



**Bosworth
Academy**

Candidate Pack

PART OF THE **LIFE** MULTI
ACADEMY TRUST



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About Bosworth Academy

Bosworth Academy is a high-performing and inclusive school located on the edge of Desford Village, overlooking open countryside.

We are proud to be part of the LiFE Multi-Academy Trust, working collaboratively with other schools to share expertise, develop best practice, and ensure every student receives an exceptional and well-rounded education.

Our vision is simple yet powerful - *“No student will underachieve.”* We are committed to ensuring that every learner, regardless of background or ability, achieves more than they ever believed possible. At Bosworth, we nurture lifelong learners who are confident, motivated, and ready to make a positive difference in their communities and beyond.

We provide an enriching curriculum that challenges and inspires students to reach their full potential. From Key Stage 3 through to our Sixth Form, The Oaks, students experience a broad and balanced education that encourages intellectual curiosity, creativity, and personal growth. Our Laureates Programme at Key Stage 3 lays strong foundations for success, while at Key Stage 4 and in our Sixth Form, students are supported to personalise their learning pathways through a diverse range of A Levels and BTEC courses.

Our facilities support outstanding learning and personal development. Bosworth Academy offers a wide range of specialist spaces, including modern science laboratories, ICT suites, a design workshop, music and drama studios, 3G pitch and sports dome, swimming pool, outdoor basketball & tennis courts, a newly refurbished Sixth Form area (The Oaks), and a vibrant library (The Compass). These facilities provide the perfect environment for students to excel academically, creatively and physically.

Character development is at the heart of our school ethos. Guided by the Global Competencies, the 6C's; **Character, Citizenship, Collaboration, Communication, Creativity and Critical Thinking**, we nurture confident, resilient learners with strong values and the leadership skills needed to thrive in a rapidly changing world.

We are proud of our strong sense of community and collaboration. At Bosworth, students, staff, parents, and governors work together to create a culture of respect, ambition, and support. Our goal is to ensure every student leaves us as a confident, capable, and compassionate individual - ready to be *“better than they thought they could be.”*



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

At Bosworth Academy our aim is to ensure all students continue their journey into adulthood as confident, capable and successful people who can take control of and enjoy their future lives.

We encourage and work with students so they can concentrate on learning in a co-operative environment, valuing everyone's positive contribution and promoting a strong sense of community and responsibility towards others. Every student is important to us and everyone should experience a first class education with high challenges and equally high expectations. Every child has the potential to develop and to achieve highly. It is our role as teaching professionals to foster within them a deep passion for learning. We aim to instil in our students the notion of a growth mind-set; the belief that they can get better at anything through hard work, high challenge, determination and practice.

We work hard to provide the best teaching, clear guidance, and effective support, recognising the individual learning needs of each student, and personalising their experience accordingly. Our driving passion is a belief that 'no student will underachieve' at Bosworth Academy. It is our responsibility to raise students' aspirations and continually drive home the message that you can 'be better than you thought you could be'.

We offer an exciting, ambitious and seamless pathway through Key Stage 3 and 4, to our Sixth Form (The Oaks), and onwards to university, apprenticeships and beyond. We are excited by the prospect of being one of only a select few institutions able to offer this in Leicestershire. We invest in our staff to develop their potential capital. Through purposeful collaboration and coaching we aim to support all of our team to excel. Investors in People recognised this - rating us as a 'Gold' provider. This post offers an exciting opportunity to help us on our journey towards excellence in every area.

We want the best possible future for all of our students, so we know it is important to invest in them now. Crucially, we believe that all students have enormous potential, therefore we challenge them to be the best, help realise this potential and transform this into high quality qualifications.

We look forward to receiving your application and good luck!



Warm regards

Simon Brown
Headteacher

A handwritten signature in black ink that reads "S. Brown".

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



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.





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CONTACT US



Bosworth Academy
Leicester Lane
Desford
Leicester
LE9 9JL



office@bosworthacademy.org.uk



01455 822841

