as well as ask any questions you have. The meeting is essential, ensuring each candidate is placed with the LGB that will benefit most from what you have to offer.

Upon successful appointment all trustees will be asked to complete the following checks:

- An enhanced Disclosure and Barring Service (DBS) check;
- A section 128 check;
- Checks to confirm identity (including as a part of the DBS check);
- Checks to confirm right to work in the UK;
- Any other checks deemed necessary where the individual has lived or worked outside the UK (guidance available).





We look forward to hearing from you and joining us on our journey to improve the life choices for children.



"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."

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