

Executive Headteacher Recruitment Welcome Pack



Thank you for taking an interest in our Headship...



Lotus Academy - formerly Holgate Meadows School - became a Nexus MAT academy in September 2024. The Trust has been supporting the predecessor school since 2022.

The predecessor school had undoubtedly fallen on hard times for a number of years, with serial leadership changes interrupting the much needed journey of improvement.

Significant progress has been made over the last 18 months, which has stabilised the school and allowed the essential repairs to be made. We are now looking for a permanent Headteacher to lead the school back to being a securely good setting.

Supported by an ethical MAT that has financial resilience and innovative approaches to developing its schools, the new Headteacher of Lotus Academy will report to an experienced Executive Regional Director and be supported and held to account by an experienced Academy Council, on behalf of the Trust Board of Directors.

We hope you find this recruitment pack and associated documents helpful and we look forward to receiving your application.

A handwritten signature in black ink that reads "Warren Carratt". The signature is written in a cursive, slightly slanted style.

Warren Carratt
Chief Executive Officer
Nexus MAT

About Us

Lotus Academy is a city-wide special school for pupils with Social Emotional and Mental Health needs (SEMH). Admissions for all pupils is through the EHCP process and all pupils attending the school will have an EHCP in place on admission. In conjunction with Sheffield City Council who have 108 commissioned places, the school works closely on managing demand, however, the school also works with other out of city authorities who have a small number of commissioned places in the school.



While all students have a primary need of SEMH, many have additional needs. Most of the students have been regularly excluded if not permanently excluded from mainstream settings. This usually means that students have a long history of unmet needs.

- The current percentage of boys is 85.39%; girls 14.61%.
- Of the current population 84.61% of pupils receive Pupil Premium.
- 75% of pupils receive FSM and 6% are Children Looked After
- 21% of all pupils are subject to a child in need/child protection plan.

We employ 30 staff. The majority of these are teaching assistants, who play a key role in enabling pupil learning and meeting the personal care needs of our children.

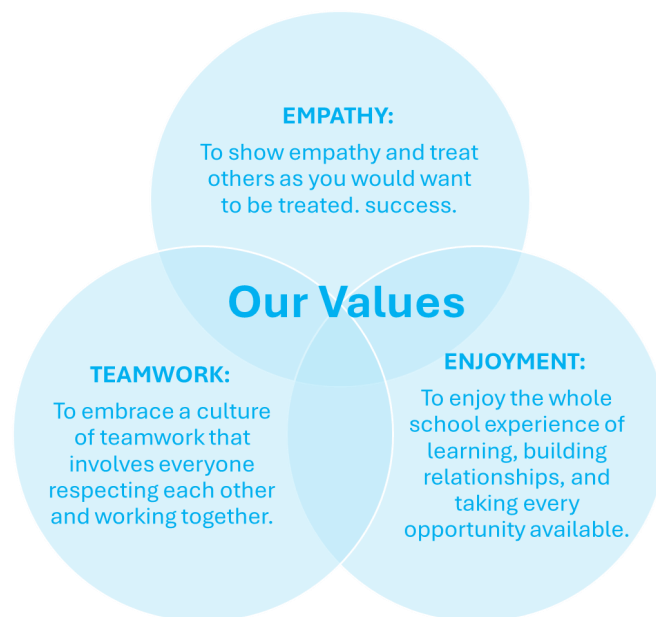
We have a Deputy Headteacher, 4 Assistant Headteachers, a School Resource Manager and a tier of middle leaders.

Our Vision and Values

At Lotus Academy, nurture, enjoyment, and self-belief are the foundations of learning.

Our Vision

- To improve the life chances of students.
- To develop their self-worth and self-belief.
- To help them learn to respect and build relationships.
- To support them to have high expectations of themselves and others.



At Lotus, we strive to create an enriching environment that goes beyond traditional education, nurturing both academic and personal growth. Our mission is simple, yet profound : to offer a global curriculum that is purposeful, relevant, and collaborative. We believe in approaching learning with a holistic perspective, where students are encouraged to examine the big picture, connect the dots, and understand how everything interrelates.

Our school is designed to be a place where every student feels a sense of belonging. We believe that each individual's learning journey is unique, and everyone in our school community—students, staff and families alike—has an entitlement and commitment to their own personal and academic growth.

We understand the importance of partnership, which is why we invite parents, carers, and families to be active co-educators in this process. Together, we form a collaborative community, where the home and school environment work hand in hand to support the children's development and success.

Our culture is rooted in curiosity, a passion for professional development, and a dedication to integrating the latest research into our classrooms. At the heart of our school, we're building a culture of continuous growth—both inside and outside the classroom .

Working with Nexus MAT

The Executive Headteacher of Lotus Academy will be an employee of Nexus MAT and line managed by the one of the Trust's Executive Regional Directors. The Board of Directors commission the CEO to ensure there are robust local governance arrangements in place, and Lotus Academy has an Academy Council which is accountable to the Board of Directors via the CEO. The school has an annual budget of c£5m.

Operating across South Yorkshire and Nottinghamshire, Nexus MAT is an award winning, growing Trust that has a strong track record of working in collaboration with schools to affect improvement. The Trust is commissioned by the Department for Education to support schools across the country, and we can only fulfil these obligations by working with our schools to share the amazing work we do there.

The Trust has a Collaborative School Improvement Framework which outlines the pivotal role Executive Headteachers play in determining school improvement priorities and turning those priorities into actions, in partnership with the Trust's quality assurance team.

The Trust does not operate a policy of workforce allocation/reallocation, with individuals moving only where this is something they and the school support: in that regard, we place a high value on opportunity creation and, where the Trust can help to enable and facilitate this, we do.

The Trust adheres to the Burgundy Book for school teacher pay and conditions, and we also adhere to the Green Book for our non-teaching staff.

We have high retention rates across our schools, and our website includes a plethora of information to help inform why we are a successful employer of choice. We choose to publish a Workforce Engagement Statement, which summarises what we have done and are doing to support our most valuable asset.

All of our schools look and feel different: we don't have a corporate brand that we expect our schools to comply with. It's deeper than that. Rather, we have shared values that unite all our schools, and those schools are given the freedom and nurture to manifest their offer in diverse ways, rooted in the communities and families we serve and led by their Executive Headteacher.

