



FUTURE  
ACADEMIES  
LIBERTAS PER CULTUM

# ITT and ECT Lead Recruitment Pack



## Welcome to Future Academies

Dear Applicant,

Thank you for your interest in the position of ITT and ECT Lead for Future Academies. As the ITT and ECT lead, you will become an integral member of the Future Teacher Training team, supporting with and delivering on our vision to develop trainee teachers of the highest quality.

Future Teacher Training (*formerly Pimlico-London SCITT*) was founded in 2014, with the aim of recruiting and training the next generation of outstanding teachers. We offer an academically rigorous and school-led ITT programme, balancing classroom know-how and experience with academic excellence and PGCE study. We are very proud of our excellent outcomes for our trainee teachers. Many of our trainees undergo rapid career progression and we are extremely proud of our strong network of alumni, many of whom now contribute to the ITT programme as subject leads, curriculum writers, professional mentors, mentors and facilitators.

**Future Academies** is a flourishing multi-academy trust, founded with the aim of improving the life chances and raising the aspirations of young people. The trust currently comprises ten schools across London and Hertfordshire. Further information is available on our website [Future Academies - Academies](#).

We offer a rich and stimulating education comprised of a knowledge-rich curriculum, diverse cultural and extracurricular opportunities, and a strong pastoral support system. All children and young people are welcomed in our inclusive community, and all are challenged to be the best they can be. This ethos is embodied in our Trust values - *Knowledge, Aspiration, and Respect* - and in our motto, *libertas per cultum* ("freedom through education").

Future Academies is passionate about diversity and inclusivity and welcome applications from applicants with skills and experiences to fulfil the requirements of the job description and whose values and qualities reflect those in the person specification. We encourage applications from applicants regardless of any protected characteristic.

If you would like to discuss the role in more detail or would like a confidential conversation, please contact Olly Wimborne via email – [oliver.wimborne@futureacademies.org](mailto:oliver.wimborne@futureacademies.org)

If you think you have the skills, experience and attributes we are looking for, I encourage you to apply and very much look forward to meeting you.

**Lawrence Foley**  
Chief Executive Officer

## JOB DESCRIPTION

<b>JOB TITLE:</b>	ITT and ECT Lead
<b>RESPONSIBLE TO:</b>	Director of Education
<b>HOURS:</b>	Full time (willingness to consider part-time working)
<b>SALARY:</b>	L12 – L16 (£70,807 - £77,323)

*The starting salary will be determined on appointment subject to experience.*

**PLACE OF WORK:** The post holder will be based in the Shared Services office, located in Pimlico Academy. However, regular travel to all Future Academies schools will be required.

**RIGHT TO WORK:** This appointment is subject to verification of the right to work in the UK. Where the successful candidate has worked or been resident overseas in the last five years, such checks and confirmations will be required in accordance with the statutory guidance

**STAFF BENEFITS:** Future Academies recognises its employees as the most important asset and critical to its success. To demonstrate this all staff are offered the following benefits:

- A supportive ethos and concern for the well-being of all colleagues.
- Excellent CPD opportunities and career progression.
- Employer Contributions to Local Government or Teachers Pension Scheme.
- Cycle to work scheme.
- Employee Assistance Programme.
- Eye Care Voucher scheme.
- Car Benefit Scheme

**PROBATION PERIOD:** The post holder will be required to complete a four-month probation period.

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## MAIN RESPONSIBILITIES AND TASKS

The ITT and ECT Lead will work collaboratively as a member of the Trust's Shared Services to support the Director of Education and Director of Teacher Development to ensure the Trust develops a culture where early career teachers thrive:

1. Lead the strategic development of Future Academies' ITT and ECT provision.
2. Lead the design and delivery of the ITT and ECT curriculum to ensure that it is research-informed and implemented successfully across all partnerships.
3. Acting as the lead for the introduction of the initial teacher training and early career framework by working closely with subject leaders in designing effective subject programmes.
4. Oversee the quality of provision, including trainee mentoring and progress.

5. Develop marketing, recruitment and selection strategies to attract the highest quality graduates for the SCITT.
6. Build and sustain a diverse range of partnerships including with the PGCE provider.
7. Develop the SCITT's network and presence across the sector, ensuring that the SCITT remains outward-facing, ambitious, and innovative.
8. Work as part of the central education team for Future Academies, contributing to the strategic school improvement programme, as required.
9. Report to the governance committee, as required.

Undertake any tasks reasonably required by the CEO or Board of Trustees.

## PERSON SPECIFICATION

	Essential	Desirable
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>QTS qualification</li> <li>Educated to degree level</li> <li>Evidence of continuous professional development</li> </ul>	<ul style="list-style-type: none"> <li>Management and leadership qualifications such as NPQLTD</li> <li>Relevant professional studies</li> </ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>Demonstrable successful career experience including leading a department to excellent outcomes.</li> <li>Experience of designing and leading on professional development programmes</li> <li>Experience of coaching, mentoring, and developing staff with demonstrable impact.</li> <li>Strong presence and high credibility with colleagues, having skills in persuasion, confidence to liaise with other professionals.</li> <li>Experience of designing, tracking, monitoring, evaluating, and reporting on systems capable of bringing outstanding outcomes.</li> <li>Successful proven experience of promoting inclusion, equality, and diversity.</li> <li>Experience of managing budgets, people, and resources effectively and in accordance with the scheme of delegation.</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrable experience of successfully leading major change to achieve impact within a large multi-site organisation.</li> <li>Experience of working effectively with a Board/Governing Body to create vision and form the direction for an organisation.</li> </ul>
<b>KNOWLEDGE AND SKILLS</b>	<ul style="list-style-type: none"> <li>Up to date and relevant knowledge of ITT core content framework and Early Career Framework</li> <li>Highly skilled at understanding what is required to generate improvement, with a proven aptitude for coaching and supporting leaders</li> <li>Effective collaboration skills – ability to build and draw on the strengths of others to generate outstanding results</li> <li>Ability to analyse issues, make informed judgements and take appropriate actions and accept responsibility for results.</li> <li>Excellent written and verbal communication skills.</li> </ul>	

	<ul style="list-style-type: none"> <li>• Ability to use initiative, prioritise, meet deadlines.</li> <li>• Resilience, with the ability to deliver a complex and demanding workload.</li> <li>• Results orientated, analytical approach.</li> <li>• Excellent project management and organisation skills.</li> <li>• Ability to appreciate issues of confidentiality.</li> <li>• Knowledge and understanding of people, governance, budget management and financial systems.</li> <li>• Knowledge and awareness of relevant education sector policies.</li> <li>• Knowledge of legal issues relating to managing a school including Child Protection Procedures, Equal Opportunities, Race Relations, Disability, Human Rights, Employment, Health and Safety legislation and Data Protection.</li> <li>• Ability to demonstrate understanding of equal opportunities.</li> <li>• Commitment to support the Trust's agenda for safeguarding.</li> </ul>	
<b>PERSONAL COMPETENCIES AND QUALITIES</b>	<ul style="list-style-type: none"> <li>• High degree of emotional intelligence.</li> <li>• Good interpersonal and relationship management skills including being able to influence, negotiate and deal with conflict.</li> <li>• Ability to maintain a positive and professional demeanour.</li> <li>• Ability to confidently explain ideas, concepts, deliver presentations and training to a range of stakeholders.</li> <li>• A commitment to improving the life chances of young people and be motivated by a desire to provide high standards of service delivery.</li> <li>• Willingness to attend evening meetings.</li> <li>• Ability to travel to all Future Academies sites.</li> <li>• A flexible approach to working hours.</li> </ul>	

## NOTES TO APPLICANTS

### GENERAL TERMS & CONDITIONS

The employer for this post is Future Academies.

The successful post holder will be based at Future Academies Shared Services, Chichester Street, London, SW1V 3AT.

The post holder will be eligible for enrolment in the Teacher's Pension Scheme.

### APPLICATION PROCESS

#### 1. Applying for the role

Applicants should complete an application form and include a statement of suitability.

Applications should be emailed to Olly Wimborne, Director of Education via email [oliver.wimborne@futureacademies.org](mailto:oliver.wimborne@futureacademies.org) no later than **10am on Friday 22<sup>nd</sup> March 2024**. Applications after this date will not be considered. Interviews will be held on **Tuesday 26<sup>th</sup> March 2024**.

#### 2. Interview Process

The interview process will take place as soon as possible after shortlisted has been completed. The interview will include a formal interview and may include practical tasks related to the knowledge and skills required for the role.

#### 3. Notification & Feedback

Candidates that have taken part in interviews will be notified as soon as possible – please ensure that you have provided day and evening numbers on which you can be reached.

Unsuccessful candidates will be given the opportunity to receive professional feedback.

#### 4. Taking up the post

The successful candidate will take up the post in September 2024.

#### 5. Additional information

For further information please email [HREnquiries@futureacademies.org](mailto:HREnquiries@futureacademies.org) and a member of the HR team will contact you.

#### 6. Safeguarding

As an educational trust, Future Academies is committed to the safeguarding and promotion of the welfare of all children and young people. Therefore, the Trust expects all members of staff and volunteers to share in this commitment. An 'Enhanced Disclosure and Barring Service' check and a 'Barred List' check is required for this role.