



Director of Education Recruitment Pack

September 2026

Welcome to Futura Learning Partnership

Thanks for your interest in becoming our next Director of Education at Futura Learning Partnership (Futura).

This is an exciting opportunity to join us. Futura brings together 26 schools across five local authority areas, serving more than 12,000 children and young people.

We're proud of how far we've come. But we're equally ambitious about what comes next. Our mission is to build the brightest future for all, enabling every individual to flourish and collaboration will always be at the heart of how we achieve this.

By working together, sharing expertise and learning from one another, we can create opportunities that no school could provide alone. We want to build on the strengths across our partnership, keep improving and innovating and ensure every child receives an excellent education, whatever their background or starting point.

As we continue to evolve, we're looking for an inspirational education leader to help shape our next chapter. As Director of Education, you'll lead our approach to educational excellence across the Trust - strengthening school improvement, building relationship capacity and ensuring every school is supported and challenged to be the very best.

This is about more than school improvement. It's an opportunity to help shape and deliver a shared vision for education across Futura - one that builds confidence, encourages collaboration and creates a culture of ambition, learning and continuous improvement.

We're looking for someone with a strong record of educational leadership, a deep understanding of teaching and learning and a genuine commitment to working collaboratively. Most importantly, we want someone who shares our belief that every child and young person deserves the very best opportunity to succeed and flourish.

We hope this pack gives you a strong sense of who we are, what matters to us and the scale of our ambition. If you're excited about the opportunity to help shape Futura and make a lasting difference across our schools and communities, we'd love to hear from you.

Gary Schlick

Chief Executive Officer



'... we want someone who shares our belief that every child and young person deserves the very best opportunity to succeed and flourish.'



Our story

Futura is a growing, values-led multi-academy trust serving more than 12,000 children and young people across 26 schools in the West of England.

Our schools serve communities across Bristol, Bath and North East Somerset, North Somerset, Somerset and South Gloucestershire, providing education from nursery and preschool through to primary, secondary and post-16. Together, more than 1,700 colleagues support pupils, families and communities across the region.

Each of our schools has its own distinctive identity and deep roots within its local community. At the same time, being part of Futura means no school works alone. Through collaboration, shared expertise and collective

responsibility, we create greater opportunities for children, young people and colleague alike.

As a trust spanning every phase of education, we're uniquely placed to support a connected learning journey from ages 2 to 19, ensuring children and young people can thrive at every stage of their education and beyond.

Six of our schools are Church of England schools, and we are proud of our longstanding partnership with the Diocese of Bath and Wells, which enriches and strengthens our trust community.

Our schools are supported by expert professional services teams enabling school leaders to focus on what matters most: delivering

an excellent education. Through Futura Commercial Services, we operate the B&NES School Sports Partnership, three sports centres and a range of commercial activities that create additional value for the communities we serve.

Our Board of Trustees provides strategic oversight, supported by committees covering Audit and Risk, Education and Standards, People, and Finance and Estates. Together, they help ensure we remain focused on delivering the best possible outcomes for children and young people while remaining true to our values and purpose.





Our ambition

At Futura, our mission is clear and ambitious: **Building the brightest future for all, enabling every individual to flourish.**

Everything we do is guided by three core commitments:



Inclusion

Creating belonging, removing barriers and championing equity.



Community

Strengthening places and changing lives, by working with families and partners.

Growth



Building an environment where pupils and colleagues can thrive.

These commitments shape our culture, guide our decision-making and define our aspirations for every child, colleague and community we serve.

We want every child and young person at a Futura school to receive an excellent education. That means high-quality teaching, strong pastoral support and enriching opportunities that broaden horizons, raise aspirations and unlock potential.

Our ambition is not simply to maintain standards but to continually raise them. By harnessing the collective strength of our schools, sharing expertise and investing in our people, we create the conditions

for continuous improvement across every phase of education

We believe that collaboration is one of the most powerful drivers of educational excellence. When schools work together, leaders learn from one another, colleagues develop professionally and children benefit from stronger outcomes and wider opportunities.

Through that shared commitment, we're building a trust where every child and young person can develop the knowledge, skills, character and confidence to thrive in their future, whatever path they choose.

Our schools

Primary



[All Saints CofE Primary School](#)



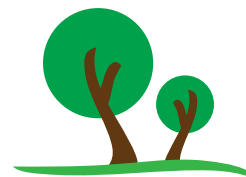
[Bridge Farm Primary School](#)



[Chandag Primary School](#)



[Cheddar Grove Primary School](#)



[Chestnut Park Primary School](#)



[Four Acres Academy](#)



[Mary Elton Primary School](#)



[Northgate Primary School](#)



[Puriton Primary School](#)



[Saltford CofE Primary School](#)



[St John's CofE Primary School](#)



[St Nicholas' Chantry CofE Primary School](#)



[The Meadows Primary School](#)



[Tickenham CofE Primary School](#)



[Two Rivers CofE Primary School](#)



[Wansdyke Primary School](#)



[Westover Green Community School and Autism Centre](#)



[Willowdown Primary School](#)



[Woolavington Village Primary School](#)



[Yeo Moor Primary School](#)

Secondary



[Bedminster Down School](#)



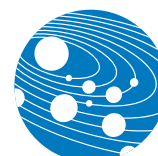
[Chilton Trinity School](#)



[Clevedon School](#)



[IKB Academy](#)



[SBL Academy](#)



[Wellsway School](#)

Director of Education

Responsible to:

Chief Executive Officer

Responsible for:

The Director of Education will be responsible for strategic leadership for educational excellence ensuring that all schools deliver high-quality provision and that all children and young people are supported to achieve strong outcomes. This role will lead school improvement and provide strategic direction across primary, secondary and post-16 education. This includes our approach to inclusion, behaviour, attendance, disadvantage, curriculum and teaching and learning.

As a member of the Executive Team, the role will contribute to the overall leadership of the Trust, shaping educational strategy and ensuring that decisions are rooted in our values, meeting the needs of pupils and communities.

Salary: Executive Leadership

Scale (relocation package may be considered).

Location: Across Futura schools and offices

About You

As a highly credible educational leader with significant experience of leading improvement across multiple schools, phases, or settings, you'll share our belief that every child deserves the opportunity to thrive and that strong collaboration is key to delivering lasting improvement.

You'll have:

- Significant senior leadership experience within education – it's essential you have experience in or working with secondaries
- A strong track record of raising standards, supporting leaders,

and securing better outcomes for children and young people

- A proven record of successful school improvement across multiple settings
- Deep expertise in curriculum, teaching, assessment and educational standards
- Strong knowledge of inclusion, SEND, attendance, behaviour and disadvantage
- The ability to provide support and challenge to school leaders with both credibility and care
- Experience of shaping strategy and translating vision into impact
- A commitment to collaboration, equity and improving life chances for all children and young people.



Principal Accountabilities

Strategic Leadership

- Develop and lead the overarching education strategy, aligned to the Trust-wide Strategic Plan
- Provide clear educational advice to the CEO, Executive Team, Trustees, and relevant committees
- Ensure educational priorities are evidence informed, ambitious and focused on improving outcomes for all pupils
- Lead a coherent 0-19 approach to education across Futura, supporting alignment between phases while respecting the context of individual schools
- Represent Futura confidently with external partners, system leaders, local authorities and education networks.

School Improvement

- Lead the school improvement function, ensuring clear systems for support, challenge, accountability and assurance
- Oversee the strategic implementation of the collectively adopted approaches
- Coach, mentor, and lead the members of the School Improvement team

- Oversee the school categorization process, ensuring every school has clear improvement priorities, effective plans and timely support where needed
- Oversee quality assurance activity, including reviews, performance analysis, inspection readiness, and targeted intervention
- Work with school leaders to strengthen leadership, teaching, curriculum, and wider provision across all phases.

Inclusion, Behaviour, Attendance and Disadvantage

- Hold strategic responsibility for Trust-wide approaches to inclusion, SEND, behaviour, attendance, persistent absence, disadvantage, and equity
- Ensure that vulnerable and disadvantaged pupils are well supported, fully included and able to achieve strong outcomes
- Promote inclusive practice that removes barriers to learning, participation and belonging
- Use data, evidence, and external learning to develop consistent, high-impact strategies across schools

- Work with colleagues across education, safeguarding, people, and operations to ensure joined up support for pupils and families.

Outcomes, Curriculum and Standards

- Hold executive responsibility for educational standards and pupil outcomes across our Trust
- Lead the strategic use of performance data to identify strengths, risks, and improvement priorities
- Oversee Trust-wide approaches to curriculum, pedagogy, assessment, and achievement
- Ensure that assessment and reporting systems give leaders, governors and Trustees clear insight into progress and standards
- Drive sustained improvement in attainment, progress, attendance, personal development, and wider educational outcomes.





Executive Leadership and Governance

- Contribute fully to the leadership and management of Futura as a member of the Executive Team
- Work collaboratively with executive colleagues to ensure educational priorities inform Trust-wide planning, resourcing, and decision-making
- Provide clear and accurate reports to the Board of Trustees, Education and Standards Committee and other relevant groups
- Support strong governance by ensuring Trustees receive appropriate information, assurance, and challenge in relation to educational performance
- Model the Futura values of Respect, Opportunity, Collaboration and Aspiration and champion the behaviours outlined in the Futura Way.

General:

The post-holder will be expected to undertake any appropriate training provided by the Trust to assist them in carrying out any of the above duties. The post-holder will be required to promote, monitor, and maintain health, safety, and security in the workplace, including ensuring that the requirements of the Health & Safety at Work Act, COSHH and all other mandatory regulations are adhered to.

This job description only contains the main accountabilities relating to the post and does not describe in detail all the duties required to carry them out. The post holder may be required to undertake other duties and responsibilities that are commensurate with the nature and level of the post.

Futura is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Your suitability to work with children and young people will form part of the selection process. For this post prior to appointment, Futura will apply for an enhanced disclosure certificate from the Disclosure and Barring Service.



Person Specification

Criteria: Essential (E) or Desirable (D)

Education/Qualifications

- Qualified Teacher Status (E)
- Degree educated or equivalent qualification (E)
- Evidence of substantial professional development in educational leadership (E)
- National Professional Qualification for Executive Leadership or equivalent. (E)

Experience

- Significant senior leadership experience within education across multiple settings (E)
- Experience in secondary leadership, either having worked as a senior leader in a school or managing secondary heads in a school improvement capacity (E)
- Proven track record of successful school improvement across multiple schools or settings (E)
- Experience as an HMI or Ofsted Inspector (D)
- Demonstrable impact on improving educational outcomes for pupils (E)

- Experience of developing and implementing Trust-wide or organisation-wide educational strategy (E)
- Experience of leading inclusion, behaviour, attendance, disadvantage, or outcomes strategies (E)
- Experience of line managing senior educational leaders. E
- Experience working effectively with Trustees, governors, or Board-level stakeholders (E)
- Experience working in a multi-academy trust or complex, multi-site organisation (E)
- Experience of leading schools through successful inspection or external review. (E)

Knowledge and Skills

- Deep understanding of school improvement methodology, curriculum, assessment, and pedagogy (E)
- Strong understanding of inclusion, SEND, behaviour, attendance, and disadvantage (E)

- Ability to analyse complex information and translate it into clear priorities and actions (E)
- Excellent communication, influencing, and relationship building skills (E)
- Ability to provide support and challenge senior leaders with credibility and care (E)
- Strong understanding of current educational policy, accountability, and inspection frameworks. (E)

Behaviours

- Ability to demonstrate the behaviours outlined in the Futura Way (E)
- Commitment to inclusion, community, collaboration and improving life chances for children and young people (E)
- High levels of integrity, resilience, professional judgement, and personal accountability. (E)

Working at Futura

We want Futura to be a place where you feel valued, supported and able to do your best work. Alongside the opportunity to make a genuine difference to children and young people, colleagues benefit from a wide range of support designed to promote your health, well-being and work life balance. Benefits include:

- Access to the Teacher's Pension Scheme or Local Government Pension Scheme, depending on your role
- A healthcare cash back plan, helping with the cost of everyday healthcare
- A confidential employee assistance programme, including a 24-hour helpline and access to counselling

- Family-friendly policies and flexible working arrangements where possible
- Enhanced sick pay and parental leave
- Competitive holiday entitlement for professional services colleagues
- Discounts and cash back with a wide range of retailers
- Cycle to work scheme with a wide range of interest free payments available
- An electric vehicle scheme coming later this year
- Discounted membership at our sports centres.

We also run an annual colleague survey, giving every colleague the opportunity to share their views and help make this a great place to work.

Safeguarding

Futura is committed to safeguarding and promoting the welfare of children and young people and expects all colleagues and volunteers to share this commitment. All appointments are subject to appropriate safeguarding and pre-employment checks, including an enhanced Disclosure and Barring Service (DBS) check.

As part of the selection process, your suitability to work with children and young people will be carefully assessed, and prior to appointment an enhanced DBS disclosure certificate will be required.





How to apply

We believe that diversity strengthens our organisation and enriches the communities we serve.

We're committed to creating an inclusive culture where everyone feels valued, respected and empowered to contribute.

We welcome applications from candidates of all backgrounds

and experiences and particularly encourage applications from groups currently underrepresented in senior leadership roles within education.

We're committed to making our recruitment process accessible and will provide reasonable adjustments wherever required.

Application closing date:
25 September 2026.

Interview dates: Week commencing
12 October 2026.



futuralearning.co.uk