

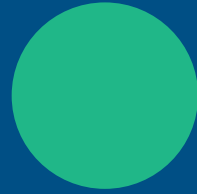


**DISCOVERY**



Working for the Discovery Trust offers a supportive and enriching professional experience. The Discovery Trust is committed to fostering a culture of innovation, collaboration, and continuous learning, creating an environment where colleagues are empowered to contribute meaningfully to limitless learning.

Nicola Morton  
HR Manager



**At Discovery Trust, our mission is to ensure that all our pupils realise their potential.**

Our mission starts inside every school and central department. It is reflected in our culture and is reflected by all the colleagues we work with. In the pursuit of our mission, we employ a diverse range of highly talented people to co-construct the very best places to learn, with innovative solutions to ensure that all children achieve. Discovery continually builds to creating an organisation that celebrates individuality, initiative, ownership of colleagues' responsibilities and intelligent collaboration.

*Paul Stone*



**Paul Stone**  
CEO

# Discovery Schools Trust

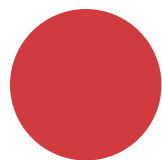


**Discovery believe everyone should have limitless learning opportunities and places staff development and wellbeing at the centre of our strategic planning.**

All colleagues are offered training opportunities, high quality professional development and ongoing feedback through carefully structured appraisal systems.

Our Apprenticeship Strategy improves year on year as new employment opportunities are created for people wanting a career in education as well as providing existing staff opportunities to start new learning journeys to gain higher work based qualifications that help them grow but have a positive impact on the organisation.

We are committed to helping our employees develop their skills and qualifications and have a fantastic track record of career progression.



**Louise Barber**  
Director of Operations



**Thank you for your interest in our post and the Discovery Trust, a consortium of 15 schools in Leicestershire, Leicester City, and Rutland committed to high-quality education. We aim to improve student outcomes and support their families while fostering professional growth.**

Joining Discovery means becoming part of a collaborative network of professionals dedicated to education. You'll work in a stimulating environment that encourages personal development and offers resources and guidance in areas like curriculum, assessment, finance, HR, and governance. We provide extensive professional development opportunities, including training, mentoring, and exposure to best practices.

At Discovery, we value inclusion, sustainability, partnership, integrity, respect, and excellence. Your ideas and contributions are welcome as we work together to achieve our mission.

If you want to make a positive difference in the lives of our children and the wider community and feel valued and proud of the work you do, get in touch. We look forward to hearing from you and receiving your application.



*L Barber*





# Why Discovery Schools Trust

Discovery is an innovative, high performing multi-academy trust working across Leicester, Leicestershire and Rutland dedicated to improving learning and teaching by creating a culture that promotes excellence.

The needs of all children are placed at the heart of all decision-making regardless of the school they attend. We pride ourselves on working collaboratively in order to provide an outstanding education for all children, so children achieve their full potential in line with our company vision.

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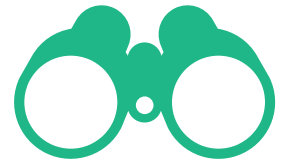


Joining Discovery Schools Trust's central team provides a unique opportunity to contribute to education without being in the classroom. It's a chance to be part of a supportive network that empowers educators and students, making a meaningful impact behind the scenes.



**Kieron Webster**  
ICT Technician



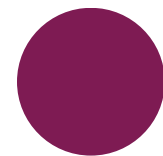


## Our vision

**Regardless of your role within Discovery, we are working for something bigger.**

Everything we do is to ensure that children and the colleagues we work with realise their potential and experience limitless learning opportunities.

Discovery Trust aspires to achieve excellence in all areas of work. The children and families we work with have confidence in the teachers and leaders of the Trust who act with integrity and demonstrate respect for individual needs. Discovery aspires for all our schools to become sustainable and inclusive, driven by a passion for working in partnership with all stakeholders.





## Our values

Our values matter.

They drive what we do and underpin every action we take. Our values are not just words. They support our purpose and help us function together as one and shape the way we behave.

We use these values to work as a highly productive partnership across diverse schools and service departments. We expect schools to develop a localized set of values to ensure their community is engaged and successful.



## Inclusion

Include, value and respect each other

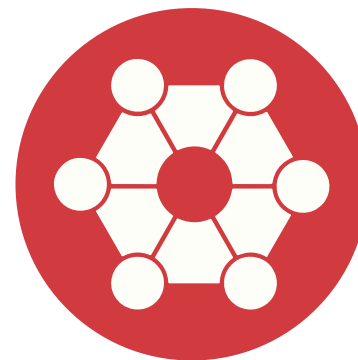
- We create a community that is welcoming and inclusive of all
- We increase the presence, participation, and achievement of all.



## Sustainability

Act and think about the sustainability of all our actions

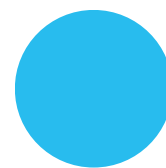
- We make decisions based on long-term impact rather than short-term gains
- We take actions to reduce impact on our environment and raise awareness with adults and pupils



## Partnership

A willingness and desire to work effectively with others

- We learn from organisations outside of your setting to improve your practice.
- We create impact which is not possible by working in isolation.





“Our pupils deserve the very best, every day, and that as a Trust is what we strive for.”

**David Briggs, Director of Primary Education**



“Respect is what binds us together as a community. Teaching understanding of how fundamental it is to be respectful of one and other all in our diverse communities will mean that we can all live in the society we would wish for.”

**Jane Pinborough, HLTA Kibworth CofE Primary School**



“Discovery Trust afford me the scope and flexibility to explore sustainable options and I have the full backing of the senior leadership team. My ideas are heard, challenge but ultimately met with positivity.”

**Nathan Odom, Head of Estates**



## Integrity

Demonstrate sound moral and ethical principles

- We do the right thing, even when circumstances might be difficult
- We ensure our actions are consistent with our words



## Respect

Treat everyone with respect and fairness

- We are thoughtful of others and act with kindness.
- We promote diversity of thought, ideas and people.



## Excellence

Strive for excellence in all we do

- We focus on what matters to deliver ambitious outcomes all.
- We create a culture of continuous learning and innovation to drive improvements.





# What we can offer you

## Apart of a wider Trust

Join our dynamic school community as an essential member of our motivated team within the Discovery Schools Trust network. You'll be part of our experienced Central Services Team, making a meaningful impact while enjoying the journey.

## Professional Development

Discover Trust offers professional growth, flexibility, and learning opportunities to shape your career and contribute to our school's development.

## Benefits Scheme

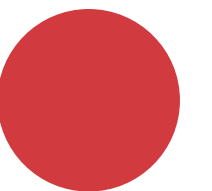
Enjoy a wide array of perks, such as eyecare vouchers, a cycle-to-work program, retail discounts, dental assistance, gym savings, and an Employee Assistance Programme (EAP) for overall well-being.

## Annual pay increase

Annual incremental pay increases with the pay scale range.

## Pension scheme

A defined benefit pension scheme.



# Our Employee Assistance Program



- UK and Ireland's largest independent and award winning EAP provider.
- Support 13 million+ lives across all sectors
- Support 71,000+ organisations
- Only EAP provider to be BACP accredited at organisational level
- UKI-based service centres operate 24/7/365 for all calls
- Network of over 2,000 UK counsellors & 200 ROI counsellors
- Innovative technological development e.g. My Health Advantage app, live chat, video calling
- No voicemail, no AI answering
- External clinical board
- In-house legal team



**Unlimited** access to **24/7/365** confidential telephone helpline

Up to **12** sessions **face to face, video, online or telephone** counselling



**24/7** Crisis Assistance Support available



**Family advice line** on topics such as childcare or eldercare



**Medical Information Line** for guidance and advice



**Enhanced Life and Leadership** coaching



**In-house, legal and information** line



**In-house debt & financial** information



**My Healthy Advantage** app



Online **Health & Wellbeing** Portal



# Sound exciting?

Apply today

## Discovery School Trust

3 Gilmour Close  
Leicester  
LE4 1EZ

