



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.



Sarah Eaton
Headteacher

Thank you for your interest in Leighfield Primary School's position. We encourage candidates to visit and see our school in action. Staff at Leighfield work together to ensure our children have the very best opportunities throughout their primary years. Our Curriculum aims for our children to be:

- **Confident Individuals**
- **Successful Learners**
- **Responsible Citizens**

We are very proud of our children at Leighfield. They have positive attitudes to learning and display our school values of resilience, pride and respect. Staff at Leighfield strive for excellence and have very high expectations of themselves and of our children across the Curriculum.

Relationships within Leighfield and with our school community are strong. We value all roles, and we are a welcoming and supportive school. We invest in staff wellbeing and have recently been awarded the Wellbeing for Schools Award which celebrates our caring and nurturing school environment. We are passionate about career development and aim to empower staff to succeed.

S Eaton



Why Leighfield Primary School

Welcome to Leighfield Primary School. We are delighted to be able to share with you our vision and values to help you get a true flavour of our school. We are confident that you will find us a welcoming school – one where your child will flourish and realise their potential, whatever that potential might be.

Being a small school means we know all our children. It means we have a better idea of what motivates them and what success should look like for them. We believe that our school allows every child to succeed.

At Leighfield, we have a holistic approach which ensures there is a nurturing and caring ethos where children are encouraged to reach their full potential. Our school values are Resilience, Pride and Respect and we are passionate about providing our children with the very best opportunities and experiences.

All our staff are passionate about making children happy, developing their confidence and inspiring them to be successful. This passion ensures that Leighfield is a vibrant and creative place to be.



Being yourself and doing the right thing is not always the easy path, it takes courage to live by your morals. At Discovery we all seek to take the right path and stand up for what we believe for the greater good of everyone.

Louise Barber
Director of Operations



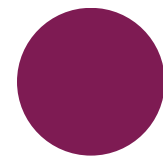


Our vision

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 vision

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

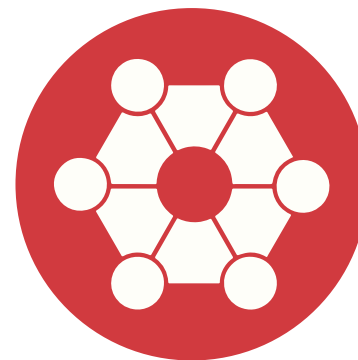
- We create a community that is welcoming and inclusive of all
- We increase the presence, participation, and achievement of all.



Sustainability

Act and think about the sustainability of all our actions

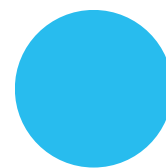
- We make decisions based on long-term impact rather than short-term gains
- We take actions to reduce impact on our environment and raise awareness with adults and pupils



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

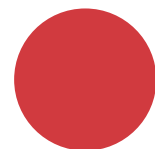
- We are thoughtful of others and act with kindness.
- We promote diversity of thought, ideas and people.



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

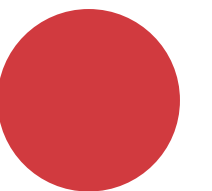
Enjoy a wide array of perks, such as eyecare vouchers, a cycle-to-work program, retail discounts, dental assistance, gym savings, and an Employee Assistance Programme (EAP) for overall well-being.

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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Rutland,
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