

## DISCOVERY PRIMARY SCHOOL

### Recruitment Pack

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#### 1. Welcome from the Headteacher

Dear Applicant,

Thank you for your interest in joining Discovery Primary School.

Discovery Primary School opened in September 2007 and provides education for girls and boys aged 3–11. We are a vibrant, inclusive and ambitious school community where children are encouraged to be curious, confident and resilient learners.

Collaboration is central to our success. Teachers plan in year group teams, drawing upon their collective expertise to ensure learning is engaging, inclusive and aligned with National Curriculum expectations. We are proud of our dedicated and professional staff who work tirelessly to ensure every child receives the best possible learning experience.

From September 2026, we will transition to a two-form entry model. This marks an exciting new chapter in our development, enabling us to strengthen provision, maintain high standards and ensure long-term sustainability.

We are seeking passionate and committed professionals who share our ambition for children and who value teamwork, inclusion and continuous improvement. In return, we offer a supportive environment, strong professional development and a culture that prioritises staff wellbeing.

We look forward to receiving your application.

Yours sincerely,

Sarah Harvey-Royle  
Headteacher  
Discovery Primary School

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#### 2. About Discovery Primary School

- Opened: September 2007
- Age Range: 3–11 years
- Current Roll: Approximately 690 pupils
- Transitioning to two-form entry from September 2026
- Approximate Annual Budget: £4.3 million

## **Our Facilities**

- 24 well-equipped classrooms
  - A dedicated library
  - Two large halls
  - Extensive outdoor play areas
  - A large multi-use games area
  - Close partnership with Discovery Children's Centre (located on site)
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## **3. Our Vision and Ethos**

At Discovery Primary School, we are committed to:

- Providing a high-quality, inclusive education
- Ensuring every child feels safe, valued and inspired
- Promoting ambition, resilience and independence
- Fostering strong partnerships with families and the wider community
- Maintaining high expectations for both pupils and staff

Our collaborative planning model ensures consistency, creativity and high standards across all year groups.

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## **4. Why Join Discovery Primary School?**

### **A Strong Team Culture**

- Shared responsibility and collective accountability
- Supportive and approachable leadership

### **Professional Development**

- High-quality CPD programme
- Leadership development opportunities
- Coaching and mentoring support
- Opportunities to develop subject leadership expertise

### **Staff Wellbeing**

- Commitment to manageable workload
- Open and supportive working culture
- Clear communication and shared decision-making
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## Excellent Resources and Facilities

- Well-resourced learning environments
- Extensive outdoor provision
- Strong early years links through Discovery Children's Centre

We are ambitious for our pupils — and equally ambitious for our staff.

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## 5. Safeguarding Statement

Discovery Primary School is committed to safeguarding and promoting the welfare of children and young people. Safeguarding is everyone's responsibility.

We expect all staff, volunteers and visitors to share this commitment and maintain a culture of vigilance at all times.

All appointments are subject to:

- Enhanced Disclosure and Barring Service (DBS) check
- Satisfactory references
- Verification of identity and qualifications
- Prohibition checks
- Right-to-work checks
- Online searches in line with statutory guidance

We follow statutory guidance including *Keeping Children Safe in Education*. All staff receive regular safeguarding training and updates to ensure they understand their responsibilities in identifying and responding to potential risks.

We are committed to providing a safe, secure and supportive environment where children can thrive.

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## 6. Equality and Diversity Statement

Discovery Primary School is committed to promoting equality of opportunity and celebrating diversity.

We believe that every individual should be treated with dignity, fairness and respect. We actively promote an inclusive culture where differences are valued and everyone feels a strong sense of belonging.

We are committed to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering positive relationships within our community
- Ensuring fair, transparent and merit-based recruitment processes

We welcome applications from candidates of all backgrounds and are committed to making reasonable adjustments where required.

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## 7. Application Process

Applicants are invited to submit:

- A completed application form
- A supporting statement outlining suitability for the role
- Details of two referees (one of whom should be your current or most recent employer)

Shortlisted candidates will be contacted with details of the selection process.

Discovery Primary School reserves the right to close the vacancy early if sufficient applications are received.

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## 8. Key Dates

- Closing Date: **Monday 23<sup>rd</sup> March 2026 – 12pm**
- Shortlisting: **Monday 23<sup>rd</sup> March 2026**
- Interview Date: **Thursday 26<sup>th</sup> March 2026**
- Start Date: **May/June 2026**