

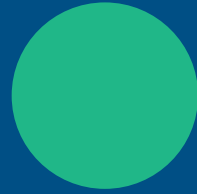


DISCOVERY



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

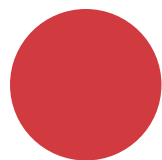


Discovery believe everyone should have limitless learning opportunities and places staff development and wellbeing at the centre of our strategic planning.

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.



Victoria Edwards
Headteacher

It is our job to ensure that every child grows and flourishes here at Keyham Lodge School. We have very high expectations of our students and work closely with them to identify any specific needs and support they may require both academically and in relation to their EHCP outcomes, which form a fundamental part of their learning during their time with us and their progress in this area is as rigorously planned for as their academic programmes of study.

Many of our young people have very complex needs which include children on the autistic spectrum, with ADHD, attachment disorders, conduct disorders, oppositional and defiance disorders, learning difficulties and learning disabilities.

Furthermore, we strive to create a culture of learning for both staff and students and as a result systems and structures are embedded into our practices to ensure the quality for teaching and learning is consistently high. Areas for development are continuously identified and members of staff are supported in raising standards.



Victoria Edwards





Why Keyham Lodge School?

Keyham Lodge School is a vibrant and successful City Special School. Previously part of a federation, the school joined Discovery Trust in September 2021 along with Millgate School. All students have an education health care plan and the school cohort is made up of KS3 and KS4 and caters for both girls and boys from KS3 upwards. We are a diverse school and we welcome students from a range of ethnic, cultural and religious backgrounds, which contributes to our unique values and ethos.

For the majority of our students, their education prior to joining us has been disrupted and because of this, the school relentlessly strives to remove barriers to learning, close attainment gaps and provide an inclusive environment that is child-centered and learning focussed. Our aim is to ensure the academic, personal and social development of all of our students so that they can develop their potential both in school and in the wider community.

We understand that our students have individual talents and in order to ensure success for every child, we believe that education goes beyond the core curriculum and out of the confines of the classroom and consequently we have adapted our curriculum offer to ensure students are prepared for the next stage of their life, whether that be within education or in the workplace.



Inclusion is most effective when it becomes part of the culture and is part of 'the way things are done here'. It actively removes barriers for individuals by having its learners at the centre of practice, takes advantage of current schools of research, sees all learners as capable of greatness and it is achieved through practices that focus on making learning experiences accessible to all, being adaptable, being consciously structured to achieve success and most of all by being brave.



Vicky Edwards
Headteacher



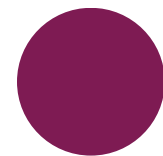


Our vision

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

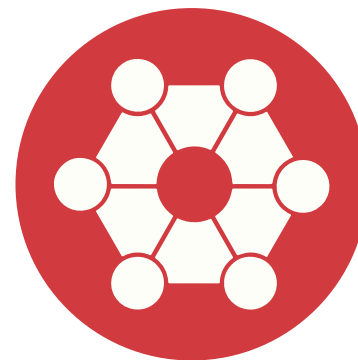
- We create a community that is welcoming and inclusive of all
- We increase the presence, participation, and achievement of all.



Sustainability

Act and think about the sustainability of all our actions

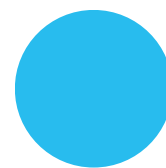
- We make decisions based on long-term impact rather than short-term gains
- We take actions to reduce impact on our environment and raise awareness with adults and pupils



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

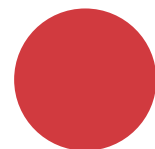
- We are thoughtful of others and act with kindness.
- We promote diversity of thought, ideas and people.



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

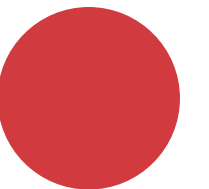
Enjoy a wide array of perks, such as eyecare vouchers, a cycle-to-work program, retail discounts, dental assistance, gym savings, and an Employee Assistance Programme (EAP) for overall well-being.

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

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