



**ASHFIELD
ACADEMY**



ASH FIELD ACADEMY



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.





Tracey Lawrence
Headteacher

Thank you for expressing an interest in the vacant post at Ash Field Academy. We hope this information will give you an insight into the role. Please also take a look at our website and our Facebook page.

Working at Ash Field will give you the opportunity to work in an exceptionally supportive environment with children who want to learn and make progress and alongside staff who recognise the importance of outstanding learning and support. Our pupils never fail to astound us with their exemplary behaviour, kindness and determination.

We offer strong leadership to the academy who are committed to honest self-evaluation and continual improvement. They have a wide range of skills and are able to provide challenge and support in equal measure.

We look forward to the future with confidence and continued high ambitions. If you feel you would like to continue as a member of staff at Ash Field, then we very much look forward to receiving your application.

Tracey Lawrence

Why Ash Field Academy

We are an enthusiastic and professional staff team who keep the progress and development of children at the centre of our thinking. We believe strongly in creating new and exciting opportunities and making sure that learning is both engaging and relevant. Parents are a vital part of the team and are very positive and supportive.

Our pupils' individual needs are our focus at all times and we continually strive to improve our provision to meet their needs effectively. We don't want our pupils to thrive simply during a particular session or even over the duration of their placement, but instead we are concerned with sustained improvements and life-long impact. We recognise that this is what will really improve both their life-chances and the quality of their life.

Whilst we take our responsibilities incredibly seriously and are always driving to improve for the children and young people in our care, we also know that pupils achieve best when they are having fun and this too is a key part of the Ash Field philosophy.





“

Staff treat pupils respectfully and with kindness. They know each pupil extremely well. Pupils form trusting relationships with staff and strong friendships with their peers.

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Ofsted



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Staff have clearly identified the key knowledge they want pupils to know, and the skills they want them to learn in each pathway. Pupils experience a highly personalised curriculum in all pathways, which seamlessly blends therapeutic and academic approaches.

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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

Ash Field Academy

Broad Avenue
Leicester
LE5 4PY

Office Manager - Louise Boyle
lboyle@ashfield.discoverytrust.org

