



**KEYHAM LODGE
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.

Liz Shread
People 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.





Joseph Hill
Headteacher

Keyham Lodge is a unique and inspiring place to work. As a specialist SEMH (Social, Emotional and Mental Health) provision, we serve young people who have often faced significant challenges in their educational journeys. Our mission is simple but powerful: to provide a safe, nurturing, and aspirational environment where every student is given the opportunity to thrive—academically, socially, and emotionally.

We are proud of the strong relationships we build with our students, families, and wider community. Our staff are the heart of our school, and their commitment, creativity, and resilience are what make Keyham Lodge such a special place. We work collaboratively, support one another, and celebrate every success—no matter how small.

We are committed to ensuring that every member of our team feels valued, supported, and empowered to grow. Whether you are an experienced professional or just starting your career in education, you will find opportunities here to develop your skills, make a real impact, and be part of something truly meaningful.

A stylized, handwritten signature in dark red ink that reads "J Hill". The signature is fluid and cursive, with a horizontal line underlining the name.

Why Keyham Lodge School?

Keyham Lodge School is a vibrant and successful City Special School. Previously part of a federation, the school joined Discovery Trust in September 2021 along with Millgate School. All students have an education health care plan and the school cohort is made up of KS3 and KS4 and caters for both girls and boys from KS3 upwards. We are a diverse school and we welcome students from a range of ethnic, cultural and religious backgrounds, which contributes to our unique values and ethos.

For the majority of our students, their education prior to joining us has been disrupted and because of this, the school relentlessly strives to remove barriers to learning, close attainment gaps and provide an inclusive environment that is child-centered and learning focussed. Our aim is to ensure the academic, personal and social development of all of our students so that they can develop their potential both in school and in the wider community.

We understand that our students have individual talents and in order to ensure success for every child, we believe that education goes beyond the core curriculum and out of the confines of the classroom and consequently we have adapted our curriculum offer to ensure students are prepared for the next stage of their life, whether that be within education or in the workplace.



Working at Keyham Lodge for the past 7 years has been an incredibly rewarding experience. As an Extended Leader, I'm proud to be part of a dedicated team that delivers outstanding education within a nurturing and supportive environment. What makes this school truly special is the genuine care we have for every student—we believe in their potential and work hard to help them realise it. We set high expectations because we want the very best for them and it's a privilege to watch them grow in confidence and leave us prepared to achieve their future goals.



Marie-Claire Goodman



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The school builds excellence into all it does. From promoting pupils' social and emotional well-being, and helping them manage their own behaviour, to the curriculum.

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Ofsted



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Staff welcome pupils with warmth, nurturing kindness and care. They rapidly establish positive relationships with pupils. As a result, pupils are happy and feel safe and they re-engage with their learning. Pupils enjoy the social times in the ‘heart’ area of the school, where they share meals together with staff.

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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.



“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**

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

Keyham Lodge School

Keyham Ln
Leicester
LE5 1FG

Office Manager - Felicity Garth

fgarth@keyham.discoverytrust.org

