



**DISCOVERY**

# **CAPTAIN'S CLOSE PRIMARY SCHOOL**



**Asfordby  
Captain's Close  
Primary 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.





**Natalie Willcock**  
Headteacher

Welcome to Captain's Close 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.

Captain's Close is a small primary school that is rated Good by Ofsted. 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 small schools allow every child to reach their potential. All our staff are passionate about making children happy, developing their confidence and inspiring them to be successful. This passion ensures that Captain's Close is a vibrant and creative place to be.

We believe in linking classroom experiences to real-life concepts so our children can develop an understanding of the importance and relevance of education. Helping them to see the bigger picture about what they are doing in school means they are ready to thrive in a changing world.

A large, handwritten signature of the name "Willcock" in red ink. The signature is fluid and cursive, with a red curved line extending from the end of the "k" towards the right side of the page.

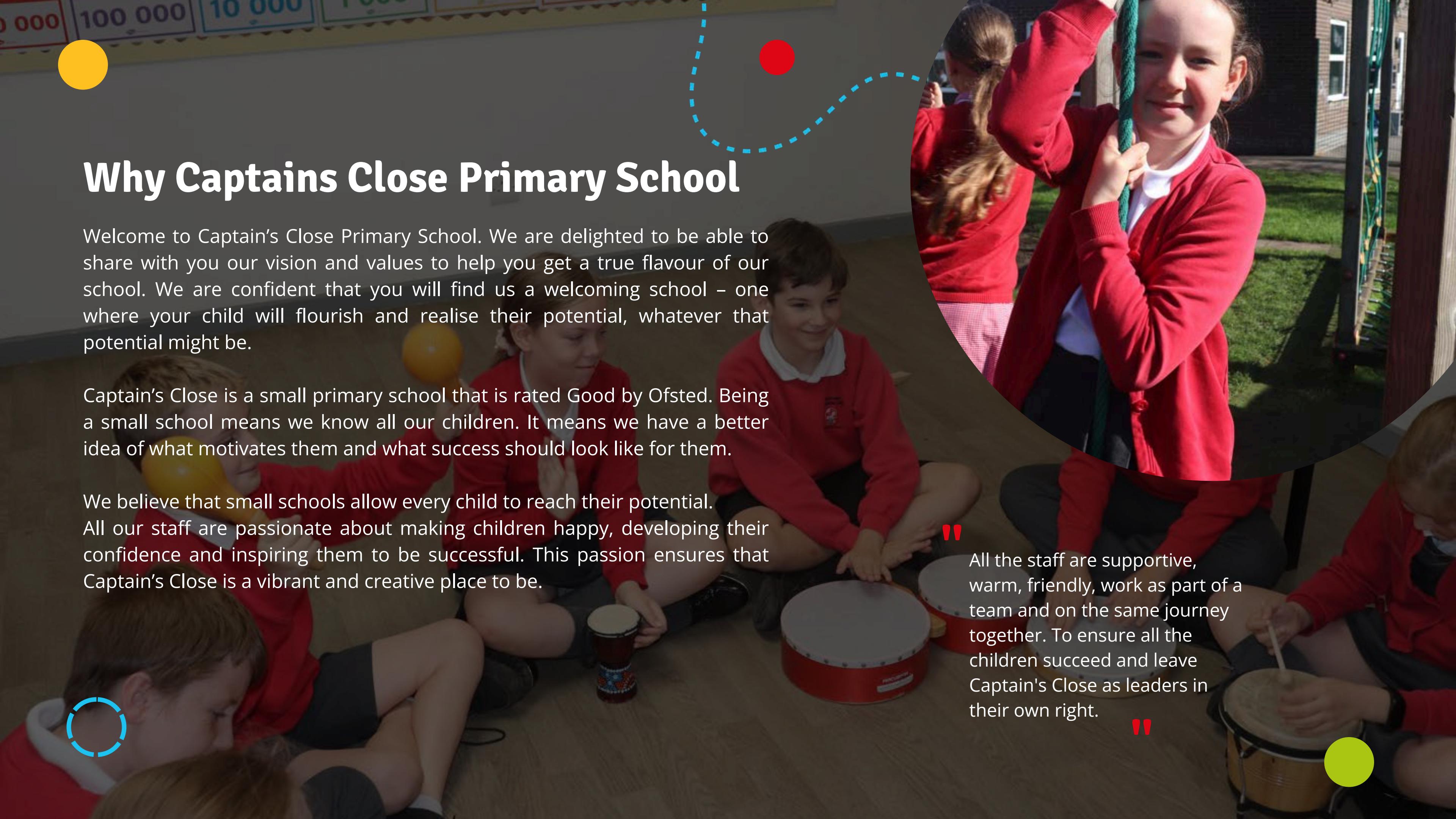
# Why Captains Close Primary School

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All the staff are supportive, warm, friendly, work as part of a team and on the same journey together. To ensure all the children succeed and leave Captain's Close as leaders in their own right.



A classroom scene with children in red uniforms raising their hands. A girl in the foreground is looking up with her hand raised. Other children are visible in the background, also in red uniforms. A blue banner with text is on the wall.

## Captain's achievements to date:

- Rated Ofsted 'Good' November 2018
- 360 Online Safety Award
- Healthy Schools Award
- Route to Resilience
- Schools Games Gold Award 2022-2023

“  
Pupils feel happy and safe here. The school provides a calm and caring environment. There are warm relationships between pupils and staff.

•  
Ofsted



**“Staff are proud to work at the school and there is a strong team spirit. They have embraced changes made under the school’s new leadership. Staff feel well supported and appreciate the focus on their professional development.**

“

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.



## 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.



## 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.



## Respect

**Treat everyone with respect and fairness**

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



## 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.



## 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.



## 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.



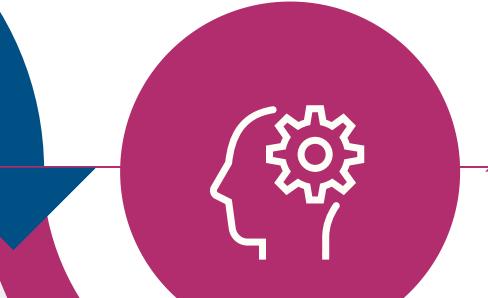
## Annual pay increase

Annual incremental pay increases within the pay scale range.



## Professional Development

Discovery Trust offers professional growth, flexibility, and learning opportunities to shape your career and contribute to our school's development.



## 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

## Captain's Close Primary School

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