



# REDLANDS PRIMARY SCHOOL



**Redlands Community**  
Primary School

Working Together and Aiming for Excellence



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.

**Liz Shread**  
**People 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**  
**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.





**Michelle Rosenitsch**  
Headteacher

At Redlands, we value, respect, and care for everyone, fostering strong relationships among children, staff, and families. Our safe, happy, and nurturing school environment is key to enhancing a child's educational experience. We prioritise creating bonds with all involved in a child's education journey and greatly appreciate our pastoral team's vital role in overcoming barriers to education.

We are dedicated to personal development, offering tailored CPD opportunities for staff and protecting PPA and Teacher Development Time for teachers. Our support staff receive devices and support for their own CPD. We place the needs of children, staff, and the community at the forefront of our decision-making, emphasising inclusivity and teamwork.

At Redlands, our open-door policy and strong sense of community contribute to our low staff turnover rate. We genuinely care for one another, creating a family-like atmosphere.

*MRosenitsch*



# Why Redlands Primary School?

At Redlands we believe in putting the children at the heart of everything that we do and this includes providing the children with a creative curriculum that is both exciting and inspiring. Our children have their learning brought to life by carefully planned opportunities that enthuse, engage and motivate our children to want to find out more.

It is the aim of the staff and governors at Redlands to ensure that all our children are happy and enjoy their time at school. We like to promote an environment in which every child has the potential to do their very best and be recognised for all their achievements. We have close links with our community and believe in working together to inspire the children to be proud of the place in which they live. Our parents are fantastic and work hard to support the school and we are a school that is very much at the centre of the village of Sileby.



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**First Last**  
**Job Title**



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**The school's personal development offer is exceptional. It has been designed with meticulous care. All pupils benefit from a vast array of clubs, visits and opportunities, which add significantly to the curriculum. Every possible chance is taken to extend pupils' learning.**

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Ofsted



## 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 localised set of values to ensure their community is engaged and successful.



“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 and challenged but ultimately met with positivity.”

**Nathan Odom,  
Head of Estates**



# What we can offer you

## A part 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

Discovery 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 within the pay scale range.

## Pension scheme

A defined benefit pension scheme.

# Our Employee Assistance Program

health assured

- 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

## **Sileby Redlands Community Primary School**

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