



Information pack

Appointment of Headteacher
for Willowdown Primary School

December 2024

Welcome and introduction

We are seeking a Headteacher who has the passion, drive and enthusiasm to build and develop the school's existing strengths and values. To lead, motivate, develop and inspire a school community that is committed to giving the children in their care a curriculum that promotes children's values, a range of life skills and a love of learning. We are searching for a dynamic and experienced individual to assume the pivotal role of Headteacher. Recognising the critical nature of this position, we are eager to find a candidate who can infuse the role with not only stability, leadership, and commitment but also a vibrant energy that propels our school forward.

As the leader of the school community, you will model and promote positive attitudes and relationships amongst staff, children and parents in keeping with the Trust's vision and values. You will be an outstanding practitioner with strong leadership skills and a proven track record for raising progress and attainment.

Willowdown is a school in the North of Bridgwater that serves a newly built (and expanding) estate. It has an increasing role and will reach its capacity of two form entry (with a two and three year old nursery) by September 2025. The school has experienced a great deal of change, having been in three different trusts. Although the school is currently Requires Improvement (and has been since opening), the Trust leadership are confident that the school will be judged Good or better at its next Ofsted inspection.

The school building is just over 10 years old and the school benefits from extensive grounds and great facilities. The school embeds the 'Willowdown Way', ensuring our LEARN values are embedded in everything we do.

Parents and carers are complimentary about many aspects of the school, but in particular our Forest School provision is seen as a real asset where children are encouraged to step out of their comfort zones and challenge themselves to achieve their best.



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We hope the information provided in the application pack and on our websites offers you valuable insight into our schools and trust. If you would like to have a conversation with me or my colleague, Stephen Luke (Director of Primary), or arrange a visit to the school, please feel free to get in touch. Please email: cbridgeman@futuralearning.co.uk or call our central office at 0117 946 1224.

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.

Application deadline: **23:59, 17 January 2025**

Interviews: **6 and 7 February 2025**

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

Yours faithfully,

Gary Schlick

Chief Executive Officer

Further information

- [Ofsted report](#) (Pdf)

Our mission

Building the brightest future for all, enabling every individual to flourish

Our values



Respect



Opportunity



Collaboration



Aspiration

Our ethos

- 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 us

We are a trust of 1,500 staff, serving 12,000 children and young people in 26 schools in Somerset and the West of England.

Our aim is to ensure that each child in a Futura school receives the very best teaching alongside an impressive range of opportunities, broadening their horizons, instilling in them a respect for learning, and giving them the tools to realise their aspirations.

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

Each school retains its own distinctive identity, but we are committed to developing common practices and approaches that drive collaboration and offer the best opportunities for our pupils, staff and the 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 commercial company, Futura Commercial Services, operates the B&NES School Sports Partnership, our SBL and Wellway sports centres, our catering and childcare services, and lettings and trading activities.



Life in Somerset and the West of England

Somerset and the West of England are great places to live and work. The region truly does have something for everyone, from the edgy cosmopolitan vibe of central Bristol to the eerie quiet of the Levels; from the kitsch charms of the pier and seafront at Weston-super-Mare to the immersive Roman heritage of Bath.

The towns, villages and communities in which Futura's schools are situated each have their own charm – take time to explore them and the varied surrounding countryside.

There's a lot more to the area than cider and Cheddar cheese (although both of those are well worth sampling!). The West is prime farming country, so a wide variety of quality food and drink can be found.

Top-class sport is another plus about living here. You can watch Premiership rugby, EFL football, county cricket and a

wide range of other sports and participate in anything from surfing to carpet bowls.

If music's your thing, where better to be than at the home of the Glastonbury Festival? Somerset's unique illuminated carnivals are another regional feature that's known worldwide.

You won't go short of culture in the West – Bristol is England's first UNESCO Learning City while Bath is a World Heritage site. Both cities host a range of festivals and events throughout the year.

If you want to know more about your local area, ask a colleague. Our friendly staff will be only too pleased to share tips on their favourite places to go and people to see. One thing's for sure – you won't want to leave!



Our schools

Futura is made up of primary and secondary schools in the South 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



All Saints CofE Primary School
Stephen Webber



Bridge Farm Primary School
Joy Mounter



Chandag Primary School
Davina Lucas



Cheddar Grove Primary School
Paul Jeffery



Chestnut Park Primary School
Emmee Standeven



Four Acres Academy
Carys Taylor-Evans and Emma Holland



Mary Elton Primary School
Tom Newell



Northgate Primary School
Katie Penny



Puriton Primary School
Katie Williams



Salford CofE Primary School
Dawn Sage



St John's CofE Primary School
Julia Bamfield



St Nicholas' Chantry CofE Primary School
Ro O'Reilly



The Meadows Primary School
Owen Edwards



Tickenham CofE Primary School
Liz Lester



Two Rivers CofE Primary School
Matt Filer



Wansdyke Primary School
Emily Harris



Westover Green Community School
Jason Eveleigh



Willowdown Primary School
Matt Cave



Woolavington Village Primary School
Georgina MacLennan



Yeo Moor Primary School
Roland Lovatt

Secondary



Bedminster Down School
Louise Davies



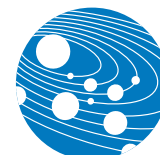
Chilton Trinity School
Katherine Deady



Clevedon School
Jim Smith



IKB Academy
Peter Headeach



SBL Academy
Robin Bassford



Wellsway School
Rob Pearsall

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Wellbeing

We are dedicated to providing comprehensive staff support. If there is anything we can help you with, you only have to ask. Many of these benefits can be accessed via our staff intranet.

Employee Assistance

All staff members benefit from our Employee Assistance Programme (EAP) provided by Health Assured. It offers support to staff on a range of issues and includes a 24-hour helpline and counselling. Staff can also directly access up to six face-to-face counselling sessions.

Health care cashback

Our healthcare cashback plan provides peace of mind that everyday healthcare costs are covered with up to 100% of your money back.

Annual staff survey

Our annual staff survey provides every staff member with the opportunity to share their feedback. The results help us shape a work environment that enables staff to develop and thrive.

Flexible working

We have a range of family-friendly and flexible working benefits, such as:

- Employee-centred and family-friendly policies and practices that support you in and beyond the workplace
- We offer flexible working wherever possible to support our employees' work-life balance
- Enhanced sick pay, maternity leave, paternity leave and parental
- Competitive holiday entitlement for support staff.



Financial benefits

We offer many benefits that enhance all aspects of our staff's wellbeing, including financial wellbeing.

Pension

Our teachers' pension scheme and the Local Government Pension Scheme for non-teaching staff are two of the UK's most secure and generous schemes. We also offer the NEST pension scheme for some employees.

Retail discounts

We offer discounts and cashback plans for many of the UK's major retailers, including fashion, electronics, dining and travel.

Cycle to work scheme

Our cycle to work scheme provides savings on a new bike or accessories and allows interest-free payments to be spread over 12 months. It covers purchases up to £3,000.

Sports centre membership

Staff members enjoy discounted rates at our sports centres.

Application process

All our vacancies are advertised on 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 future vacancies that interest you.

Equality, diversity, and inclusion

We are committed to equality, diversity, and inclusion, as well as 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.

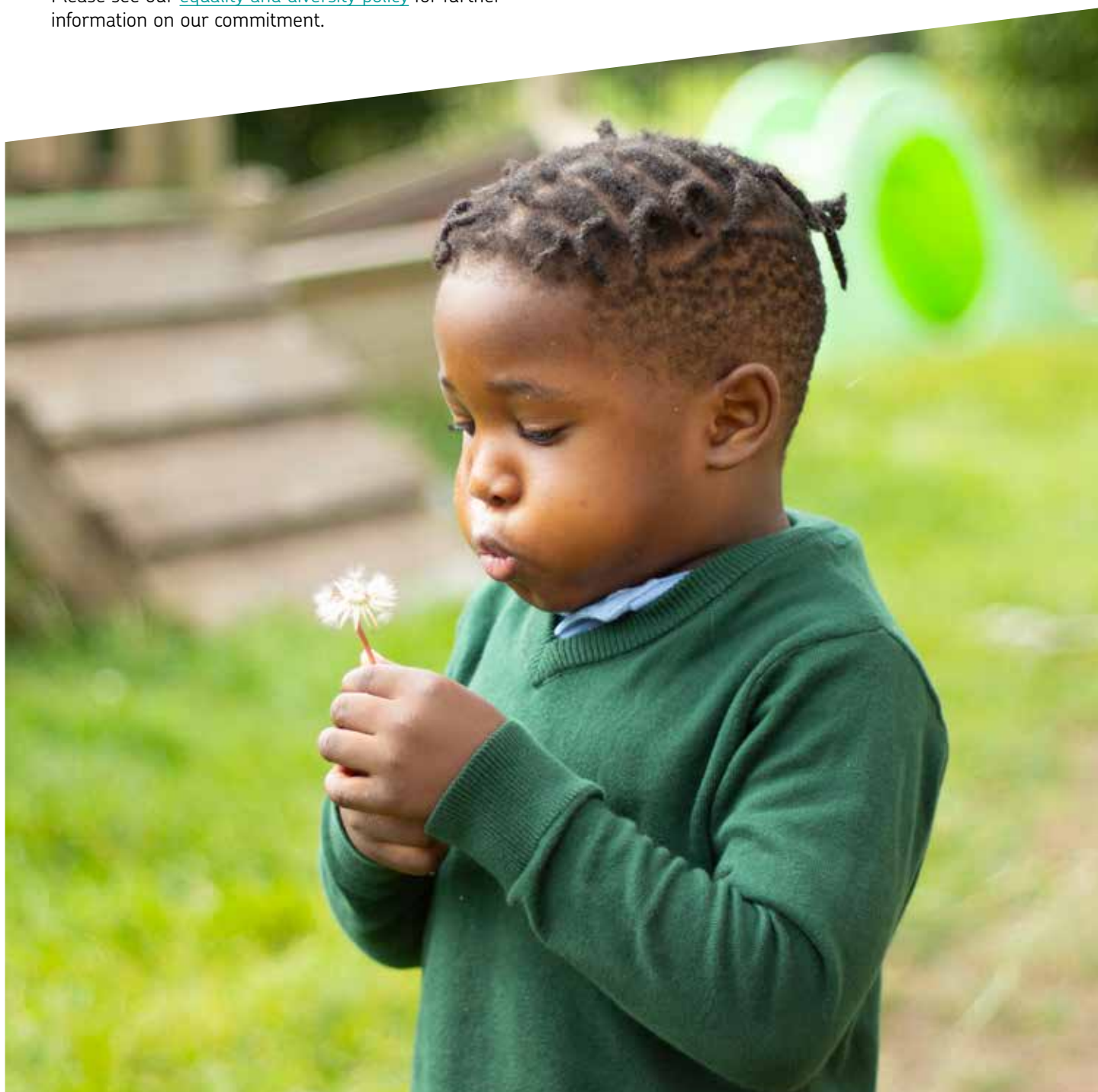
Please see our [equality and diversity policy](#) for further information on our commitment.

Safeguarding

Futura Learning Partnership is committed to safeguarding and promoting children's and young people's welfare 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.

Contact us

Should you have any queries, please read our [FAQ document](#) or email: recruitment@futuralearning.co.uk or tel: 0117 986 4751.





www.futuralearning.co.uk