



Welcome from the Director of Education

Thank you for your interest in joining the Discovery Schools family. As Director of Education, I am delighted to welcome you to our SCITT Pool recruitment process; an opportunity designed not only to identify exceptional early career teachers, but also to help you grow, refine and showcase the very best of your potential.

At Discovery, we believe that **teaching is a career of purpose**, and our commitment is to develop educators who make a genuine difference to children's lives. Our schools are vibrant, ambitious, and caring places to work, where staff at every stage feel valued, supported, and inspired. Whether you join a large two-form entry school or a smaller community setting, you will find the same core principles: a culture of collaboration, a love of learning, and a belief that every child - and every colleague - can thrive when given the right opportunities.

Why Discovery Schools Are Incredible Places to Work

Our Trust is built on strong relationships and a shared moral purpose. Colleagues benefit from:

- **A people-centred culture**, where wellbeing, professional trust and kindness underpin everything we do.
- **High-quality professional development**, led by experienced practitioners and leaders who are committed to helping you succeed.
- **Collaborative networks across the Trust**, ensuring you are never working in isolation and always have access to expertise, resources and support.
- **Innovation and ambition**, with a track record of school improvement achieved through shared vision and collective responsibility.

Discovery is a place where new teachers are encouraged to be bold, reflective, and relentlessly positive about what children can achieve.

Why the SCITT Pool Is Great Preparation

Applying through the SCITT Pool gives you **a safe, supportive, and developmental route** into your first teaching role. It allows you to:

- Experience a **professional yet nurturing interview process** designed to help you grow rather than catch you out.
- Refine your interview techniques with constructive feedback that boosts your confidence and sharpens your practice.
- Showcase your strengths while understanding the expectations, culture, and opportunities within Discovery.

Even if you are early in your training journey, the SCITT Pool process helps you step forward with clarity, purpose, and a stronger sense of your professional identity.



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What Makes Discovery Unique

Our Trust is shaped by values that genuinely drive day-to-day practice. We pride ourselves on:

- **A collaborative model of school leadership**, enabling staff to learn from one another and share best practice across multiple contexts.
- **Strong, stable leadership at all levels**, providing the conditions for teachers to focus on what matters most - exceptional teaching and learning.
- **A commitment to inclusive, research-informed practice**, ensuring every child is known, valued, and challenged.
- **A forward-looking approach**, embracing innovation while maintaining the warmth and community feel that our schools are known for.

A Career That Makes a Difference

Starting your career with Discovery is both **exciting and deeply rewarding**. You will be joining a Trust that invests in you from day one and continues to support your development throughout your career. Many of our leaders began their journey in Discovery schools - and you could be part of that next generation.

We are thrilled that you are considering taking your first steps with us. Whether you join one of our schools this year or in the future, I wish you every success. Teaching is a remarkable profession, and we are committed to helping you make the biggest impact possible.

Ben Solly

Director of Education



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