



Inspiring our community to thrive

Candidate Pack

PART OF THE **LIFE** MULTI ACADEMY TRUST



Contents

| | |
|------------------------------|----|
| About Ibstock School | 03 |
| Welcome from the CEO | 04 |
| Message from the Headteacher | 05 |
| Our Trust | 06 |
| Schools within the Trust | 08 |
| Mission, Vision and Values | 09 |
| Anti-Racism Statement | 12 |
| Our Offer | 13 |
| Benefits | 15 |

About Ibstock School

Ibstock School is part of LiFE Multi Academy Trust, a thriving network of six secondary schools and four primary schools. We are driven to provide high-quality, personalised, and well-rounded education for every student, right at the heart of our local community

LiFE Multi Academy Trust believes that no school can be truly successful unless those around it flourish too; therefore, dynamic, mutually accountable collaboration and challenge between local schools within the Trust is the cornerstone of our shared future.

Ibstock School benefits from experienced staff members who support one another while continuing to develop their own practice. Throughout the year, staff from across the Trust come together to share ideas, resources, and expertise for the benefit of all the students in our schools. We also have the advantage of experienced executive leaders who guide Heads and Senior Leaders, helping to raise standards and drive continual improvement across our schools.

OUR values - Opportunity, Responsibility, Understanding underpin everything we do.

- Opportunity: every student deserves access to high-quality learning experiences and a path to success.
- Understanding: we prioritise respectful relationships, inclusion, and genuine collaboration with students, families, and colleagues.
- Responsibility: we foster professional integrity, accountability, and a culture of mutual support

Ibstock School benefits from excellent facilities to support student learning, creativity, and physical development. These include classrooms with interactive whiteboards, projectors, and visualisers, three digital suites, class sets of laptops and Chromebooks, five science labs, a large ICT suite, a Design and Technology block with workshops and kitchen, an art studio, textiles room, a music room with practice spaces, a drama stage, a spacious hall, library, sports hall, all-weather pitch, swimming pool, and outdoor PE facilities.

Joining Ibstock School within LiFE Multi Academy Trust means becoming part of a supportive, collaborative community that values high standards, staff development, and a shared commitment to the wellbeing and success of every student.



Welcome from the CEO

On behalf of the Trustees and Directors of LiFE Multi Academy Trust, I would like to thank you for your interest in the vacancy at LiFE Multi Academy Trust.

We like to think of ourselves as one family operating over 10 sites in the west of Leicester and Leicestershire. We have 4 primary schools, 6 secondary schools including 3 with Post 16 provision, 2 SEMH centres and 3 nursery provisions catering for around 9000 children and young adults. Each celebrates very different identities but driven by a shared vision.

Each academy is individually shaped around the community, children and families it serves. We believe it is our mission to provide an outstanding, innovative whole education that will enable young people to thrive in their futures by giving them the skills, values, attributes and knowledge to have genuine agency in their lives.

We believe in equity, innovation, inspiration and acting with integrity. The notion of

agency applies to our employees as much as our children and we seek to empower all staff to help us find better solutions through encouraging ground-up innovation, genuinely distributed leadership and outstanding professional development.

Our staff are our greatest resource and we would be delighted to receive your application.



Yours faithfully,

Chris Parkinson
**CEO of LiFE Multi
Academy Trust**

A handwritten signature in blue ink, appearing to read 'C Parkinson', written over a white background.

Join us in making a difference and apply to be a part of our dedicated team. Together, we can continue to lead positive change and provide exceptional educational experiences for all.



Message from the Headteacher

Thank you for your interest in joining Ibstock School.

Ibstock School believes that every student, no matter what their starting point, should have access to the same opportunities as their peers. Our broad curriculum and opportunities programme make sure this happens. At Ibstock School, our aim is to develop and encourage all students to be well-rounded members of the community who thrive in the next stage of their education and beyond.

Ibstock School is part of the wider LiFE Multi-Academy Trust, made up of six secondary schools and four primary schools. We have a compelling desire to provide high-quality, personalised, and rounded education for everyone, right in the heart of our local community. LiFE believes that no school can be deemed successful unless all those around it are also successful and flourishing. This dynamic, mutually accountable collaboration between schools ensures the future success of our students and staff.

Our ethos is that Ibstock School is the strong foundation of OUR community, where OUR stands for Opportunity, Understanding and Responsibility. Underpinning our ethos is mutual respect, built from trusting relationships between our staff and students, parents and carers, our governing body, our local community, and partner schools. We communicate with each other calmly, politely, and respectfully. All students are well cared for, supported, and helped to develop

resilience and good mental health. They are open-minded, tolerant, and well-informed young people who add value to the school, their families, and the wider community. Communication with parents ensures that everyone is working towards the same goal.

All students enjoy a safe learning environment where anti-social behaviour of any kind is always challenged. They care for the school, making the most of the well-maintained buildings and facilities. They are proud to wear their school uniform and are great ambassadors for our school, helping our community to thrive.

We look forward to meeting you.



Nicola Koncarevic
Executive Headteacher

N. S. Koncarevic



Ben White
Head of School

Ben White

Our Trust

Established in 2014, LiFE Multi Academy Trust encompasses primary and secondary academies, as well as nurseries, across Leicestershire.

Our goal is to provide high-quality, personalised, and well-rounded education for all students within our communities. Each school within our Trust is integral to its local community, promoting inclusion, diversity, personal responsibility, and respect.

As a Trust, we prioritise investing in our staff and take pride in nurturing 'home grown talent,' which helps our team positively impact young people's lives.

Our goal is to hire individuals who align with our ethos, enabling collaboration across the Trust and ensuring professional development. We offer outstanding training pathways, drawing on internal and external excellence to build professional capital.

Examples of external opportunities include NPQSL, NPQH, NPQML, OTP, and ITT. Pathways are available from apprenticeship to senior leadership levels, with some courses led by Trust staff and others externally accredited. Additionally, middle leaders can gain leadership experience as associate SLT members.



Support staff benefit from personalised improvement plans, coaching, and training to take charge of their professional growth.





“We believe in getting the right people, getting them to work together and getting them to stay.”

Schools within the Trust



Bosworth Academy



Braunstone Frith Primary Academy



COUNTESTHORPE ACADEMY



Dove Bank Primary School



Desford Community Primary School



IBSTOCK SCHOOL
Inspiring our community to thrive

IVANHOE SCHOOL



Kingsway PRIMARY SCHOOL



The Winstanley School
Widening Horizons | Enabling Excellence



Central Operations Team

Bosworth Academy Day Nursery

IBSTOCK NURSERY



Teddies Nursery

Mission

Long term goal

- Outcomes equal to the best nationally and internationally for every school and every child.
- Every child receives a truly rounded education resulting in a strong moral compass, a globally competitive skill set and a confident sense of self.
- Every school is a hub for community activities, a centre for extended services and a source of immense pride for students, their families and other local stakeholders.
- Providing high quality buildings, engaging classrooms and excellent sporting facilities.
- Delivering innovative learning resources and materials.
- Ensuring a well-disciplined and caring environment.
- Exploiting cutting edge technologies to expand the opportunities for students, staff and our community to benefit from learning in a digital age.

Medium term objectives

Each school is confident and thriving in its development; schools are beyond challenge from OFSTED in achieving the aims and values of the LiFE MAT.



Vision

We have a compelling desire to provide high quality, personalised and rounded education for everyone, right in the heart of our local community.

We believe that no school can be deemed successful unless all those around it are also successful, popular and flourishing. Hence we believe that dynamic, mutually accountable collaboration and challenge between local schools as members of the LiFE MAT is the cornerstone of our future success.

Each of our schools needs to be seen as a leader of, and vital to, its local community; each school is regarded as fundamental to the identity of its surrounding community. In this capacity we will relentlessly promote the values of inclusion and the celebration of diversity, alongside personal responsibility and respect.



Creating simplicity in our vision



Children and adults acquire the knowledge, skills, attributes and values to **THRIVE** in and beyond education.



By persistently developing and instilling **AGENCY** in and beyond education, by focussing (first) on those who have the most barriers (the most vulnerable)



Because we believe in a society where there is **EQUITY**.

Values

- Ensuring that every student achieves positive, life changing outcomes.
- Providing a whole education: academic excellence co-existing with an exceptional commitment to contributing to our communities and leading beyond the school gate.
- The relentless pursuit of excellence by; expecting this of every person, every day; recognising and celebrating behaviours that lead to great progress and promoting and celebrating exceptional performance and contributions inside school and in the wider world.
- Valuing and promoting the celebration and understanding of equity, diversity and the qualities of our staff and students.
- Ensuring that all students and staff feel known, appreciated and supported paying first attention to the most vulnerable.
- Committing whole-heartedly to collaboration within, between and beyond our academies.
- Ensuring our curricula are agents for the promotion of our values.



Anti-Racism Statement and Commitment

All members of LiFE MAT are committed to ensuring that the whole Trust upholds the values and mission of their anti-racism statement and pledge.

As educators and leaders, we are committed to ensuring that ALL staff and young people are safe and truly belong in our schools, our organisation and the wider communities and families we serve.

We aspire to a zero-tolerance approach towards all discrimination and as such we:

- Improve the racial literacy of all our staff with the expectation that all staff would be advocates for Anti-Racism
 - Educate all members of the Trust about anti-racism in all its forms and how to be an Anti-Racist upstander
 - Develop our Anti-Racist policies and practices and engage in dialogue with others to ensure that we all feel proud to belong to an Anti-Racist organisation.
 - Acknowledge racism as an inherent aspect of our safeguarding duty.

We pledge to educate our young people to be actively anti-racist and to understand the negative impact of racism on mental health and wellbeing. We are committed to decolonizing the curriculum in order to reflect the contribution and significance of people and communities from all cultures and backgrounds to global history and to the history of the UK.

All of our schools are committed to empowering our young people to play an active role in anti-racism through the Stephen Lawrence Ambassador groups.

All members of LiFE MAT understand the pledge and how their actions uphold the statement. It is the duty of all adults to challenge and be challenged around misconceptions of what racism is. The LiFE MAT Anti-Racism Statement and Commitment has been written in collaboration and consultation with the LiFE MAT Race Equity Group.



Our Offer for All Staff Joining the LiFE Multi Academy Trust

Growth & Development

- Every colleague has access to personalised coaching and a tailored Personal Improvement Plan focused on their unique goals.
- Clear professional pathways are available from Early Career Teachers (ECT) through to senior leadership, with access to nationally recognised training programmes such as NPQML, NPQSL, NPQH, ITT, and OTP.
- XMAT Professional Pathways: Staff select development areas aligned with

Trust priorities, led by internal experts or external partners. These pathways are open to all teaching and support staff across phases.

- XMAT Subject/Primary Communities: Six early finishes per year enable focused, subject-specific collaboration, centred on pedagogy and student engagement. Sessions are facilitated and guided by an instructional handbook to enhance curriculum quality and student experience.

Collaboration & Innovation

- Staff collaborate across schools, sharing ideas and best practices through 3D Networks and joint CPD opportunities.
- Our Annual Strategic Planning Day unites the whole Trust to shape and drive our shared future vision.
- Opportunities to join associate senior leadership teams provide valuable hands-on leadership experience.



Our Offer

Wellbeing & Balance

- We promote a culture of presumed professionalism, empowering staff with the flexibility and trust to manage their work in ways that suit them best.
- We are deeply committed to supporting positive mental health across the Trust.
- A wide range of extracurricular activities support physical and mental wellbeing, including free or discounted access to fitness suites, swimming pools, yoga classes, and a fully equipped leisure complex.

Equality & Inclusion

- We celebrate diversity and are dedicated to providing equal opportunities for all, fully aligning with the Equality Act 2010. Our Trust actively works to reduce disadvantages, discrimination and inequalities while promoting diversity among our students, staff as well as wider communities.
- We foster an inclusive and equitable environment through dedicated equity groups such as:

- **Women's Health Group:** Encouraging open dialogue and increasing awareness of women's health issues.
- **Disability Equity Group:** Advocating for accessibility and raising awareness of disability challenges.
- **LGBT+ Group:** Championing diversity and organising events like LGBTQ+ History Month and Pride.
- **Gender Equity Group:** Addressing gender pay gaps and supporting leadership development.
- **Race Equity Group:** Creating anti-racist spaces and promoting racial equity.

A Great Start for Everyone

- Robust induction programme including a dedicated New Staff Induction Day to welcome and support new colleagues.
- Enhanced support for Early Career Teachers, with reduced teaching loads, personalised coaching and peer observation opportunities to build confidence and expertise.



Benefits

At LiFE MAT, we are committed to creating an environment where our staff enjoy working. We strive to reward and recognise your contributions but also know that you have life beyond work. LiFE MAT offers a comprehensive set of benefits and services staff can take advantage of.



Pension Contributions

Generous employer contributions to the staff pension scheme.



Payroll Savings Scheme

Customer-friendly financial services, including savings and loans directly from the salary.



Bike to Work Scheme

Spread the cost of your bike and accessories over monthly salary deductions, saving on income tax.



Discounts

Over £2,000 on various products and services, including Free Eye tests and Blue Light Card offers.



Free Wills Service

Free will making service for teachers and educational support staff.



CPD and Apprenticeship Opportunities

A wide range of professional development programmes tailored to career aspirations.



Free Flu Jabs

Annual flu vaccination for all staff.



Discretionary Leave

A set number of discretionary leave days each year to maintain a work-life balance.



On-site Free Parking

Free parking available at the workplace, with EV charging points at some locations.

Benefits



Business Travel Mileage Reimbursement

Reimbursement for business related travel mileage.



Annual Pay Increments

Annual incremental pay increases (within the pay band).



Family-Friendly Policies

Supportive policies to help employees balance family responsibilities.



Networking Opportunities

Opportunities to collaborate and network across the Trust.



Loyalty and Service Awards

Recognition for long service and dedication to the Trust.



Diversity/Inclusion Groups

Join groups promoting diversity and inclusion within the Trust.



Flexible Working Opportunities

Flexible working and term-time leave options, available across the Trust.



Employee Assistance Programme and Occupational Health Referrals

Access to confidential support offering guidance, counselling and wellbeing services for staff.



Spark

24/7 digital hub for health, wellbeing and support - from virtual GPs and mental health to fitness and nutrition.





We are always looking for highly quality teachers and support staff who buy into our values across the LiFE Multi-Academy Trust and our schools.





CONTACT US



Ibstock School
Central Avenue
Ibstock
Leicestershire
LE67 6NE



admin@ibstockschool.co.uk



01530 260705

