



Information pack

Appointment of Headteacher
for Two Rivers CofE Primary School

January 2022

Welcome and introduction

Dear Colleague,

Thank you very much for your interest in the post of Headteacher of Two Rivers School. This post offers an opportunity for an experienced leader to take on a role with an opportunity for the successful applicant to broaden her/his leadership experience.

The new school is a wonderful place to work and benefit from being located close to 4 other Futura Learning Partnership Schools.

Our Trust was started in 2014 by Wellsay School and since then has grown to include 13 schools, located across Bath & North East Somerset, South Gloucestershire and Bristol. Our trustees have introduced a new name, Futura Learning Partnership, in recognition of the size and nature of our organisation. Our new name is taken from the motto of Wellsay School, *Futura Aedificamus* – 'We build for the future', and will therefore retain a subtle link to our founding school.

As a Trust, we believe passionately in the power of collaboration and are always seeking ways to add value through working collaboratively; providing opportunities for pupils and staff over and above that which an individual school can provide. This mantra applies also to our school leaders who are fully involved in central decision making and given every encouragement to exercise collective responsibility and broaden their skills and experiences through undertaking cross-trust work.

In making this appointment we are looking for someone with a track record of successful school leadership.

We hope the information in the application pack, and on our websites, will give you a good insight into the schools and Trust. My colleague Gary Schlick (Director of Education) and I will be pleased to have a conversation with you if that would be helpful. To book a call please email vmanuel@futuralearning.co.uk or telephone our central office on 0117 946 1229.

Please follow the application process laid out in this pack. You should use the 'Supporting Statement' section in the application form to outline:

- Your educational and leadership philosophy
- How your skills and experiences have equipped you for this post. Please note this section is limited to 10,000 characters.

The deadline for receipt of applications is: **23:59 on Sunday 16th January 2022**

I hope you will be encouraged to apply and look forward to receiving your application.

Yours faithfully,

Andrea Arlidge
Chief Executive



‘The potential is enormous and we are seeking someone with the vision and skills to help us realise this...’



About us

Our Trust began in 2014. We expanded rapidly and now comprise more than 5,500 children and young people and nearly 800 staff in 13 schools in the West of England region.

We changed our name to Futura Learning Partnership in 2021 because we needed an identity that reflected our role and influence and where every school was shown to be of equal importance. Our name was chosen to be forward-looking, while also subtly referring to our past. Futura comes from the Wellsway School motto *Futura Aedificamus*, meaning “*We build for the future*”.

We are a mixed MAT, including primary, secondary and special schools in three local authority areas: Bath & North East Somerset, Bristol and South Gloucestershire. We work in partnership with the Diocese of Bath and Wells, which brings considerable benefit to all our schools.

Our aim is to ensure that each child and young person in a Futura Learning Partnership school receives the very best teaching, alongside an impressive range of opportunities, which broaden their horizons and instil in them a respect for learning, giving them the tools to realise their hopes and aspirations for the future.

We want to develop a seamless approach to education 2-19 so that children and young people receive an education that builds progressively on the previous phase of their learning, giving them the chance to experience success and have fun within a safe and nurturing environment.

Each of our schools retains its own distinctive identity but we share a commitment to developing common practices

and approaches that drive collaboration and offer the best opportunities for our pupils, our staff and the local communities we serve.

We provide central services, enabling schools to focus on teaching and learning. These services include school improvement, finance, HR, procurement, IT, catering, and communications. Our trading company, WMAT Trading, operates our Teaching School (Great Western Teaching School Alliance), the B&NES School Sports Partnership, our two sports centres (at Wellsway School and SBL Academy) and organises lettings and trading activities.

Strong governance sits at the heart of our Trust and our Board of Trustees meets regularly to oversee and guide our work. It operates through the following committees: Education and Standards, Finance and Estates, HR, Audit and Risk.

Each school has an Academy Governance Committee (AGC), ensuring that it is firmly rooted in its community. AGCs monitor standards and fulfil the practical requirements of governance, on behalf of trustees.



‘Our aim is to ensure that each child and young person in a Futura Learning Partnership school receives the very best teaching’

Our schools

The Futura Learning Partnership 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



Chandag Infant
Headteacher:
Annie Smart



Chandag Junior
Head of School:
Jo Savory



Cheddar Grove
Headteacher:
Paul Jeffery



Saltford
Headteacher:
Dawn Sage



St John's
Headteacher:
Claire Graham



The Meadows
Headteacher:
Joy Mounter



Two Rivers
Head of School:
Wendy Carver



Wansdyke
Headteacher:
Adam Smith

Secondary



Bedminster
Down
Principal: Matthew
Woodville



IKB Academy
Head of School:
Debbie Gibbs



SBL Academy
Principal:
Dean Anderson



Wellsway
Principal:
Rob Pearsall



Aspire Academy
Principal:
Pete Headeach



Futura Sixth
Director of Post 16:
Danny Wilkinson

Special Sixth form



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.

Our strategic vision and values

Our core 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



About Two Rivers CofE Primary School

Two Rivers CofE Primary School is to be housed in a new build and accommodate up to 420 pupils. When the new building is opened, planned for September 2022, it will have pupils in year groups up to and including Year 2. The school is located in Keynsham, eight miles north-west of Bath and seven miles south-east of Bristol and is fortunate to have a large, semi-rural setting with excellent transport links for students and staff. It is in a large new housing development. Two Rivers CofE Primary is part of the Futura Learning Partnership, which includes five other schools in Keynsham, three in Bristol, two located in South Gloucestershire, one in Saltford and one in Bath. The partnership includes age ranges from 3 to 18 as well as a special school.

The Futura learning Partnership, previously known as Wellsway Multi Academy Trust, was established in 2014 and benefits considerably from being part of a cross-phase organisation that provides a wide range of experiences and opportunities for students and staff. The schools have an excellent reputation locally and in the wider community for academic excellence and the quality of its pastoral care and support. The ability profile of the students is above the national average, with a significant proportion of very able students. The parent body is very supportive and most parents have high aspirations for their children.



We invest in staff wellbeing

We are committed to providing the best possible support for every member in our family of schools. If there is anything we can help you with, you only have to ask.

You will gain many benefits from working for us. Among these are:

Health

- Health care cash plan
- Eye tests, dental check ups and physio

Wellbeing

- 24 hour confidential helpline and counselling
- Wellbeing committees – supporting you in the workplace
- Generous leave entitlement for support staff
- Digital devices to help you work where you need to
- Annual staff survey – valuing your opinion

Career

- Many professional learning and development opportunities
- We value our staff and pride ourselves on our flexible, family-friendly, inclusive approach

Fitness

- Generous discounts on gym and sports centre membership
- Cycle scheme up to the value of £3000

Personal

- Hundreds of retail discounts
- Generous pension options
- Free parking on the majority of our sites



Application process

All our vacancies are advertised on individual school websites and the [iTrent Jobsite](#).

If you are not already registered, you will need to create an account to apply for a role with us on iTrent. This will also enable you to set up job alerts for any future vacancies that might interest you.

Click on 'apply online' within the relevant iTrent job advertisement to complete your online application form providing full details of your education and employment history, including any unpaid or voluntary work. Where there are gaps in your employment, please state the reasons why (e.g. gap year, career break, unemployed etc).

Use the job description and person specification as your guide and give specific examples, where possible, to demonstrate how your skills and experience match the requirements for this post. We will need details of two referees, one of which must be your current or most recent employer. Please provide their names, work email addresses and daytime contact numbers.

Your online application can be saved at any point and returned to later as long as the closing date for the job has not passed. You will receive an email reminding you to complete your application form before the closing date.

Take some time to check the information you have provided for errors. You can then go back to the form page by page and amend where necessary.

When you have completed your application form you should **submit** and importantly also **confirm** your application. Your application will be sent directly to the relevant recruitment team and an acknowledgement email will be sent to you from resourcing@neopeople.net. Please check your email inbox/junk/spam folders to ensure you receive confirmation that we have received your application.

Unfortunately, we are unable to accept CVs. If you have a disability that prevents you from completing the application form, please contact the school to discuss.

Should you be interested in applying for another role within the Trust in the future, your previous iTrent application details will be saved online, making future applications much quicker to complete and submit.

Within iTrent you can also set up job alerts to be notified automatically of any new vacancies matching your selected criteria.

Should you have any queries please do not hesitate to contact us at recruitment@futuralearning.co.uk or call the Trust Central HR team on 0117 9864751. Please note resourcing@neopeople.net is a notification only email address.





Closing date and shortlisting

All vacancies close at midnight on the date specified in the advert. Applications must be submitted and confirmed. Applications received after the published closing date and time will not be accepted.

Shortlisting will match your skills/experience against the criteria in the person specification. You will be selected for interview entirely on the contents of your application form and covering letter of application, so please read the job description and person specification carefully before completing your form.

If you have not been contacted within one month of the closing date, please assume you have not been shortlisted. In this case, may we thank you in advance for your interest in this post and wish you the very best for the future.

We encourage you to browse our websites as it will give you an insight into the Futura Learning Partnership and its schools and would warmly welcome you to visit our schools. If you would like to take advantage of a tour, please contact the relevant school office to arrange a visit.

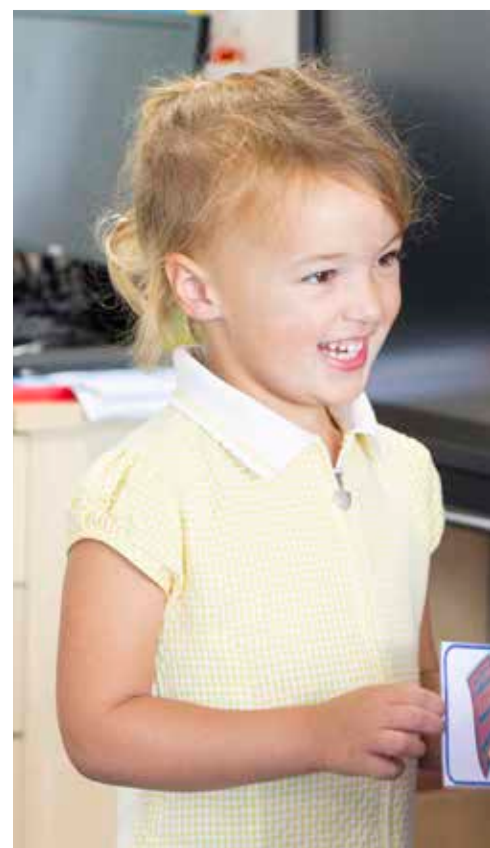


Equality, diversity and inclusion

We are committed to equality, diversity and inclusion and to creating an environment where staff can thrive.

Futura Learning Partnership values the diversity of its workforce and welcomes applications from all sectors of the community. For further information on our commitment please see our [equality and diversity policy](#).

Futura Learning Partnership recognises the benefit of having a diverse workforce and is committed to building a workforce which reflects diversity from the communities it serves. We value the contributions from all staff from a wide range of different backgrounds and actively seek to promote an environment that is free from discrimination and harassment and at the same time supports fair promotion and cultural acceptance. Under the provision of the Equality Act 2010 Futura Learning Partnership welcomes applications from everyone and operates a recruitment process which is fair and does not discriminate against or disadvantage anyone because of their age, disability, gender reassignment status, marriage or civil partnership status, pregnancy or maternity, race or nationality, religion or belief, sex or sexual orientation.



Safeguarding

Futura Learning Partnership 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. During interview the panel will explore issues relating to safeguarding and the promotion of child welfare with you.

Prior to appointment Futura Learning Partnership will apply for a satisfactory enhanced Disclosure and Barring check, a Children's Barred list check.

Posts are exempt from the Rehabilitation of Offenders Act 1974. All convictions, cautions and bindovers, including those regarding as 'spent' must be declared when applying: Exception being certain, minor cautions and convictions which are 'protected' for the purposes of the 'Exceptions' order. For more information please see the [DBS filtering guidance](#).

Safer recruitment practice also includes the following checks; verifying original forms of identity, academic, professional and vocational qualifications, prohibition checks in relation to the children's workforce for teachers, a minimum of two satisfactory references, previous employment history checks, gaps in employment and health and physical capacity checks. In some settings a Declaration will be required in order to meet our obligations under the 'Disqualification under the Childcare Act 2006. We also require original identification of right to work in the UK. In all instances, original and valid documents will be required. We are unable to accept photocopies.

Please note that a delay in submitting the required documentation to allow the checks to take place may result in a delay in your start date.

