



EDUCATIONAL TRUST

The best *for* everyone, the best *from* everyone

A great place to work

Candidate Pack

SCITT Subject Leader: Secondary



Bright Futures



Bright Futures Educational Trust (The Trust) is a multi-academy trust set up in 2011. The Trust is made up of a richly diverse group of schools in Greater Manchester and Blackpool. We are passionate about working together within and beyond the Trust to achieve our aspirational vision: the best for everyone, the best from everyone. We are an organisation that is underpinned by values of: community, integrity, and passion. In everything we do, we remember that we are accountable to the children, families, and communities that we serve.

Leadership



Integrity



Passion



Community



Equality



Resilience



Acre Hall Primary School
BRIGHT FUTURES EDUCATIONAL TRUST



Altrincham Grammar School for Girls
BRIGHT FUTURES EDUCATIONAL TRUST



Barton Clough Primary School
BRIGHT FUTURES EDUCATIONAL TRUST



Cedar Mount Academy
BRIGHT FUTURES EDUCATIONAL TRUST



Elmridge Primary School
BRIGHT FUTURES EDUCATIONAL TRUST



Lime Tree Primary Academy
BRIGHT FUTURES EDUCATIONAL TRUST



Melland High School
BRIGHT FUTURES EDUCATIONAL TRUST



Marton Primary Academy and Nursery
BRIGHT FUTURES EDUCATIONAL TRUST



Rushbrook Primary Academy
BRIGHT FUTURES EDUCATIONAL TRUST



The Orchards
BRIGHT FUTURES EDUCATIONAL TRUST



Stanley Grove Primary Academy
BRIGHT FUTURES EDUCATIONAL TRUST

Our schools have their own identities, form one organisation and have one employer, Bright Futures Educational Trust. Bright Futures' Board of Trustees maintains strategic oversight of the Trust and delegates some of its responsibilities to the Executive Team, Principals and local governing bodies. We place a high value on integrity and probity and take seriously our accountabilities for making the best use of public money. How decisions are made is described in our delegation framework. You can find out more about the Trustees and the Executive Team on our website: [About Us - Bright Futures Educational Trust \(bright-futures.co.uk\)](http://bright-futures.co.uk)

The Central Team includes the Executive Team: Lisa Fathers, CEO (Interim); Anna Sharpley, Chief Finance & Operations Officer; Sarah Schollar, Director of Education (Interim) and Jayne Carmichael, Director of Professional Development.

The focus of these roles is to work with schools, providing high quality and timely guidance, leadership, challenge, and support. In addition to the Executive Team, we have central operations for finance, communications and marketing, HR, educational psychology, and digital technologies. Please see our website brochure which explains our central operations: [Why-Join-Bright-Futures](#)

Professional Development Institute

Bright Futures Professional Development Institute is another important outward facing component of our organisation.

Underneath this umbrella we have several hubs. [Bright Futures Training](#) which provides school improvement services and CPD to over 700 schools, a North West Maths' Hub [NW1 Maths Hub](#), providing mathematics training and coaching to 500 schools, and a SCITT (School Centred Initial Teacher Training) [Bright Futures SCITT](#), which is the largest in the North West. Within the Development Institute, Bright Futures also has two [Teaching School Hubs](#), serving Manchester, Stockport, Salford, and Trafford. [Bright Futures Send Outreach](#) is another service which we provide across the North West. We have also been designated as an Early Years Stronger Practice Hub to work across the North West as the [Bright Futures Early Years Hub](#).



Collaboration and strong relationships form one of the 'commitments' in our Strategy and all components of the Bright Futures' family work closely together. Our Strategy was developed collaboratively and can be found on our website: [Our Strategy](#).

Why work for us?

We offer a great opportunity to join an organisation which really lives its values. Our working environment is very inclusive and whilst you can expect to be challenged in your role, you will be supported through professional learning, and treated fairly and with dignity and respect. Please see the Equality, Diversity, and Inclusion statement on our website.

Terms and Conditions

Salary	Leadership Scale L4-L8 (£56,019 - £61,836)
Holidays	Teachers Conditions
Contract	Part-time (0.6 FTE), Term Time only, Maternity Cover (September 2026 - 31 May 2027)
Pension	Teachers Pension Scheme
Other	We offer salary sacrifice schemes for purchasing bikes used for travel to work and technology for personal use, through monthly interest free salary deductions. We also offer opportunities for professional development.



A Great Place to Lead

At Bright Futures we offer endless opportunities to lead:

- Leadership coaching
- National Professional Qualifications (NPQ) and Early Career Framework (ECF) facilitation
- System leaders e.g., National Leaders of Education (NLEs)/Specialist Leaders of Education (SLEs)
- Involvement with school-to-school reviews
- Mentoring Early Career Teachers and trainee teachers
- Networks



How to apply

We can only accept completed application forms, rather than CVs. This is because the regulatory guidelines of Keeping Children Safe in Education (2021), require us to check various details of job applicants and an identical application format for each candidate enables us to do this. We use a process that does not identify personal characteristics to the shortlisting panel. This is part of our commitment to equality and diversity.

NO AGENCIES PLEASE.

Our application form is available online, along with the disclosure of criminal background form. The portal link is: [LINK](#)

Alternatively, you can click Apply Now on this role via the current vacancies page of our website.

Closing Date: Tuesday 5 May 2026

You will be notified after the closing date whether you have been shortlisted.

Keeping Children Safe in Education

Bright Futures Educational Trust is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974; pre-employment checks will be carried out and references will be sought for shortlisted candidates and successful candidates will be subject to an enhanced DBS check and other relevant checks with statutory bodies.

Data Privacy

You can read the details of how we use the personal data that you provide us with in our Job Applicants' privacy notice on our website: [Applicant Privacy Notice](#).

About the role

Bright Futures SCITT Subject Leader: Secondary

Leadership scale 4-8

Part-time (0.6 FTE)

Maternity Cover: September 2026 - 31st May 2027

The Bright Futures SCITT was accredited in May 2014. Part of the Bright Futures Educational Trust, the SCITT was originally named the Greater Manchester Bright Futures SCITT. Following the ITE Market Review, Bright Futures SCITT was granted accreditation to continue to deliver ITT into 2024 and beyond. Bright Futures is a medium-large SCITT recruiting on average (across all partners) 90-125 trainees.

Bright Futures SCITT (School Centred Initial Teacher Training) is the accredited provider for a Bright Futures cohort of trainees, however we are now a multi-site provider, with a number of Training Partners and this model will continue into 2026 and beyond. Our Training Partners work closely with us to recruit their own trainees and the delivery of ITT varies for each Training Partners.

The Secondary Subject Leader is responsible for the areas set out below and reports to the Deputy Director of Teaching School Hub/Director of SCITT who will continue to have leadership responsibility for the SCITT and who will support the post-holder.

The Secondary Subject Lead will hold responsibility for the smooth running of the secondary programme, including the Bright Futures and Training Partners programmes. For Bright Futures SCITT the role will include, supporting all trainees in a pastoral and academic capacity, interviewing potential candidates in line with our admission policy, the design and implementation of the curriculum, which will be underpinned by the ITTECF and the latest and most pertinent research, delivery of Bright Futures Secondary and some whole cohort professional development training sessions, supporting the design and delivery of Intensive Training and Practice (ITaP) and will oversee the smooth running of the various secondary subjects and subject knowledge days across Bright Futures SCITT and Training Partners.

Key Responsibilities

Strategic

- Effective management of the SCITT Secondary Initial Teacher Training (ITT) programme including oversight of Training Partners.
- Leadership oversight of subject knowledge days across all subject areas
- When appropriate, support with the robust recruitment to all Secondary ITT programmes and ensuring a smooth and appropriate transition to the ECT phase through the completion of career entry development profiles
- Supporting the Director of SCITT to ensure that the Secondary ITT programme meets statutory compliance requirements across all programmes.
- Supporting the SCITT Manager and Director of SCITT in the organisation of placements across the training year.
- Promptly managing support for trainees or mentors as required to support progress
- Managing the quality assurance of the programme and the school-based mentoring to enable parity of experience for trainees
- To support with the design and delivery of other niche secondary STEM subjects (for example Internships)

Implementation

- Design and implementation of the secondary curriculum, working in partnership with the Primary Lead where appropriate which will be underpinned by the ITTECF and the latest and most pertinent research.
- Working with the Primary Lead to support the design and implementation Intensive Training and Practice (ITaP)
- Being a point of contact for the day-to-day (contracted days) management of Secondary trainees and acting as a positive role model
- Contributing to training at both an age phase and whole cohort level and reflecting the Bright Futures values of Leadership, Integrity, Passion, Community, Equality, Resilience in all that they do.
- Ensuring the maintenance of accurate and up-to-date information concerning ITT, demonstrating key impacts, progress and intervention where needed and report to Director of SCITT
- Keeping up-to-date with national ITT developments, regional developments in Secondary curriculum and teaching practice and methodology
- Further development of ITTECF in partnership with the Primary Lead.
- To ensure the secondary provision is always Ofsted ready
- To lead on/support with the delivery of the Internship programme and other Niche programme if applicable.

Strategic Leading, Managing and Finance:

- To support the Director of SCITT to ensure value for money

Evaluating, reporting, maintain and developing systems.

- Support the Deputy Director/ Director of SCITT to collate and evaluate the secondary provision
- When appropriate support the Deputy Director/ Director of SCITT to collate, write and present strategic secondary provision updates

Other

- We will always consider a flexible approach to working –just ask at interview
- Any other reasonable duties requested by the Director of the Professional Development Institute
- Attend relevant meetings as required, acting as a role model consistently promoting the Trust's vision, values and commitments.
- Acting as an ambassador ensuring that the Trust's high standards are promoted at all times.
- A commitment to maintaining confidentiality and discretion inside and outside work

Person Specification

Category	Essential	Desirable	Means of Identification
Qualifications, Education, training	<ul style="list-style-type: none"> • Degree and teaching qualification • QTS • Recent relevant in-service training 	<ul style="list-style-type: none"> • Post-graduate qualification • Professional qualification eg NPQH/NPQSL 	<ul style="list-style-type: none"> • Application form • Certificates
Relevant Experience	<ul style="list-style-type: none"> • Successful teaching experience at KS3 and KS4 • Substantial and successful work within ITT as professional or subject mentor 	<ul style="list-style-type: none"> • Successful teaching experience at KS5 • Engagement with research • Budget management • Experience with ITT recruitment 	<ul style="list-style-type: none"> • Application form • Interview
Knowledge, skills and abilities	<ul style="list-style-type: none"> • Understanding of the wider education landscape and the opportunities and challenges it brings • Understands all secondary age phases of education, KS 3/4/5 • Excellent oral and written communication skills • Ability to work as part of a successful team • Ability to manage and motivate others. • Ability to plan, organise, review and adapt. • Excellent ICT skills • Ability to build strong working relationships with all stakeholders • Ability to work under pressure and unsupervised on own initiative working to tight deadlines • Ability to preserve confidentiality and discretion • Experience of leading and managing a programme or team • Ability to lead INSET 	<ul style="list-style-type: none"> • Knowledge of DfE ITT systems • Experience of working in/with a range of schools • Experience of working with other professional organisations and institutions eg TS Hubs, Universities to experience research and teaching 	<ul style="list-style-type: none"> • Application form • References • Interview • Task

Person Specification

Category	Essential	Desirable	Means of Identification
Leadership and Management	<ul style="list-style-type: none"> • Understanding of the importance of governance and strategic partnerships • Ability to innovate, manage change and lead growth • Ability to motivate, support and inspire trust in others • Ability to confront and resolve problems • Ability to work well under pressure • Ability to formulate, monitor, evaluate and review plans and policies 	<ul style="list-style-type: none"> • Joins or establishes professional networks 	<ul style="list-style-type: none"> • Application form • References • Interview • Task
Teaching School Hubs/Bright Futures SCITT	<ul style="list-style-type: none"> • Understanding of how to manage sustainable business growth • Commitment to further training and a willingness to participate in relevant CPD eg facilitation • Willingness to contribute to all Teaching School Hub activities 	<ul style="list-style-type: none"> • Additional status, eg SLE/PD Lead qualification in any phase or multiple phases • Wide experience of school improvement over a substantial period of time 	<ul style="list-style-type: none"> • Application form • Interview • Task
Safeguarding	<ul style="list-style-type: none"> • Commitment to demonstrating a responsibility for safeguarding and promoting the welfare of young people 	<ul style="list-style-type: none"> • Knowledge of 'Keeping Children Safe In Education' (KCSIE) and 'Meeting Digital and Technology Standards in Schools and Colleges' government guidelines 	<p>Application Form</p> <p>Interview</p> <p>Task</p>

Our Values

- Leadership
- Integrity
- Passion
- Equality
- Communit
- Resilience

Interview

Tasks

**Pre-
Employment
Screening**

- Enhanced DBS check
- Two satisfactory employment references, from the last two employers
- Evidence of the right to work in the UK
- ID Check
- Online Screening
- Section 128 checks