



Join our team  
Recruitment information

# Welcome

Thank you for your interest in joining the team at Futura Learning Partnership. We welcome applications from all sections of the community; it is by building a strong and inclusive workforce that we can best support the children and young people in our care.

We value each staff member as an individual and recognise that everyone plays a part in providing the first-class educational experiences that our students deserve. We each bring our own strengths, skills and experience to the trust, and we are all continuing to learn. Our trust is committed to creating excellent professional development opportunities for all staff, as well as investing in their wellbeing.

As a trust, we strongly believe in the principles of collaboration and partnership; by working together, we can achieve our aims and ambitions.

Schools within our trust retain their unique characteristics but benefit from close partnership working, focusing on school-to-school support and sharing best practice.

We would love to hear from you if you think this sounds like an environment to which you could contribute and in which you would thrive.

**Andrea Arlidge**  
Chief Executive



**‘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

# 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 trading company, Futura Commercial Services, operates the B&NES School Sports Partnership, our two sports centres (at Wellsway School and SBL Academy), our catering and childcare services, and lettings and trading activities.



# Our schools

The Futura family is made up of primary and secondary 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.

## Special



**Aspire Academy**

Helen McDicken

## 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**

Tamara Dexter



**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



**Saltford 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**

Kathryn Deady



**Clevedon School**

Jim Smith



**IKB Academy**

Pete Headeach



**SBL Academy**

Robin Bassford



**Wellsway School**

Rob Pearsall

# Living and working in 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 and people to see. One thing's for sure – you won't want to leave!





## Staff opportunities

At Futura, we prioritise the development of our staff by offering opportunities to build skills, knowledge and experience. These include training programmes, leadership development, networks, and secondments. As a large family of schools, we can offer opportunities that smaller trusts or individual schools may struggle to provide.

### Training programmes

Our customised training programmes for education colleagues range from Initial Teacher Education to National Professional Qualifications.

### Networks

Staff participate in cross-trust networks that offer support and development, allowing them to work with a broader group of colleagues towards common goals. Networks help spread the best ideas and practices across all schools. Additionally, they establish robust relationships across the trust, laying the groundwork for future collaboration.

### Career development

We provide opportunities for colleagues to advance their careers in another school through secondments, fixed-term project work, regular visits, and permanent moves. These benefit schools as well as individuals. Many of our headteachers and senior leaders secured their roles as a direct result of a successful secondment.



# 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.

## Electric vehicle

We have partnered with Octopus Electric Vehicles to allow staff to acquire a brand-new electric car through a salary sacrifice scheme.

## Sports centre membership

Staff members enjoy discounted rates at our sports centres.

# Staff testimonials

## Primary school staff

There are great networks in our trust that have allowed me to develop as a teacher and leader through sharing of best practice. Through our Professional Learning Groups, I have had the opportunity to present and share our approach to Maths teaching and learning across the trust and hone our approach. Hearing that other schools have adopted ideas from us makes me really proud.



**Matt Filer, headteacher**

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

My role enables me to have a real impact and influence our young people in terms of their future pathways and aspirations. Working across schools and age ranges has developed my understanding of the challenges and benefits each school community has to offer. Within the trust we have a network of career leaders and advisors to meet the needs of our community.



**Mark Davies, head of careers and destinations**

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**

## Building a career

### How has the trust helped your career development?

A rewarding aspect of my job is the variety and diversity of the roles I have undertaken over six years at Chilton Trinity School. The school and the trust have developed me through relevant training opportunities and enabled me to become an effective Designated Safeguarding Lead, SEND Co-ordinator and Strategic Behaviour Lead.



### What are the wider benefits of the trust?

I have been fortunate enough to visit several schools within the trust to share best practice. This collaboration is of ultimate benefit to the great young people we work with.

I believe the whole school community is enriched as a result of the synergy created by the trust.

**Kim Wood, assistant head and Sendco**



# 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 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 do not hesitate to contact us, email: [recruitment@futuralearning.co.uk](mailto:recruitment@futuralearning.co.uk) or call the HR team tel: 0117 986 4751.





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