



  
**Futura**  
Learning Partnership

# Welcome pack

Everything you need to know about working for our trust

# Welcome

Welcome to the Futura Learning Partnership family of schools.

As a trust we believe strongly in the principles of collaboration and partnership; our mission is to support schools to deliver the first-class educational experiences our children and young people deserve. All our teams share and contribute to our mission.

Schools within our trust retain their own unique characteristics but benefit from close partnership working. Futura's School Improvement Team is very much focused on delivering school-to-school support and challenge, facilitating the sharing of best practice and creating professional development opportunities for our staff.

Our trust has developed over eight years and, in September 2021, we moved into a new phase by changing our name to Futura Learning Partnership. Our new name reflects our roots, coming from the Wellsway School motto Futura Aedificamus, or "We build for the future" but also reflects our ambitions for the 2020s and beyond.

We very much look forward to working with you to achieve these aims and hope that you will not only benefit from our trust's work but will also contribute to it through sharing your skills and expertise.

## Andrea Arlidge

Chief Executive, Futura Learning Partnership



**‘As a trust we believe strongly in the principles of collaboration and partnership...’**

## Our strategic vision and values

### Our values



**Respect**



**Opportunity**



**Collaboration**



**Aspiration**

### Our ethos

- a 'family' of schools
- seamless approach to education 2-19
- each school retains its own distinctive identity, reflective of its community
- alignment and standardisation of systems, processes and practice that impacts on school improvement
- opportunities and approaches that drive collaboration and share best practice
- organisational growth, acting as a strong system leader and helping to raise standards in the South West

# Our schools

The Futura family includes primary, secondary and special schools in the West of England. We have a fantastic team of staff across our schools, who are all willing to share their skills and expertise to benefit children, families and the wider community.

## Primary



Bridge Farm  
Headteacher:  
Geoff Mason



Chandag Infant  
Headteacher:  
Annie Smart



Chandag Junior  
Headteacher:  
Adam Smith



Cheddar Grove  
Headteacher:  
Paul Jeffery



Saltford  
Headteacher:  
Dawn Sage



St John's  
Head of School:  
Wendy Carver



The Meadows  
Headteacher:  
Joy Mounter



Two Rivers  
Headteacher:  
Claire Graham

## Secondary



Wansdyke  
Headteacher:  
Emily Harris



Bedminster  
Down  
Principal:  
Louise Davies



IKB Academy  
Head of School:  
Debbie Gibbs



SBL Academy  
Principal:  
Dean Anderson



Wellsway  
Principal:  
Rob Pearsall

## Special



Aspire Academy  
Principal:  
Pete Headeach

## Sixth form



Futura Sixth



## Working in the wonderful West of England

The West of England region, including Bristol, Bath and South Gloucestershire, is a great place to live and work. Bristol is England's first UNESCO Learning City while Bath is a World Heritage Site. Both cities have a wealth of history and are set for a vibrant and exciting future, while the surrounding areas provide a host of opportunities for work and leisure.

BATH

Aspire  
Academy

# Who's who

## Our Executive Leadership Team

The Executive Leadership Team has overall responsibility for the running of the trust.



### **Andrea Arlidge – Chief Executive**

Andrea is the founding Chief Executive of the trust, which was set up in 2014. She has 16 years' successful headship experience in three secondary schools. Andrea is a National Leader of Education and holds an Honorary Doctorate from Bath Spa University. She plays a full role as a system leader in the wider area and is a governor at Bristol Grammar School and City of Bristol College.



### **Tim Howes - Chief Operating Officer**

Tim joined the trust in August 2014 following a 20-year career in the hospitality industry, at Accor Hotels and previously at Disney and Marriott Hotels. He has significant experience in financial strategy, estates management, human resources and marketing. Tim leads the trust's business services teams, responsible for delivering shared professional services to all academies.



### **Gary Schlick - Director of Education**

With 15 years' headship in two secondary schools and executive leadership in other schools and specialist settings, Gary has significant experience in school leadership and in raising achievement. Gary has been involved in training headteachers internationally including in Africa and the Middle East. Much of his current work is involved in school improvement.



### **Stephen Luke - Executive Lead (School Effectiveness)**

Stephen has 25 years of experience in leading schools as a headteacher, executive headteacher and director of education. During this time he led nine schools from an inadequate judgement to good or outstanding within a three year period. This experience was gained at schools in areas of high deprivation and resulted in rapid raising of outcomes for all pupils.



### **Margaret Simmons-Bird, MBE - Executive Lead (Governance)**

Margaret is a recently retired Director of Education with extensive experience in working to raise standards and improve outcomes. She has led services including school improvement, school finance, school admissions and capital planning, looked after children and the music service. Margaret has been an Ofsted inspector. She is committed to working with schools to address inequality and social injustice.

# Professional development

We are committed to delivering high quality and effective continuing professional and leadership development (CPLD) opportunities for teaching staff, non-teaching staff, governors and members.

Programmes and sessions are designed to support and develop good practice across roles, aligning to career stage, aspiration and interest. For example, we offer IT, wellbeing, and middle leader development as well as bespoke provision for teaching staff and teaching assistants.

Our [Professional Development brochure](#) details what's on offer and please also refer to our [mandatory training and e-learning opportunities](#).

## Professional development opportunities

### Early career framework

- Two year structured framework of professional development for Early Career Teachers (formerly NQT and RQT)
- Supports the new two year induction period for Early Career Teachers
- Mentor training

### Professional development sessions

- T&L sessions for staff working in a classroom setting (teachers and TAs)
- IT sessions
- Line managers' briefings
- Governance sessions

### Professional development programmes

- RQT programme (2022-23)
- Middle leader programme
- Senior leader programme
- Wellbeing programme

### Other professional opportunities

- Apprenticeships
- TA qualifications
- Professional association awards (eg CIPD)
- Management/leader frameworks

### Mandatory training

- Safeguarding
- First aid courses
- Positive handling courses
- iHasco e-learning modules

### Administrative and management development

- Apprenticeship programmes
- Management awards



# Your benefits and wellbeing

Futura is committed to supporting staff wellbeing and offer a comprehensive range of benefits which you can access through the MyBenefits platform.

## MyBenefits platform

You will receive an email with a link to register on the [MyBenefits](#) platform. If you need help setting up or have trouble accessing MyBenefits, contact 0203 780 1891 or use Live Chat – they're available 24/7! Once your link is activated, you can access the platform via the trust's **Intranet SharePoint:** [thelinkschool.sharepoint.com](https://thelinkschool.sharepoint.com)



## SharePoint

SharePoint is the trust's intranet site and is where you will find lots of useful information and resources including the trust's policies and procedures.



## Healthcare cashback plan

Staff have access to a great healthcare cashback plan and can claim back the cost of various treatments including dental, optical, physiotherapy, flu jabs, CBT and massage.

You will receive an email from Healthshield with your membership number and how to register.

A full list of treatments and the amounts you can claim can be found on [MyBenefits](#) platform. If you have any queries, contact the customer care team on 01270 588 555.

## Counselling and 24-hour helpline

Confidential support including up to six face-to-face counselling sessions and a 24-hour helpline is available through our Employee Assistance Programme provided by Health Assured. No referral is required; simply call 0800 030 5182. For details, visit [MyBenefits](#) platform.



## Wellbeing

Every team plays an active part in supporting wellbeing across the trust through school and central team wellbeing groups that meet regularly. Our wellbeing policy includes sources of internal and external support available to all staff. Ask your line manager who your wellbeing lead is to find out more and get involved. More details can be found on [SharePoint](#).



## Championing fitness

Gym discounts - Take advantage of reduced fees for gym and sports centre membership at SBL and Wellsway for you and your family.

Cycle scheme - You can save at least 25 per cent on a new bike and/or accessories up to the value of £3,000. Payments are taken directly from your net salary over 12 months, interest free. Further details can be found on [MyBenefits](#) platform.

## Savings and security

Generous pension options with access to local government pensions scheme, teachers' pension scheme or NEST

Free parking at most sites.

Generous leave entitlement (support staff).

Retail discounts – download our SmartSaving app for 100s of savings.



## Your pay

Itrent is our pay and staff information system. Our payroll provider is Neo People.

You can logon to Employee Self Service to access your payslips and P60s, change your address, update your next of kin details and much more. You will find ESS login details on your payslip and can also access the ESS portal via the Human Resources Page on [SharePoint](#).

Your payslip will be emailed to you from [payslip@neopeople.net](mailto:payslip@neopeople.net) on or around 25th of the month. The trust pay date is 28th of the month.

## Annual staff survey

We value your opinion – by completing the annual survey and providing us with your feedback you can help us continue to improve.



# Staff testimonials

## Primary school staff

The trust are enthusiastic about creating working groups where staff can share best practice and curriculum development. These groups are really important to ensure schools are not isolated. This professional dialogue and partnership offer me, as a reflective practitioner, the chance to improve my practice and make a difference to school life, helping children to flourish.

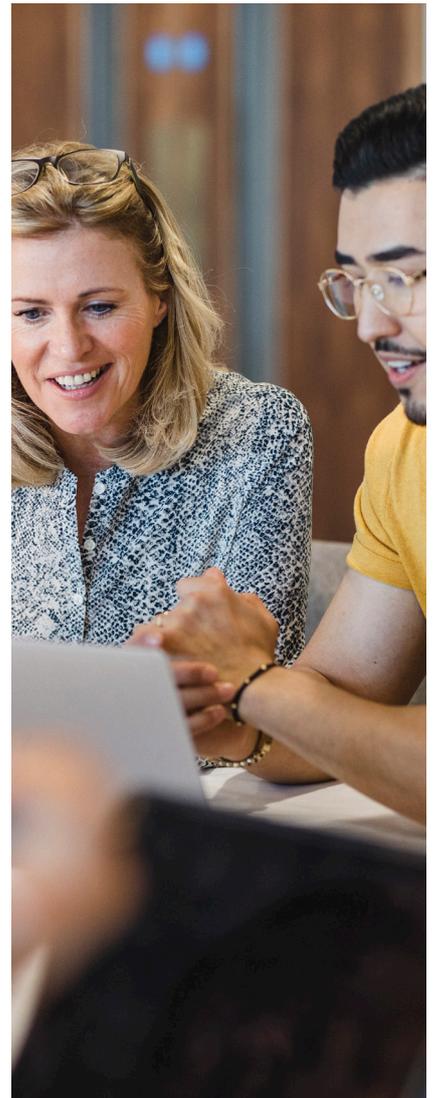


**Tom Livingston, teacher**

I have had opportunities to develop my practice through training provided by experienced colleagues at my school and our partner schools. Meeting and sharing experiences with colleagues at similar stages in their teaching careers has also been hugely beneficial. I have shared the development of my students at a primary level and gained valuable insights from a secondary perspective.



**Charlotte Mulready, teacher**



## Central team staff

I started as a Senior HR Advisor, which allowed me to progress into managing the administrative/transactional and project functions within HR across the trust. I enjoy the diversity of my role, working with a range of staff and stakeholders. I've improved my problem-solving and organisational skills and my knowledge of the school sector. The trust is a supportive and encouraging employer and I have friendly colleagues.



**Karen Winkle, HR Admin and Project Manager**

The skills I gained from working as a senior technician at the trust enabled me to take up a team leader post for another smaller trust. I have recently returned as a manager and am enjoying the challenge that comes with supporting a larger number of schools. Being part of a larger team has provided greater opportunities for development.



**Samantha Newcombe, IT Service Desk Manager**

## Secondary school staff

Futura has been huge for my development in my NQT and RQT years. Attending weekly sessions as an NQT prepared me for milestones such as my first parents' evening and first residential field trip. During my RQT year I have been able to attend trust-wide sessions, most recently focusing on securing good pedagogy and career progress. There is a plentiful supply of opportunities to progress in your career, across a range of education settings, and mentoring and guidance is broad. The best thing about working at the trust is working with and supporting students willing to learn and take an ownership of their education.



**Byron Evans, teacher**

## A home-grown success story

### How has the trust been for you?

I benefited tremendously by being able to take part in the Middle Leadership course, resulting in a promotion. I then completed the Senior Leadership course and recently achieved a senior position. I attribute this progress to the opportunities that the trust has offered me to focus on my personal development and future aspirations.



### What's your advice to new recruits?

Take advantage of any opportunity that you can grasp. I have been very lucky to be part of some incredibly impactful courses during my time that have supported and progressed my career – take an open-minded, inquisitive approach and the trust can help you succeed!

**Ben Stirling-Turner, head of house, Wellsway School**

For more information or to speak with one of our team, please call 0117 946 1229 or email [enquiries@futuralearning.co.uk](mailto:enquiries@futuralearning.co.uk)



[www.futuralearning.co.uk](http://www.futuralearning.co.uk)