



Recruitment Pack

Headteacher at Kibworth CE Primary School



Kibworth CE
Primary School

Let Your Light Shine
Matthew 5:16





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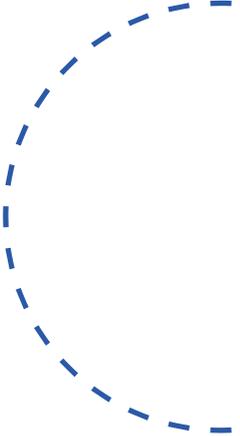
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Welcome

From the CEO and Director of Mainstream Education

Hebrews 10:24

“Let us consider how we may spur one another on toward love and good deeds.”

Thank you for your interest in the role of Headteacher at Kibworth Church of England Primary School. This is an exceptional opportunity to lead one of Discovery Trust’s flagship schools—a school with a long-standing reputation for excellence, a strong and vibrant Christian ethos, and an unwavering commitment to helping every child and adult flourish.

Kibworth is not only the founding school of Discovery Trust; it remains one of its shining beacons. The school has consistently demonstrated high aspiration, outstanding pastoral care, and strong academic outcomes. As a Church of England school, its identity is deeply rooted in its Anglican foundation and close partnership with the Diocese of Leicester. Its Christian values are lived out daily and shape the culture, relationships, and ambitions of the whole community.

Our Trust vision is to be a beacon of inclusive excellence and innovation, fostering a community where all individuals are empowered, valued and have a true sense of belonging.

Our Trust mission is to nurture belonging, champion equity, and ignite ambition, so that all learners can unlock their true potential and flourish.

Our Trust values

Belonging

We foster an environment where everyone feels welcomed, valued, and a sense of connection within our Trust, emphasising the inherent humanity and shared experience that unites all individuals.

Ambition

We nurture high expectations and empower both pupils and colleagues to set bold goals for themselves and the community; enabling each individual to challenge limits and turn aspirations into achievements.

Equity

Equity is the foundation for a culture where every individual regardless of background or circumstance can belong, grow, and succeed.

We are seeking a leader who embodies these values and who can inspire, nurture, and challenge the school community so that Kibworth CE continues to thrive.



Kibworth offers an outstanding team, a rich curriculum enhanced by technology and innovation, a highly supportive Advisory Board, and meaningful collaboration across Discovery Trust. It is a place full of possibility –and we are excited to appoint a leader who will guide the next chapter of its journey.

Potential applicants are strongly encouraged in the first instance to arrange an informal conversation with our recruitment partners **Propelo** on **01273 222 877**, email discovery@propelo.co.uk or visit <https://discovery.our-careers.co.uk>.



Paul Stone
CEO



Ben Solly
Director of Mainstream Education





Kibworth CE
Primary School
 Let Your Light Shine
 Matthew 5:16



About Kibworth Church of England Primary School

Kibworth CE Primary School is a large, vibrant three-form entry school with a strong Christian character and a reputation for high-quality education, excellent pastoral care, and a commitment to serving the whole community.

Kibworth's achievements to date:

- Rated Ofsted 'Outstanding' in 2023.
- 360 online Award.
- Microsoft Showcase School.
- Primary Science Quality Mark - Gold Award
- Healthy Schools Award
- ICT Mark Accredited
- Global Equality Collective
- Gold Arts Council
- Music Mark School
- Soil Association Food For Life - Silver School



“

Staff know that this is a unique school to work in. They are proud to work here.”

•

Ofsted



Key Strengths



Outstanding (Ofsted) and Outstanding (SIAMS)



Deeply embedded Christian ethos (“Let Your Light Shine”)



Strong partnership with St Wilfrid’s Church



A refined, enriched curriculum with high expectations for all



Microsoft Showcase School status



High pupil attendance, exemplary behaviour, and a commitment to inclusive practice



A forward-thinking approach to technology, innovation and workload reduction

The school is an anchor of the local community, with a dedicated PTA, high parental engagement, and a strong Advisory Board committed to upholding its Christian foundation.

Our Priorities



Implementing a refreshed behaviour for learning strategy



Raising the bar for disadvantaged pupils



Further enhancing the curriculum



Further embedding and developing our Christian ethos



Further embedding pedtech and blended learning to enhance outcomes



Embedding our newly opened preschool so that our youngest pupils get the best possible start to their education





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Teachers are subject experts. The time they receive for professional development allows them to constantly refine and improve the curriculum.

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Ofsted

About DiscoveryTrust

Discovery Trust comprises 15 primary schools, 1 secondary school and 4 special schools, all committed to delivering excellence in education. The Trust is built on collaboration, innovation, and a culture of continuous improvement.

What Discovery Trust Offers Headteachers:

- Strong peer networks and collaborative leadership support
- High-quality professional development and opportunities for system leadership
- Strategic support from central services: safeguarding, IT, HR, governance, estates, finance, and school improvement
- A culture rooted in kindness, authenticity, accountability and aspiration
- Autonomy to shape provision that meets the context of the school while upholding Trust values

Kibworth, as a Church of England school, benefits from additional partnership with the **Diocese of Leicester**, ensuring ongoing support in nurturing spiritual development and guiding Christian distinctiveness.



PedTech: Technology-Enhanced Learning and Innovation

Discovery Trust is nationally recognised for its commitment to **PedTech** – the thoughtful, research-informed integration of technology to enhance pedagogy, improve outcomes, and reduce teacher workload.

Kibworth CE Primary is a **Microsoft Showcase School**, demonstrating excellence in digital strategy, staff development, and innovative practice. As Headteacher, you will lead a school where technology is:

- Embedded across the curriculum to deepen learning
- Used intelligently to streamline workflows and reduce workload
- Supported by dedicated IT specialists across the Trust
- Enhanced through access to devices, VR headsets, esports opportunities, drones and STEM equipment
- Underpinned by digital safeguarding expertise and a Trust-wide approach to eSafety

The Trust invests heavily in staff digital confidence, providing ongoing CPD, coaching, and access to a collaborative network of digital leaders across schools.

InTACT Services

Inclusive Teaching, Assessment & Child-Centred Support

InTACT (Inclusive Teaching, Assessment & Child-Centred Team) represents Discovery Trust's comprehensive wraparound support for schools. This specialist service enables Headteachers to access high-quality, multidisciplinary expertise to meet the needs of every child.

The InTACT offer includes:

- **Educational Psychologists** providing assessment, strategy guidance and training
- **Speech and Language Therapists** offering targeted and whole-school communication support
- **SEND School Improvement Leader** working with leaders to refine SEND strategy and provision
- **Behaviour & Inclusion specialists** supporting early help, intervention planning and staff development
- **Data and Information Leaders** ensuring intelligent use of assessment and progress data
- **Safeguarding and E-Safety experts** providing compliance, training and assurance

These services ensure that Headteachers never work in isolation—every school benefits from the shared expertise and strong moral purpose of the Trust.



The Power of an All-Through, All-Phase Trust

Discovery Trust is uniquely positioned as an **all-through, all-phase organisation**, educating children from **Early Years through to Post-16** across its family of schools. This structure offers significant advantages for leaders, pupils, and communities.

A Seamless 3–19 Educational Vision

Our Trust is committed to providing a coherent, joined-up educational journey for every child. This means:

- Shared expectations, language and values from EYFS to secondary
- A consistent approach to behaviour, curriculum, assessment and pastoral support
- Strong collaboration between leaders and teachers across phases
- Opportunities for children to experience continuity during major transition points

As Headteacher of Kibworth CE, you will play a key role in shaping this **3–19 vision**, ensuring that children benefit from consistent high standards and a clear progression pathway.





Stronger SEND Expertise Across All Phases

As a Trust with primary and specialist provision, Discovery offers:

- Access to specialist SEMH expertise through our SEMH special schools.
- Behaviour and inclusion specialists available to support complex cases.
- Educational Psychologists and Speech & Language Therapists who work across the full age range.
- A joined-up approach to supporting vulnerable pupils during transition points.

Children benefit from early identification, targeted intervention and sustained support as they move through phases.

Enhanced Transition into Secondary Education

Being an all-through Trust enables us to provide:

- Robust information-sharing between primary and secondary staff
- Joint curriculum planning in core subjects
- Shared pastoral systems that support children's wellbeing
- Early transition programmes for vulnerable learners
- Opportunities for children to visit and connect with secondary staff throughout Year 6

This supports smoother, more confident transitions and reduces attainment dips.

Leadership, Talent and Workforce Development

Leaders within all-through Trusts benefit from:

- Cross-phase professional development.
- Opportunities for system leadership.
- Movement of talented staff across phases.
- Shared resources, planning and expertise.

This builds leadership capacity and strengthens long-term succession planning.

Leadership, Talent and Workforce Development

Children benefit from:

- Access to specialist teachers (e.g. languages, PE, science)
- Enrichment opportunities across phases, such as STEM events, sports leagues and arts programmes
- Collaborative projects between older and younger pupils (reading buddies, mentoring, charity projects)



Trust Development

Over the next few years, we expect to incorporate several new academies into the trust, and there is also the potential to open new schools. The Trust growth aims to develop its central capacity to allow schools to focus on their core task of teaching and learning.

We only work with schools that are committed to providing an excellent education for all children and strive to develop ambitious individuals at all levels, regardless of background. All schools retain their agency for decision-making while also being supported by the Trust to ensure the highest standards and positive outcomes.

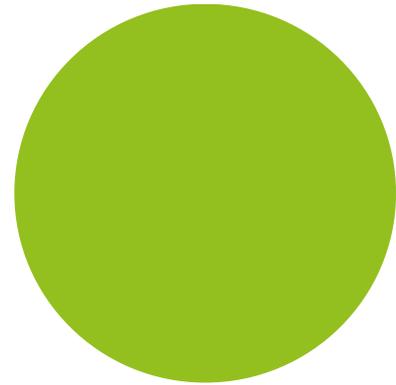
We expect our Headteachers to be autonomous and use the frameworks the Trust provides to lead their schools to excellence and provide the contextual changes to ensure that all resources and policies are applied to the needs of their school. This is especially the case at Kibworth CE Primary where we expect the Headteacher of the school to celebrate and share their Christian Ethos, extending its proud heritage as a church school.



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.
- 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 academies 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 academies 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.



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 staff high quality professional development opportunities, shared resources, and expertise.
- Effective business management systems, ensuring that our academies can focus on delivering inspirational teaching and learning.

Find out more at:
<http://www.discoverytrust.org>



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



Working Together

Our school's range in size from one to three form entry schools, from rural to city locations, and are at various stages of their development.

We pride ourselves in providing the very best education possible for our children. The schools work closely together, regularly meeting as a cluster and as a group of Headteachers, sharing best practice through networking. We have established networks throughout the trust to provide support for leaders within areas such as Literacy, Numeracy, SEND, Blended learning, Curriculum, Assessment and Safeguarding.

The Headteachers meet regularly to share best practices and to develop policies and procedures across the Trust. There is an extensive programme of inter-schoolwork through sporting competitions, curriculum activities, pupil conferences and activities to support pupil premium children. Each school retains an Advisory board body that feeds back 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.





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**The opportunities to
develop pupils' talents
and interests go beyond
what is expected.**

•

Ofsted



About Leicestershire

Kibworth is a thriving, growing village with an excellent reputation, strong community spirit, and outstanding local amenities. Situated between Leicester and Market Harborough, it offers an ideal blend of rural charm and easy access to major transport routes.

The village has excellent secondary school links, active sports clubs, green spaces, and a welcoming community—making it an appealing location for families and professionals relocating to the area.



Job Description

Job Title: Headteacher

Contract Type: Full time, Permanent

Salary Banding: Leadership Scale (L20 -L25)

Responsible to: School Improvement Advisor, Director of Mainstream Education

School and Trust Context

Kibworth Church of England Primary School is a thriving, inclusive school within Discovery Schools Trust. The school is rooted in its Christian foundation and serves its local community with a strong commitment to belonging, ambition and equity. The Headteacher will lead the school in alignment with the Discovery Education Framework, the Discovery School Improvement Framework, and the Trust's strategic priorities, contributing to improvement across the wider Trust.

Trust Values

- **Belonging:** We want everyone at Discovery to feel a strong sense of belonging.
- **Equity:** We ensure accessibility and opportunity for everyone.
- **Ambition:** We are highly ambitious for all Discovery pupils and colleagues.

The Headteacher is expected to model these values consistently in leadership practice and school culture.

Purpose of the Role

The Headteacher is the lead professional, responsible for the strategic direction, educational performance, and day-to-day leadership of Kibworth CE Primary School. Working in partnership with governors, the Trust, staff, pupils, parents and the wider community, the Headteacher will ensure that all pupils receive an exceptional, inclusive education rooted in Christian values.

This role is explicitly underpinned by the Headteachers' Standards (2020), which form the core professional framework for performance, development and accountability. The standards are used to shape practice, inform appraisal, and guide continuous improvement.



Professional Standards Framework – Headteachers’ Standards (2020)

The Headteacher will meet and demonstrate the Headteachers’ Standards (2020), including:

Ethics and Professional Conduct

- Uphold public trust through integrity, transparency and ethical leadership.
- Model professional behaviours, moral purpose and high expectations.
- Ensure safeguarding, wellbeing and dignity of all pupils and staff.

School Culture

- Create a positive, inclusive and aspirational school culture aligned with Christian values.
- Foster strong relationships with pupils, staff, parents and the community.
- Ensure pupil voice and lived experience shape school improvement.

Teaching

- Ensure consistently high-quality teaching through evidence-informed practice.
- Develop and retain talented staff through coaching, feedback and professional learning.
- Embed Discovery pedagogical expectations and instructional coherence.

Curriculum and Assessment

- Lead an ambitious, well-sequenced and inclusive curriculum aligned to the Discovery Education Framework.
- Ensure assessment is purposeful, proportionate and used to improve outcomes.
- Secure strong outcomes across EYFS, KS1 and KS2.

Behaviour

- Establish a calm, respectful and inclusive learning environment.
- Ensure behaviour systems are fair, consistent and restorative.
- Promote excellent attendance and positive attitudes to learning.

Additional and Special Educational Needs (SEND)

- Champion inclusion and equity for all learners.
- Ensure high-quality provision for pupils with SEND and those facing disadvantage.
- Work effectively with families, external agencies and Trust inclusion teams.

7. Organisational Management

- Lead effective operational systems, staffing structures and resource deployment.
- Ensure compliance with safeguarding, health and safety and statutory duties.
- Oversee budget management in partnership with the Trust.

School Improvement

- Lead robust self-evaluation and strategic planning using the Discovery School Improvement Framework.
- Ensure the school is inspection-ready and demonstrates continuous improvement.
- Use data intelligently to improve teaching, learning and outcomes.

9. Working in Partnership

- Work constructively with governors to secure strong accountability.
- Contribute to Trust-wide collaboration, peer review and system leadership.
- Build partnerships with the Diocese, local schools and external organisations.

Governance and Accountability

- Ensure governors are well-informed, supported and appropriately challenged.

- Be accountable for educational outcomes, safeguarding and financial probity.
- Fulfil all statutory responsibilities of headship

Key Responsibilities

Strategic Leadership

- Set and communicate a clear vision for Kibworth CE Primary School.
- Translate Trust strategy into impactful school-level action.
- Contribute to Trust improvement activity and peer support.

Quality of Education

- Lead curriculum, pedagogy and assessment in line with Discovery frameworks.
- Champion PedTech to enhance teaching, learning and inclusion.
- Ensure strong outcomes for all pupil groups.

Inclusion and Safeguarding

- Act as the lead professional for safeguarding culture and practice.
- Ensure inclusive systems that meet diverse needs.
- Promote wellbeing, mental health and pupil safety.

People Leadership

- Develop a high-performing, values-driven staff team.
- Lead performance management aligned to Trust expectations.
- Build leadership capacity and succession planning.

Community and Church School Distinctiveness

- Strengthen the school's Christian ethos and Church of England distinctiveness.
- Work closely with the Diocese and local church.
- Ensure SIAMS readiness and strong spiritual development.

Person Specification

Essential:

- Qualified Teacher Status.
- Successful experience as a senior leader, ideally Headteacher or Deputy Headteacher.
- Strong understanding of primary curriculum, pedagogy and inclusion.
- Clear alignment with Headteachers' Standards (2020).
- Commitment to Discovery Trust values and frameworks.
- NPQH (completed or working towards)

Desirable:

- Experience within a Church of England school.
- Experience of Trust or system leadership.
- Strong understanding of educational technology (PedTech).

Safeguarding Statement

Discovery Schools Trust is committed to safeguarding and promoting the welfare of children and young people. The Headteacher will share this commitment and ensure robust safeguarding practice. Appointment is subject to enhanced DBS and satisfactory references.

Additional Information

As job descriptions cannot be exhaustive, the post-holder may be required to undertake other duties broadly in line with the above key responsibilities. The post-holder is expected to observe and comply with all Discovery Trust policies and regulations, including safeguarding, health and safety, data protection, etc.

This job description may be amended in consultation with the post holder and Trust to reflect the evolving needs of the school and organisation.

How to Apply

This role offers the chance to lead an exceptional school with an excellent reputation, remarkable children, and a committed, talented staff team. Kibworth CE Primary is a school rooted in Christian values and enriched by a culture of aspiration, innovation, inclusion, and community.

If you are a leader who is passionate about making a profound difference, who values service and kindness, and who is ready to lead a thriving school into its next exciting chapter—**we warmly invite your application.**

Deadline For Applications: Thursday 26th March, 10am

Shortlisting: 27th March 2026

Interviews: Monday 13th & Tuesday 14th April 2026

Start Date: Start of 2026-27 Academic year

Contact for Informal Conversation

Potential applicants are strongly encouraged in the first instance to arrange an informal conversation with our recruitment partners **Propelo** on **01273 222 877**, email discovery@propelo.co.uk or visit <https://discovery.our-careers.co.uk>.



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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.

•
Ofsted



Kibworth CE
Primary School

Let Your Light Shine
Matthew 5:16

Kibworth Church of England Primary School

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keyhamlodgeschool.co.uk

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Discovery Trust

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