

Recruitment Pack 2026





A message from the Chief Executive Officer

Dear Applicant,

Thank you for your interest in joining the Brighter Futures Learning Partnership Trust (BFLPT).

At BFLPT, we are driven by a clear and unwavering moral purpose: to provide exceptional education, care and opportunity for every child. We believe fundamentally that education transforms lives, strengthens communities and creates brighter futures. This belief shapes every decision we make and underpins our relentless focus on ensuring that every child is known, valued and able to flourish.

We are a Trust built on strong relationships, professional integrity and a deep commitment to collaboration. Our academies work together as one community sharing expertise, supporting one another and holding the highest expectations so that every setting is empowered to deliver excellence. Through this collective approach, we secure sustainable improvement, strengthen leadership and ensure consistently high quality outcomes for our pupils.

Our work is guided by five core principles: Flourishing, Belonging, Leadership, Partnership and Transformation. These values define our culture and provide a clear framework for how we lead, how we work and what we expect for every child and every colleague. They are not aspirational statements; they are embedded in our daily practice and in our ambition to transform life chances through education.

We believe that every child deserves an ambitious and inclusive education, one that develops knowledge, builds character and prepares them for the future. This requires exceptional teaching, high expectations and a commitment to removing barriers so that all learners,

regardless of background, can succeed. It also requires strong, principled leadership at every level of the organisation.

As we enter the next phase of our development, we are seeking outstanding leaders who share our vision and determination. This role is pivotal in shaping the educational direction of the Trust, driving excellence in teaching and learning, and ensuring that inclusion and equity remain central to all that we do. It offers a rare opportunity to influence strategy, build capacity and make a tangible difference to the lives of children, families and communities.

At BFLPT, we invest in our people. We are committed to creating a professional environment where colleagues are supported, challenged and empowered to lead with confidence. Through collaboration, professional development and shared accountability, we foster a culture where innovation is encouraged and excellence is the standard.

We are looking for individuals who combine strategic insight with moral purpose leaders who are ambitious for every child, committed to inclusion, and driven to deliver meaningful and lasting impact.

If you share our values and believe in the power of education to transform lives, we would be delighted to hear from you.

Garath Rawson

**Chief Executive Officer
BFLPT**

Our Values

B



Belonging

We build a culture where every child, colleague and community member feels safe, valued and included, creating a strong sense of family across our Trust.

F



Flourishing

We enable every child and adult to flourish through rich opportunities, high quality education and exceptional care, so that all can achieve their full potential.

L



Leadership

We lead with integrity, ambition and professionalism, empowering others through strong governance, expert practice and moral purpose.

P



Partnership

We work in partnership across our academies and communities, sharing expertise, building capacity and achieving more together than we could alone.

T



Transformation

We transform lives through education by raising aspirations, tackling disadvantage and creating brighter futures for every child and young person.



At BFLPT, our approach to school improvement and professional practice is rooted in our shared values of **Belonging, Flourishing, Leadership, Partnership and Transformation**. These values underpin the **autonomy, trust and support we offer every academy and every colleague**.

B Belonging

We celebrate the individuality of every school and the unique communities they serve.

Each academy within our Trust retains its own ethos and character, ensuring local needs remain central. Strong Local Governing Bodies prioritise community voice, while Trust wide collaboration ensures consistency, mutual respect and shared purpose.

Across our schools, we foster:

- A culture of mutual respect and teamwork between children, families and staff
- A strong sense of identity and inclusion within each school community
- Safe, supportive environments where wellbeing is prioritised

Belonging means feeling connected to your school, your colleagues and the wider Trust family.

F Flourishing

We enable both children and adults to thrive.

Our academies are driven by a shared ambition to inspire and motivate lifelong learners, while maintaining high standards and strong rates of progress. We place equal importance on achievement, care and wellbeing.

We are committed to:

- High quality education that supports aspiration and success
- Rich curricular and professional opportunities
- Developing and sustaining the mental health and wellbeing of children and adults

Flourishing is achieved when people are challenged, supported and genuinely cared for.

L Leadership

We lead through trust, integrity and professional autonomy.

Leadership within our Trust is purposeful and empowering. Headteachers and Local Governing Bodies operate within a clear framework of delegation, enabling high levels of autonomy while benefiting from Trust support, guidance and accountability.

Our approach ensures:

- Schools take responsibility for their own success, supported by collaboration
- Leaders are trusted to make decisions that meet local needs
- Accountability is viewed as a strength, not a constraint

Leadership at all levels is encouraged, developed and valued.

P Partnership

We achieve more by working together.

Collaboration is a defining strength of our Trust. Academies partner with one another and with external organisations to share expertise, broaden opportunities and strengthen outcomes.

This includes:

- Working with partners of each academy's choice
- Collaboration beyond the Trust with other local schools
- Shared practice that builds collective capacity and improvement

Partnership is not optional, it is how we grow stronger together.

T Transformation

We transform lives through education.

Through autonomy balanced with collective strength, our Trust supports schools to continually improve and evolve. We aim to raise aspirations, tackle disadvantage and ensure every child benefits from an excellent education shaped by local context and Trust values.

Our commitment and how we work across the Trust.

Our commitment

Every classroom, every day

Every child known and valued

Every opportunity to flourish

A culture of excellence in every setting

Strong relationships at the heart of learning

Collective strength across the Trust

Principled and purposeful leadership

What this means in practice

High quality teaching, high expectations and consistent excellence in every lesson and interaction

Safe, inclusive environments where individuality is recognised and every child feels a strong sense of belonging

Rich, ambitious experiences that develop the whole child academically, socially and personally

Continuous improvement, innovation and professional growth for all colleagues

Collaboration between staff, pupils, families and communities to maximise impact

Shared expertise, system leadership and mutual support across all academies

Ethical decision making focused on what is right for children and communities

How we work across the Trust

High Expectations for All: we relentlessly pursue excellence and remove barriers so every child can succeed

Belonging and Inclusion: we champion equity, celebrate diversity and ensure all feel respected and supported

Children First: every decision is driven by the wellbeing, achievement and future success of our pupils

Innovation and Excellence: we foster creativity, professional curiosity and outstanding practice

Partnership with Families and Communities: we work together to secure the best outcomes for every child

Collaboration at All Levels: we value every voice and believe joint working secures stronger outcomes

Integrity in Leadership: we lead with honesty, professionalism and moral purpose

Our journey so far:

2019 — Where it all began

In 2019, Hungerhill School joined forces with four primary schools and one infant school to establish the BFLPT.

This partnership was founded on a shared ambition: to deliver exceptional education while preserving the distinctive identity of each academy.

Building on this strong foundation, the Trust expanded in 2020 with the addition of Doncaster UTC. Serving students from Years 9–13, the UTC specialises in Engineering, Creative and Digital Technologies, and Medical Science, providing a forward thinking, career focused education.

Looking ahead, the Trust is excited to unveil plans for a second University Technical College in Doncaster. This new UTC will cater to students from Years 7–13 and will focus on green technologies and health sciences, preparing young people for the industries of the future.



Ofsted recognition across our Trust:



Barnby Dun Primary Academy
"Pupils are happy and feel safe in the academy."
Ofsted inspection report, Barnby Dun Primary Academy (12 July 2022)



Doncaster UTC
"Pupils say they can speak to any member of staff if they have concerns or need help."
Ofsted inspection report, Doncaster UTC (21 September 2022)



Dunville Primary Academy
"The academy is so friendly – my child loves it here and is flourishing."
Parent quote, Ofsted inspection of Dunville Primary Academy (23–24 November 2022)



Hungerhill Academy
"I wouldn't want to go anywhere else; I am so lucky to attend this academy."
Pupil quote captured during the Ofsted inspection



Kirk Sandall Infant Academy
"Given the choice, they would spend all day reading in the classroom reading area."
Pupil comment cited in the Ofsted inspection of Kirk Sandall Infant Academy (4–5 June 2024)



Kirk Sandall Junior Academy
"Pupils believe it is important to treat everyone equally. They welcome difference."
Ofsted inspection report, Kirk Sandall Junior Academy (8–9 December 2021)



West Road Primary Academy
"Pupils at West Road Primary Academy are proud to be part of the academy community."
Ofsted inspection report, West Road Primary Academy (inspection 29–30 November 2023; report published February 2024)



Benefits:

Our commitment to your growth, wellbeing and success



Professional Growth

- Tailored support to develop your strategy
- Personalised CPD programme
- Reduced marking workload with INSET days
- Opportunities for career progression



Health and Wellbeing

- Westfield Health scheme
- 24/7 GP access
- Free flu vaccinations
- Free eye tests
- Employee Assistance Programme (EAP)

Lifestyle and Perks

- Gym membership discounts
- Trust Perk Day
- Flexible working options



Financial Security

- Generous sick pay
- Pension schemes

Why join our Trust

At BFLPT we invest in You and provide:

Professional Development

- A coherent, Trust wide CPD framework aligned to school improvement priorities and underpinned by evidence informed practice
- Structured leadership pathways and talent development programmes to identify, develop and retain high potential staff at all levels
- Instructional coaching and subject specific networks that strengthen teaching practice and ensure consistent, high quality curriculum delivery across the Trust

Career Opportunities

- Opportunities to work collaboratively across a family of schools, sharing expertise and contributing to system wide improvement
- A strong culture of internal progression, with clear routes into middle and senior leadership roles
- Meaningful leadership opportunities to lead initiatives, develop strategic capability, and contribute directly to improving outcomes, strengthening provision, and building organisational capacity across the Trust

Wellbeing and Support

- A proactive staff wellbeing strategy that promotes sustainable working practices and supports staff at all career stages
- Deliberate, workload conscious approaches that prioritise impact, reduce unnecessary burden, and enable staff to focus on high value activities that improve student outcomes

Strong Safeguarding Culture and Expectations

- At BFLPT, safeguarding is embedded at the heart of our culture and underpins every aspect of our work. We maintain a strong, vigilant safeguarding environment where all staff understand their responsibility to protect and promote the welfare of children and young people. Staff are expected to demonstrate professional curiosity, act promptly on concerns, and consistently follow safeguarding procedures. Through regular training, clear systems, and strong leadership oversight, we ensure safeguarding is effective, robust, and consistently applied across all schools. Safeguarding is not viewed as a standalone responsibility, but as a shared commitment to creating safe, inclusive environments where all students can thrive.

One Trust.

Shared Values. Individual Schools.

Join BFLPT and be part of something bigger: A Trust where individuality is celebrated, yet united by a shared vision for excellence.

We empower our schools with the freedom to innovate, while holding ourselves to the highest standards of accountability. Collaboration isn't just encouraged, it's purposeful, impactful, and central to everything we do.

Together, we believe education changes lives.

Together, we unlock potential, nurture talent, and shape futures that matter.

Your journey starts here. Your impact starts now.

BLPT is an exempt charity regulated by the Secretary of State for Education. It is a company limited by guarantee registered in England and Wales (Company number 07939747) whose registered office is at Hungerhill Lane, Edenthorpe, Doncaster DN3 2JY



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