

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

We Are Bright Futures





Welcome from our Executive Team

Dear Applicant,

Thank you for your interest in joining Bright Futures Educational Trust. We are delighted that you are considering becoming part of our team. This candidate pack will provide you with key information about who we are, what we stand for, and what you can expect as you begin your journey with us. If you have any questions, our HR team or the hiring manager will be more than happy to support you.

At Bright Futures, our vision, 'the best for everyone, the best from everyone', guides everything we do. Our values underpin our work and remind us that we exist to serve children, families and communities. We believe that to bring out the best in our children and young people, we must invest in the people who lead, teach and support them. Collaboration, shared practice and continual learning are central to our culture.

We place great importance on staff development and offer a wide range of opportunities through our networks, our schools and the expertise across our Trust. Whether you are looking to deepen your knowledge in your current role or progress to new challenges, Bright Futures is an exciting and supportive place to grow your career.

The diversity across our schools is one of our greatest strengths. It enriches our organisation with a broad spectrum of experience and perspectives, helping us continually improve teaching and learning. Our commitment to equality, diversity and inclusion runs through all our employment practices, and together we form a strong, vibrant and ambitious team.

Thank you once again for considering Bright Futures Educational Trust. We look forward to the possibility of welcoming you to our community.

Lisa Fathers OBE
Chief Executive Officer
(Interim)



Anna Sharpley
Chief Finance & Operations
Officer



Sarah Schollar
Director of Education
(Interim)



Jayne Carmichael
Director of Professional
Development





About us

We want every Bright Futures school to be a 'great' school and we want Bright Futures to be a great place to work for you and all our colleagues. We also want to make a great contribution to the system locally, regionally and nationally. Our strategic ambitions will enable our people to thrive, and will ensure every child and young person will be given the best possible experience at school – ready for the next stage of their education. Our strategic goals are ambitious – they will stretch us and move us forward on our journey together. To learn more about our strategy click [here](#).

Vision

'the best for everyone, the best from everyone'

Values



We take ownership of our responsibilities and find the leader in all of us.



We do the right things for the right reasons, always being courageously true to our mission.



We love what we do and feel the power of possible through innovation and creativity.



We work in collaboration with communities and wider partners celebrating diversity as our strength.



We nurture, value, respect and empower all, understanding that equity sits at the heart of all opportunities.



We prioritise our wellbeing whilst embracing challenge, adapting flexibly and learning as we grow.

Commitments



Children at the heart of decision making



Collaboration and strong relationships



Professional support, challenge and learning



Champion social justice and equity for all



Strong Governance & accountability



Ensuring efficiency & best use of resources for impact

Mission

"To develop great schools and contribute to happier, stronger communities so that our children and people lead better lives. We nurture excellence through high-quality educational experiences to ensure a bright future for all."





More than a multi-academy trust

We currently have 11 schools across the north west, and we have plans for growth. The diversity of our schools is a huge asset that brings expertise across many different aspects of teaching and learning. Our Professional Development Institute is a vibrant and innovative organisation made up of a series of hubs and networks at the heart of Bright Futures which offers professional development, outreach and teacher training across the north west. Together we make a strong, vibrant and exciting team.



Staff development is important to us and we provide many opportunities using our networks and our own schools and expertise, to enable staff to grow in their existing role and progress beyond it. Bright Futures is an exciting place to work.





Working at Bright Futures

Appraisals

Annual Leave
& Holidays

Health &
Wellbeing

Salary

Discounts

Salary
Sacrifice
Schemes

Pension
Scheme

Sick & Family
Leave

Professional
Development

Flexible
Working





Rewards & Benefits

Pay, Pensions & Leave

All roles at Bright Futures have a pay scale with a range of pay points. Your role will determine which pay scale you are paid from. Our pay scales can be found [here](#).

Everyone has the option to be a member of a pension scheme. You will pay a contribution to this fund, and so do we. Our contribution level varies between 17.8% and 23.68%.

In addition to income in retirement, there are many other benefits of being a member of a pension scheme including life assurance and ill health retirement. There are times in your life when you may need a break from work for important events in your life. We offer a range of paid or unpaid options for time off depending on the reason.

Health & Wellbeing

Your wellbeing is important to us. We are committed to creating a work environment where everyone is supported, feels safe and has work life balance. We encourage open communication about wellbeing at work so we can ensure that we can support you and you can thrive here. Everyone has access to our employee assistance programme which is available 24/7 365 via a helpline and app. We also offer occupational health services and counselling.

Annual Leave & Holidays

We offer a generous annual leave allowance, with all employees receiving no fewer than 26 days of paid leave per year, in addition to public holidays. Annual leave increases incrementally after five years of service, reaching up to 31 days per year to recognise long-term commitment. Employees working part-time or on pro-rated contracts receive a scaled allowance that reflects their working hours.

We offer a range of flexible and agile working options to help you find the right balance and enable you to work at your best. This is dependent on your role and the needs of the Trust, but where possible, we will always aim to provide flexibility.

Flexible Working

Discounts

Members of Bright Futures Educational Trust are eligible to apply for a Blue Light Card, which is available to those working in teaching and education. The Blue Light Card provides access to a wide range of discounts both online and instore, including savings on retail, travel, dining, and days out. Discount for Teachers is also applicable to all education staff.



Rewards & Benefits

Salary Sacrifice Schemes

Employees at Bright Futures can also benefit from the nationwide TechScheme, offering savings on the latest technology and furniture through Currys or IKEA.

In addition, we provide access to the popular Cycle to Work scheme, which enables colleagues to purchase bikes and cycling equipment tax-free—supporting both healthier lifestyles and greener travel.

At Bright Futures, all staff are provided with equal access to professional development opportunities that support both personal growth and organisational excellence. We are committed to fostering a culture of continuous learning where every team member can enhance their skills, expand their knowledge, and pursue career advancement.

Professional Development

Appraisals

Everyone has an annual appraisal in September/October and an interim review in February/March. The annual review is an opportunity to look back over the successes and learning from the previous year and look forward by agreeing the key objectives and development opportunities for the coming year. The interim review is a chance to review progress and make any adjustments.

How to apply for a role at Bright Futures

We can only accept completed application forms, rather than CVs. This is because the regulatory guidelines of Keeping Children Safe in Education - KCSiE (2023), 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.

Our application form is available online through My New Term [here](#).