

X @keyham_lodge

Recruitment Pack

Keyham Lodge School





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Welcome

Thank you for your interest in a senior leadership position at Keyham Lodge School

Keyham Lodge joined Discovery Trust in 2021, along with Millgate School, becoming the first special schools in the Discovery network. In their most recent Ofsted inspection in November 2024, the school maintained its Outstanding rating.

Founded in 2012, Discovery Trust is a dynamic and inclusive Multi Academy Trust comprising 19 schools: fifteen primary schools, three specialist provisions, and one secondary school. As a member of our Senior Leadership Team, you'll be part of a forward-thinking organisation committed to transforming education and unlocking the potential of every pupil, colleague, and community we serve.

As a Trust, we are committed to developing our colleagues and leaders, ensuring that everyone can achieve their full potential. Keyham Lodge shares its knowledge and has helped colleagues within the school advance their careers throughout the Trust.

This presents an exciting opportunity for someone seeking a leadership role.

The ideal candidate will have a strong motivation to lead and enhance the skills of others both within the school and across the Trust, as well as the ability to build solid relationships with the school community and beyond. They will work to strengthen connections with both the local and wider national communities.

This is an exciting opportunity for the school and its new leadership team.

We eagerly await your application.



A handwritten signature in black ink that reads 'Paul Stone'.

Paul Stone
CEO



A handwritten signature in black ink that reads 'R Hopkins'.

Rosalind Hopkins
Director of Specialist Provision



About Keyham Lodge School

Keyham Lodge School is a thriving and effective City Special School, currently accommodating around 120 students. The school serves pupils from Key Stage 2 through to Key Stage 4, offering education to both boys and girls, all of whom possess an education health care plan. Keyham Lodge is a diverse establishment, welcoming pupils from various ethnic, cultural, and religious backgrounds, which enriches its unique values and ethos. The school is committed to eliminating barriers to learning, bridging attainment gaps, and fostering an inclusive, child-focused environment centred on education.

We hold the belief that education extends beyond the standard curriculum and outside the classroom. Therefore, we have tailored our curriculum to prepare pupils for the subsequent phases of their lives, whether that leads to further education or the workforce.

We maintain high expectations for our pupils and collaborate closely with them to pinpoint any specific needs and support they may require, both academically and concerning their EHCP outcomes, which are crucial to their learning. Many of our young individuals have complex needs, including those on the autistic spectrum, with ADHD, attachment disorders, conduct disorders, oppositional defiance disorders, learning difficulties, and learning disabilities.

We strive to cultivate a learning culture for both colleagues and pupils. Consequently, systems and structures are integrated into our practices to ensure that the quality of teaching and learning remains consistently high.

Our Motto

Keyham Lodge is a community that inspires respect, responsibility and resilience.



Our Values

- Respect
- Honesty
- Trust
- Integrity
- Kindness

To Learn Better, behave better and live better lives



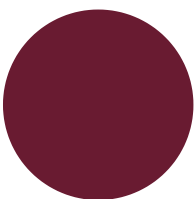
Educational Goals

Our Education goals at Keyham Lodge School strives to cultivate successful learners, confident individuals, creative thinkers, and responsible citizens.

- **Personalised Learning:** The curriculum is designed to accommodate diverse starting points and prior learning, ensuring that each student's education is tailored to their unique needs.
- **Comprehensive Curriculum:** The school's educational model includes a specialist curriculum and a personal development curriculum, aimed at building confidence and supporting lifelong learning
- **Personal Development Focus:** Personal development is central to the curriculum, offering experiences that promote self-awareness and personal growth, aligned with national guidelines on character education.
- **Curriculum Balance:** The school emphasises a balance between personal development and specialist subjects, adapting to the needs of each cohort to ensure relevance and engagement.
- **Key Stage Pathways:** Students are guided in selecting subjects that align with their aspirations, with a mix of vocational and academic options available at Key Stage
- **Ambition for Success:** The school is committed to ensuring that all students leave with qualifications that reflect their abilities and ambitions, preparing them for further education or employment.

Keyham Lodge's achievements to date:

- Rated Ofsted 'Outstanding' November 2024
- Behaviour Hubs
- 360 Safe online safety award





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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, everything is centred on the preparation for adulthood.”

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Ofsted

What is the best thing about working at Keyham Lodge School and Discovery Trust?

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.

SLT Member

Lifelong learning which isn't just academic.
Or tied up in blocks, and endless corridors of internal inclusion.
Days on the beach, go-karting, or just singing together in the car on the way back.
Give our students a way to feel that they too belong.
Everything we do, we do for this, our common goal.

Teacher

Keyham Lodge is so much more than "school".
Every student we welcome has their own story.
Year after year we help young people to write a new one.
Helping them to see that school isn't a word they should fear.
And it's not always easy but one day they might look back and remember us with a smile.
Memories that continue to inspire and transform.

Colleague

Our Priorities

Our current School Educational Plan highlights the following priorities:



To continue to find innovations to increase student attendance and reduce student dis-engagement by:

- Refining the strategy to explore individual contexts/needs to increase pupil and family engagement in school
- Embed the inclusion charter throughout all aspects of the school community
- Further develop the pastoral strategy so they have clear input and impact on student engagement(RH).
- Develop an EBSA offer which removes students barriers to learning, enabling them to access learning effectively (RD)



To improve outcomes for pupils

- Refining the curriculum offer to bridge pupils personal development needs, SEN and pupils future destinations
- Introduce/engage/embed a consistent teaching delivery model that facilitates learning in all curriculums
- Develop a PED tech strategy to impact on the quality of delivery, engagement and personalisation of learning.
- Develop a primary curriculum that meets the individual needs of the students.



To refine graduated systems to respond to the behavioural trends that are presented in school

- Using data trends/CPOMS to create targeted whole school strategies that respond to individual and group behaviours that are not in-line with school expectations/behaviour principles.
- Continue to develop the keyworker strategy and strengthening minds programme.
- Review, adapt and embed new school approaches to phones, missed learning and uniform .



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Pupils' behaviour transforms because of the intelligent and effective action that the school takes. Integral to this is the school's therapeutic approach. There is a well-established therapy team, which includes speech and language therapists and counsellors.

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Our Trust

During this period of educational transformation, numerous opportunities arise for exceptional colleagues to significantly impact children's lives and advance their careers. Transitioning to an academy setting may be a new experience for some, and we aim to utilise Academy freedoms to provide optimal working conditions and opportunities, enabling talented colleagues to thrive in their careers.

DiscoveryTrust was established in 2012 with the aim of creating a network of outstanding schools that collaborate and innovate to deliver excellence for all. We currently operate 19 schools: fifteen primary schools, three specialist provisions, and one secondary school, across Leicester, Leicestershire and Rutland. We serve over 5500 pupils from diverse backgrounds and communities. We are proud of the achievements of our schools, which have been recognised by Ofsted, the Department for Education, and other external bodies.

We expect our Headteachers to be autonomous and use the frameworks the Trust provides to lead their schools to excellence and provide the contextual changes to ensure that all resources and policies are applied to the needs of their school.

We provide a range of central services and specialist support for schools. Currently the Trust has:

- **Director of Mainstream Education**
- **Director of Specialist Provision**
- **Chief Finance and Operations Officer and Group Finance Team**
- **Chief Technical Officer**
- **Director of Operations and Office Manager Network**
- **Director of Professional Development**
- **People Team and Administration**
- **Head of Governance and Clerk to Advisory Boards**
- **Estates Team and Health & Safety Leader**
- **Head of Safeguarding**
- **E-Safety Leader and DPO (Data Protection Officer)**
- **Extended Service Manager**
- **3 Educational Psychologists**



Working Together

Our schools vary in size from one to three form entry, located in both rural and urban settings, and are at different stages of their development. We take immense pride in providing the best possible education for our children. The schools collaborate closely, regularly meeting as a cluster and as a group of Headteachers to share best practices. We have established networks within the trust to support leaders in areas such as Literacy, Numeracy, SEND, Blended Learning, Curriculum, Behaviour, Assessment, and Safeguarding. Headteachers frequently come together to develop policies and procedures across the Trust. Furthermore, there is an extensive program of inter-school activities including sporting competitions, curriculum activities, pupil conferences, and initiatives to support pupil premium children. Each school maintains an Advisory Board that reports to the Trust Board.

All schools share planning, curriculum mapping and resources through our Trust Microsoft Team structure.

Our Leaders attend an annual leadership conference together and are heavily involved in the Trust Awards for both colleagues and children

Trust Development

In December 2025, the Birch Wood Schools will join Discovery Trust, expanding our specialist provision to five schools. This growth strengthens our collective expertise in inclusive education and enhances the Trust's ability to support pupils with diverse needs across all settings.

The Trust growth aims to develop its central services capacity to allow schools to focus on their core task of teaching and learning.

To support our expanding Trust, we aim to strengthen our central services, allowing schools to focus on their primary mission of teaching and learning.

We are dedicated to partnering with schools that are committed to providing exceptional education and fostering ambition in every pupil, regardless of their background. Each school retains autonomy in decision-making but is accountable to the Trust for their choices and results.



Our Focus

Our focus needs to be clear and opportunities for children need to ensure that:

- All children develop a genuine love of learning and make great progress.



What we offer

For Headteachers specifically, Discovery Schools Academies Trust offers:

- A peer network of like-minded Headteachers.
- A career structure for talented Headteachers.
- Recognition that all schools are unique, with an approach that encourages local accountability and governance that is responsive to community needs.
- A commitment to excellence in education, grounded in a shared moral purpose of ensuring high-quality provision for all learners.
- An established track record of high-quality education and experience of leading rapid school improvement.
- An employer committed to offering all colleagues high quality professional development opportunities, shared resources and expertise.
- Effective business management systems, ensuring that our schools are able to focus on delivering inspirational teaching and learning.
- Achievement gaps are narrowing regardless of children's starting points.
- Children are taught what they need to achieve to the best of their abilities.
- Our pursuit of excellence is unwavering.
- We learn from each other and create learning communities to share best practice.
- Recruiting new colleagues to work with our Trust is a fantastic and exciting opportunity to expand the pool of talent within our organisation. We hope that all our appointments will have a transformational impact on the children and families our schools serve.
- With the appointment of a Headteacher, we also have the opportunity to identify potential system leaders of the future and actively seek individuals for this post who see this as an aspiration for their career development.
- The Trust is determined to provide inspirational learning opportunities and create learning communities where professionals, children and parents can learn from each other.
- Our schools promote high aspirations and have high expectations of all their stakeholders, and the Trust has built a reputation for delivering high-quality school improvement, leadership and teacher professional development.



We lead our own
SCITT Find out more
by scanning the QR
code

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The school has an exceptional strength in building pupils' character and resilience. The 'CORE' curriculum is at the heart of this work. For example, pupils go on trips on the bus to open bank accounts, take part in the 'three peaks challenge' and visit places of worship such as the local mosque and mandir.

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About Leicester City

Leicester is the 10th largest city in England and has much to offer those who work in education. Britain's most diverse city combines affordable cost of living with a rich cultural heritage. And owing to its geographic centrality, you can get to just about anywhere in the country in a few hours.

Leicester is brimming with historical and cultural treasures, most notably, the Richard III Visitor Centre, which explores the infamous reign of the king, whose remains were found underneath a car park in a 2012 excavation, generating worldwide interest in the city.

We are fortunate enough to host the Jewry Wall Museum, New Walk Museum and Art Gallery, and bringing you in to the future, the National Space Centre.

If sport is more your thing, Leicester is home to the mighty Leicester Tigers RFC, Leicester City FC, Leicestershire Foxes Cricket Club and the Leicester Riders basketball club.



How to Apply

Deadline For Applications: Wednesday 15th October

Interviews: 29th & 30th October

Start Date: 5th January 2026

Queries:



Joe Hill: Headteacher, Keyham Lodge

Email: jhill@keyham.discoverytrust.org

Telephone: 07870 194191



**Rosalind Hopkins, Director of
Specialist Provision**

Email: rhopkins@discoverytrust.org

We would expect and encourage potential applicants to visit us at school informally. Please contact Joe Hill as above, to arrange a visit before the application deadline.

Please apply through My New Term Website Link

Discovery Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All successful candidate invited to interview will be subject to a Disclosure and Barring service (DBS) check and references will be sought prior to the interview taking place.

Occasional travel between Discovery locations may be required. A valid driving license and appropriate business insurance are necessary, and you will need to provide evidence of these documents.

As this post meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure and Barring Service Check (DBS) before the appointment is confirmed. This will include details of ALL cautions, reprimands or final warnings as well as convictions, whether “spent” or “unspent”. Criminal convictions will only be taken into account when they are relevant to the post.

DSAT is seeking to promote the employment of disabled people and will make any adjustments considered reasonable to the above duties under the terms of the Equality Act 2010 to accommodate a suitable disabled candidate.



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The curriculum is broad and ambitious. In all subjects, staff have identified precisely what pupils will learn. The important knowledge is ordered logically so that pupils deepen their understanding as they progress.

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