



# MILLGATE PRIMARY SCHOOL



**Millgate**  
School





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**  
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.







**Louisa Robinson**  
Headteacher

**Thank you for your interest in joining Millgate School's team of truly inspirational and super humans! Situated in the centre of Leicester, Millgate School has made itself 'home' to thousands of children and young people with complex learning, social, emotional and mental health needs since opening 70 years ago. Our school is full of characters and our entire curriculum and work is based on truly valuing the stories, voices and futures of our young people.**

Our pastoral support is exceptional; we celebrate uniqueness and encourage children to engage in our school community.

We are determined and relentless in our pursuit of the very best outcomes for our children and put in the graft to give children the support and boundaries they need to achieve. Pivotal to our success has been the development of our staff. With countless leaders starting their teaching and leadership careers here and 25% of our teachers being former TAs, we understand that talent is our business to nurture and every person in our school has the power to transform a child's life.

*L Robinson*



# Why Millgate School?

“My Story, My Voice, My Future”

We are an outstanding special school, with children from age 7-16, specialising in SEMH and Autism. Our outcomes for children with EHCPs, in terms of EHCP outcomes, academic achievement and personal growth and attendance, set us apart from school like ours nationally. We have an incredibly diverse team of specialists and professionals who place the children at the centre of every decision and we work tirelessly to empower our young people.

Our curriculum is inspired by stories. Every child arrives with a story that we make it our business to get to know. Shaped by their narratives and informed by their need, our curriculum sets out an ambitious, chapter by chapter, journey. We develop children's character and learner behaviour; we ensure they thrive on content that is knowledge rich; we continually weave within this narrative opportunities for lived experiences and we ultimately prepare them to navigate their own successful futures. Often having arrived with stories that they had little control over, our curriculum is unwavering in preparing them to write their next chapters.



Be a part of the story that changes the way students see and acknowledge learning. A family intertwined with curriculum and fun.

**Ryan Seal**  
**Inclusion Lead.**



The background image shows two young men standing outdoors in front of a green building with white window frames. The man on the left is wearing a black polo shirt and is smiling while looking at a smartphone held by the man on the right. The man on the right is wearing a teal polo shirt with a school crest and the words 'Willgate School' on it. He is looking down at the phone. A green sign on the building in the background says 'Fire assembly point' with an arrow pointing left. There are yellow and grey decorative circles on the image.

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**School leaders have ensured that children are involved in a variety of charitable schemes and volunteering opportunities. This has helped children to build their self-determination and strengthens their sense of community.**

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Ofsted







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**“Staff are dedicated and provide positive role models for children. Staff receive good quality training that equips them with the skills to meet children’s individual needs. Staff morale is high, and there are several long-standing staff who have worked in the provision for many years. This provides children with continuity of care.”**

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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.



“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 and challenged but ultimately met with positivity.”

**Nathan Odom,  
Head of Estates**





## 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.



## 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 for all.
- We create a culture of continuous learning and innovation to drive improvements.



# 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

## Millgate School

18A Scott St  
Leicester  
LE2 6DW

Office Manager - Ruth Malkin  
[rmalkin@millgate.discoverytrust.org](mailto:rmalkin@millgate.discoverytrust.org)

