

BE PART OF OUR TEAM

We empower | We respect | We care



Rewarding careers at Diverse Academies Trust

Welcome to Diverse Academies.
We are a multi-academy trust
with primary, secondary and
special academies spanning both
Nottinghamshire and Lincolnshire.

Everything we do is focused on providing exceptional educational experiences for the children and young people in our communities, irrespective of their starting point or background.

If you are interested in a rewarding career where you can actively contribute to shaping brighter futures for young people and our communities, we want to hear from you.

We offer a diverse range of roles including teaching, support, operational, and volunteer positions. In return, we offer a supportive, flexible and inclusive environment for our colleagues. We have many opportunities for you to continuously learn and develop. We work together, and you will feel like you belong.

At Diverse Academies, it's not just a job – it's your chance to make a difference to young people's lives.



Our vision

To inspire. To raise aspirations.
To create brighter tomorrows.

Our mission

We nurture curiosity, develop wellbeing and empower children and young people to go beyond their aspirations. Together, we make a difference in our diverse communities and in the lives of those who learn with us and work with us.

Our values

We empower
We respect
We care

Teachers are at the heart of our organisation, working to improve the life chances of all children and young people within our communities.

Whether you are an experienced teacher looking for your next career move or want to get into teaching for the first time, we offer a number of opportunities to join our progressive teaching team where you will benefit from extensive professional development opportunities, supportive mentorship and innovative teaching practices.

Get into teaching

Are you considering a career in teaching?

We offer a number of places on the School Direct programme, where as an aspiring teacher you will benefit from hands-on classroom experience, mentorship from our experienced educators and opportunities to tailor your training to specific academy environments.

You will train to teach in one of our academies of your choice, and then potentially go on to work there afterwards.



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What makes Diverse Academies a great organisation to work for is the high priority we place on our people – we genuinely care about our employees. That is why we invest in professional learning, CPD and career opportunities as an entitlement for all staff – we place a lot of emphasis on this area and give our people ownership over their own professional learning opportunities. It is no coincidence that this is summed up in our core values: we empower, we respect, we care.

David Cotton, Chief Executive Officer

Career changers

Are you considering a change of career but are not sure whether teaching is the right choice for you, or perhaps you need more classroom experience?

You could apply for the School Experience Programme (SEP). This programme offers school experience days that involve observations of lessons, the opportunity to meet current trainees and mentors, and discuss the various routes into teaching.

Participating in the SEP provides invaluable insights into the teaching profession, clarifies career aspirations, and helps you make informed decisions about your future career path.



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I joined in 2004 as a teacher because I wanted to do something that mattered to the world. Coming from a senior role in a private design business, I didn't think I wanted to progress to a leadership role, but opportunities came up and people saw something in me that I didn't.

Jamie, Assistant Principal and Strategic Lead for Teaching, Learning and Professional Development



Experienced teachers

Are you an experienced teacher ready to make a difference?

We are always looking for experienced and qualified teachers to work across our primary, secondary, specials and post 16 settings. At Diverse Academies, we offer a variety of pathways to support our teachers' development and growth. Our commitment to professional growth includes fostering a coaching culture, developing leadership skills, and providing continuous professional development (CPD) opportunities.

These programmes are delivered by our own Diverse Association for Professional Learning, in collaboration with esteemed partners such as Olevi, Ambitions Institute, and The National College. Additionally, our strategic partnership with the Redhill Training Hub offers exceptional training for teachers at all career stages and settings. Join us in making a lasting impact on education and shaping the future for our children and communities.

Operational roles

At Diverse Academies, our central teams play a critical role in providing operational support for the Trust as a whole, contributing to our vision of creating brighter tomorrows for all members of our communities.

We offer diverse opportunities for professionals in key areas such as HR, finance, estates, IT, business planning and management, administration, and marketing and communications. These roles are integral to our mission of delivering high-quality education and support services.

In addition to meaningful work, we prioritise our people's wellbeing by offering flexibility and hybrid working arrangements tailored to their personal and family needs. We provide coaching opportunities, continuous professional development, and a supportive working environment to foster growth and success.

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I've worked for Diverse Academies for over 30 years as a midday supervisor and was asked if I'd like to take part in a coaching CPD programme - I was nervous at first, but I loved it and it made me feel empowered. I've now booked onto another course and it's great that I have these opportunities.

Sandra, Midday Supervisor

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I started working for Diverse Academies Trust in 2012 as a finance officer. As the Trust grew and developed its processes, I also developed and progressed my career. After working as a finance officer for two years, I was promoted to the role of finance manager.

I went on to become financial controller and have supported in various key financial procedures, policies and processes. I feel I have been a part of the Trust's growth journey, as my career has also developed alongside this.

Asiya, Financial Quality and Compliance Manager

Support roles are crucial for the smooth running of our academies. In these roles, you will be a valued member of a supportive and inclusive team, dedicated to offering the best for all the young people within our individual academies.

Roles include administrative staff, careers leads, classroom assistants, midday supervisors, examination invigilators, and many other diverse positions that contribute to the overall success of our local teams and academies.

Many of these roles offer flexibility, allowing individuals to work part-time or term-time only to suit their needs. Additionally, we provide coaching opportunities, professional development and a supportive working environment to nurture the growth and success of our staff members.



As a Trust, we could not operate without the input and valuable contribution from volunteers who give up their time to work with us. We are always on the lookout for people who are willing to share their skills and experience with us as trustees or governors.

Become a trustee

Being a trustee is a hugely rewarding form of voluntary work. Trustees make a real difference to our children and our local community. We are looking for people with new ideas and a fresh perspective to join our committed and friendly board.

Our trustees are valued members of our team at Diverse Academies Trust – they bring a wealth of experience, skills and knowledge to drive forward our vision to inspire, raise aspirations and create brighter tomorrows for children and young people.

You don't need to have worked at a board level before. You'll be joining a supportive and welcoming team, with training provided.

If you're passionate about education, community engagement, and making a positive impact, consider volunteering as a trustee with Diverse Academies Trust. Your unique perspective and ideas can help shape the future of education in our communities.

To learn more about volunteering visit our website - www.diverseacademies.org.uk/join-us/become-a-trustee/



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Volunteering in the education sector – where children are at the core – gives me hope. If we, as a Trust board working with our senior leaders, make a little progress each day, it adds up to big results. For me, the ‘big result’ is the vision of every child been given the opportunity to flourish within the educational environment.

Jackie Mordue, Trustee



Become a governor

Governors are people who want to make a positive contribution to children and young people's education. They make up one of the largest volunteer forces in the country and have an important part to play in raising school standards.

At Diverse Academies, governors form part of our local academy committees, representing diverse backgrounds and experiences. Governors may fit into one of several categories, including parent governors (open to parents, grandparents, and foster carers), staff governors, and governors appointed by the academy committee.

There are no particular qualifications or requirements for becoming a governor other than a willingness to dedicate time to the role, work collaboratively with others, and ensure the best possible outcomes for children.

To learn more about becoming a governor, visit the governance section on our individual academy websites.

Rewards and benefits

We offer attractive reward packages for all our people which include:

- Local government/teacher pension schemes with enhanced employer contribution
- Operational support holidays of 28, 32, or 35 days + 8 bank holidays (dependant on grade of role, full-time equivalent)
- Employee Assistance Programme
- GP helpline
- Health and wellbeing advice and support
- Eyecare vouchers
- Salary sacrifice schemes - electric car scheme, cycle to work, home and electronics
- Lifestyle savings - discounts and offers on gym memberships, holidays, days out, shopping, restaurants, etc
- Health cash plan (personal or family) - where you pay monthly and can claim money back on private treatments such as dental, optical and therapies (e.g. physiotherapy, osteopathy etc)
- Childcare - breakfast and after school provision

Take a look at our rewards and benefits package by visiting:
www.diverseacademies.org.uk/join-us/rewards-and-benefits/



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I trained as a teacher in 2018, following working in the design industry for several years. I decided to become a teacher as I wanted a fulfilling and impactful career, and the opportunity to inspire and engage pupils about the world of design and engineering. I am proud to work at Diverse Academies and find my teaching role varied and enjoyable.

Carys, Teacher of Design and Engineering Technology



Discover more

View our latest career opportunities and vacancies

To see the latest opportunities
on offer across our Trust and to
register for job alerts, scan the
QR code below or head to
[www.diverseacademies.org.uk/
job-vacancies](http://www.diverseacademies.org.uk/job-vacancies)

