



An introduction to **Desborough College**

Developing ethical future leaders the Desborough way

02.



DESBOROUGH COLLEGE





An introduction to Pioneer Educational Trust

At our Trust, people are at the heart of everything we do. We are pioneering, capable and courageous in our approach, committed to defying mediocrity and transforming lives through exceptional, inclusive education. We believe in social justice, collaboration and meaningful change, and we work intentionally to create the conditions for every individual to thrive.

Our culture is interconnected and people-centred: we listen, learn and co-create with our staff, pupils and communities. With deep expertise, strong relationships and flexible pathways for growth, we empower colleagues to use their voice, take intelligent risks and inspire for impact.

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Joining us means becoming part of a community that challenges inequality, values everyone and shares widely what we learn. Together, we take education further—championing potential, nurturing ambition and building a future where everyone can flourish. If you want to work with purpose, passion and integrity, we would be delighted to welcome you to our Trust.

Desborough College is an inclusive community in which all students, colleagues and our wider community are valued. By forming positive relationships based on kindness and respect, we create a climate for learning where both students and colleagues excel.

We are equally dedicated to the personal development of our students, ensuring they are equipped with the personal attributes that enable them to be happy, engaged members of the school and wider community. We go beyond the timetabled curriculum to provide students with numerous opportunities to learn through a wide range of extra-curricular clubs, trips and student leadership activities.

As part of Pioneer Educational Trust, we are building on previous success and the opportunity for collaboration with like-minded, forward-thinking colleagues across our family of schools to deliver a truly exceptional education. Our estates are undergoing a full transformation – we are investing heavily to ensure modern, well-equipped facilities provide an excellent learning and working environment for our students and colleagues.

Mrs Antonia Spinks
CHIEF EXECUTIVE OFFICER

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THE DESBOROUGH WAY

Our vision is to 'develop ethical future leaders the Desborough Way'.

*Developing ethical
future leaders the
Desborough Way*

Exceptional Classroom Climate
for Learning

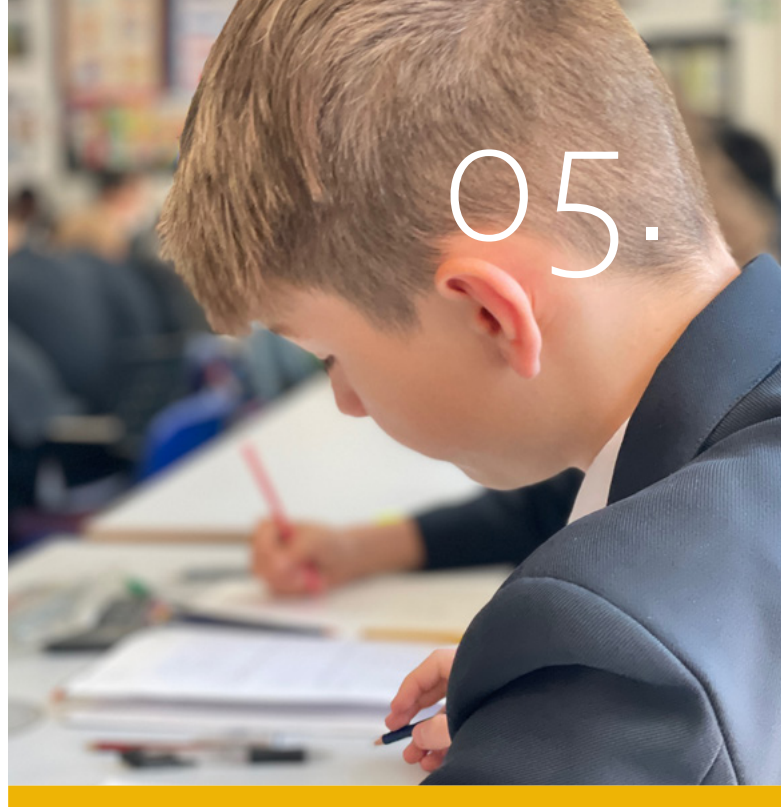
Exceptional Quality First
Teaching for All

Assessment for Learning

Exceptional Engagement:
Students, Parents and Community

Exceptional Inclusion





EXCEPTIONAL CLASSROOM CLIMATE FOR LEARNING

Calm, focused, and disruption-free learning environments.

Our classrooms are purposeful spaces where students feel safe, respected, and ready to learn. Clear behaviour policies and consistent routines set high standards, while teachers feel supported and confident. Punctuality and smooth transitions maximise learning time, and students engage actively, taking pride in their work and achievements.

EXCEPTIONAL QUALITY FIRST TEACHING FOR ALL

Inclusive, high-impact teaching that drives excellence.

Teaching across all subjects is consistently good or outstanding, powered by our pioneering pedagogy cycle: Explain – Model – Scaffold – Practise – Feedback. High-quality CPD equips teachers to meet every learner's needs without lowering expectations. Students grow in confidence and independence, supported by effective questioning and feedback that close gaps and raise attainment.

ASSESSMENT FOR LEARNING

Feedback that informs, empowers, and accelerates progress.

Across all departments, feedback is meaningful, consistent, and actionable, helping students understand how to improve and act on guidance. Formative assessment addresses misconceptions quickly, and work shows clear progress linked to feedback. This responsive approach ensures gaps close and achievement rises for all learners.

EXCEPTIONAL ENGAGEMENT: STUDENTS, PARENTS AND COMMUNITY

Building pride, partnership, and a sense of belonging.

Our school fosters loyalty and inclusion, with students actively participating in enrichment, leadership, and extracurricular opportunities. Parent engagement is strong, reflected in event attendance and positive feedback. Sixth form pathways are enriched through innovative partnerships, creating a vibrant community where every stakeholder feels valued.

EXCEPTIONAL INCLUSION

Early intervention and tailored support for every learner.

We act swiftly to keep students engaged, reducing suspensions through proactive strategies and structured alternative provision. Individual support plans and refined pastoral systems ensure continuity and success. Our commitment to inclusion means no learner is left behind.

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*Above all we
are ambitious.*



KEY SCHOOL DATA

Our latest key data information can be found [here](#).



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WHY WORK WITH PIONEER EDUCATIONAL TRUST?

Through our WorkWell Promises, we place workload and wellbeing is at the centre of Pioneer Educational Trust. We offer our staff the following benefits:



Enhanced employer pension contributions via excellent Defined Benefit Pension Schemes



Pay policy for support staff which is linked to teaching staff to ensure all staff are treated equitably



Innovative and generous flexible working practices, including bespoke flexible job design process



Excellent ongoing CPDL



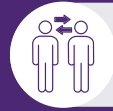
Free annual seasonal flu vaccination



Priority admission for children of staff



Reward gateway with access to savings and discounts across a number of retailers and services



Cross phase opportunities for career progression



Long service recognition; first milestone being 3 years



Free on-site car parking



Additional time during the school day to facilitate professional development



Interest free travel to work loans



Annual calendar of events shared with all staff at the start of the year which includes calendared 'No Meeting Weeks' and two-week October half term



Free counselling and legal advice for all staff through an Employee Assistance Programme



No gradings of lessons or individuals



Enhanced leave of absence including maternity / paternity / adoption leave schemes and leave for religious observance



Annual charity challenge providing staff with an opportunity to challenge themselves while raising money for charity



Enhanced parental bereavement pay



Generous, flexible approach to family commitments such as children's assemblies, sports days etc.



Corporate eye care scheme



Email protocol to protect time outside of the school day



Lunch for staff at cost price



Early finish for teaching and non-teaching staff at the end of each long term



Complementary tea, coffee, milk and sugar throughout the school day





We hope that you find this pack
informative and useful.

If you do have any further questions, please
contact Mrs Bhamini Lynn, HR Manager
recruitment@pioneereducationaltrust.org.uk

You can also visit our websites
desborough.org.uk | pioneereducationaltrust.org.uk

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