



FUTURE
LEADERS
CHARITABLE TRUST

Developing
outstanding leaders
for challenging schools



Our mission is to eradicate educational disadvantage

We have a genuine commitment to raising the achievement of pupils from disadvantaged backgrounds and a relentless drive to see lasting impact for every child. We know that school leadership is second only to classroom teaching as an influence on pupil learning

and therefore, over time, the most determinative factor on pupil outcomes.

Our role is to develop effective and inspirational school leaders who have what it takes to transform challenging schools.

OUR FIVE CORE BELIEFS:

★ EVERY CHILD

All children can achieve even in the most complex environments

★ NO EXCUSES

Adults are responsible for ensuring all children reach their potential

★ HIGH EXPECTATIONS

Providing a high quality education is vital for a fair society that affords every child the full range of opportunities in life

★ LEAD LEARNING

Great schools are led by great leaders who have a focus on learning and attract, develop and coach great staff to reach every child

★ NO ISLANDS

A large number of excellent school leaders can lead to a sustainable improvement across the education system. This is crucial to enable all children to succeed.

“ *Future Leaders provides further evidence that strong leadership is instrumental in driving up standards in schools. That is why we will continue to support them in placing inspirational and committed teachers in some of the most challenging schools in the country.* ”

**The Rt Hon Michael Gove MP,
Secretary of State for Education**

We are raising standards for the most disadvantaged children



Matt Butler
Oasis Academy Brightstowe, Bristol

Appointed Principal in April 2010, when only 29% of students achieved 5+ A*-C GCSEs including English and maths. In 2012, the academy celebrated its best ever results with 63% of students attaining 5+ A*-C GCSEs (including English and maths), more than doubling results from 2011, an outstanding improvement rate of 33% points.

In 2012, our headteachers increased GCSEs (including English and maths) by an average of over 6% points, despite a decline in the overall national pass rate

Schools with Future Leaders in post for at least two years had an average improvement rate that was twice the national average in 5 A*-C GCSEs (including English and maths) between 2010 and 2011



Glen Denham
Oasis Academy Shirley Park, London

Appointed Principal in 2009 when only 27% of students achieved 5+ A*-C GCSEs (including English and maths) in the predecessor school. Glen's first year of headship saw a dramatic improvement in these results to 46%, and in 2012, 66% of pupils achieved 5+ A*-C GCSEs (including English and maths).

“ It is the powerful combination of moral imperative, lucid values-driven motivation and a clear know-how on how to deliver those values on the ground that means that every Future Leader has left a tangible, lasting legacy. ”

Jacques Szemalikowski, Headteacher
Hampstead School, London

Schools with Future Leaders in post for three years have an average attainment gap of less than half the national average (12% vs. 27% points)



Our flagship
programme develops
talented teachers into
outstanding leaders



FUTURE LEADERS

(PRIMARY & SECONDARY)

Future Leaders is our flagship leadership development programme, aimed at aspiring school leaders who believe in our mission and have the talent and commitment to become headteachers within four years. Applicants should be qualified current or former teachers, who have worked in a school in the last five years, with proven management experience. Participants benefit from specialist-led training and support, and in return, are expected to demonstrate their commitment to our mission and making an impact in their school.

BENEFITS

- ★ 17 days of intensive residential training facilitated by education experts
- ★ Remain in your current school if it meets our criteria, or take a placement in a challenging school under a mentor headteacher
- ★ Bespoke career support as you progress to headship
- ★ On-going coaching with a dedicated, experienced headteacher
- ★ Regular training opportunities with leading practitioners
- ★ A social and online network providing tailored support and best practice
- ★ Visits to exemplary schools across England

“ Phenomenal... exhausting and invigorating in equal measure. I'm still buzzing from the incredible training. ”

“ A genuine game-changer, leaving me with the distinct impression that my thinking about the mechanics of school culture won't ever be the same again. ”

There are over 30 Future Leaders heads and 300 senior leaders working in more than 200 schools, impacting the lives of at least 200,000 pupils throughout England



We deliver
inspiring and
innovative
training

NPQML

NPQML is our 12-18 month National Professional Qualification for Middle Leadership (NPQML) delivered by our partner Teaching Leaders. It is aimed at groups of middle leaders within a school or cluster of schools ensuring consistent leadership and maximum impact.

NPQSL LEADING IMPACT

Leading Impact is our one-year National Professional Qualification for Senior Leadership (NPQSL). It is aimed at current and aspiring senior leaders with whole-school responsibility who want to develop their leadership to maximise impact in their school.

NPQH

NPQH is our one-year National Professional Qualification for Headship. It is aimed at current deputy headteachers, who are 12-18 months away from headship and are ready to fine-tune their leadership skills for challenging schools.

Once successful on our NPQH, you may be entitled to support as a new head through our Headship Institute. The Institute provides assistance in planning your first 100 days as a head, as well as on-going mentoring, coaching, peer-led workshops and development sessions.

“ The training gave great opportunities for cross-contextual understanding and working; stressing the need for rigour and high expectations. Sessions on leadership styles and the stages of a school’s development were empowering, as were the invaluable role plays on communications styles. ”

We can help make an impact in your school

DEVELOP YOUR EXISTING STAFF THROUGH ONE OF OUR PROGRAMMES

If you have a member of staff who you think has what it takes to become a Future Leader, you can nominate them to apply to our programme at no cost to your school. Successful applicants can stay in their current school under the mentorship of their headteacher and can help to drive change through the senior leadership team.

Alternatively, if you are searching for new ways to develop individual (or a group of) leaders in your school, your school can purchase places on the Leading Impact programme. Our National College accredited programme is ideal for improving impact and tackling the achievement gap in challenging schools.

“ *All the Future Leaders have contributed hugely to the school. They have added capacity and new ideas and shared the training and development they have benefitted from as Future Leaders participants.* ”

Kenny Frederick, Principal
George Green's School, London

HAVE A FUTURE LEADER JOIN YOUR TEAM

If you are looking for a headteacher or have a vacancy on your leadership team during the year, we have a network of Future Leaders equipped with the strategies, skills and vision to make a lasting impact in your school.

We are also looking for schools to host a Future Leader on the first year of their journey. You will have the opportunity to interview and select a new Future Leader to join your school on a one-year fixed-contract placement.

For more information, please email
schools@future-leaders.org.uk



BENEFITS TO YOUR SCHOOL

★ MEASURABLE IMPACT

Participants on our programmes demonstrate their impact through a focused school Impact Initiative that delivers real and sustainable change

★ SUPPORT

Future Leaders will be mentored by one of our experienced Leadership Development Advisers and will be able to share the expertise of a wide and ever-growing network of like-minded peers across the country

★ TRAINING

We provide free places at many of our regional training events and reduced cost places at our module training events for other members of your SLT

★ RECRUITMENT SERVICES

We advertise your SLT vacancies within our network, and use our expertise in recruiting and assessing high potential senior leaders to identify the right people for your school

**FUTURE LEADERS
OPERATES IN THE
FOLLOWING REGIONS:**

London
Midlands
North East
North West
South Coast
Yorkshire and the Humber

In partnership with the National College



APPLICATIONS FOR FUTURE LEADERS:

Secondary

OPENS 19th November 2012
CLOSES 19th February 2013

Primary

OPENS 8th January 2013
CLOSES 19th March 2013

Please visit our website for more information: www.future-leaders.org.uk

FOR MORE DETAILS:

Information Centre:

0800 009 4142

Future Leaders Programme:

recruitment@future-leaders.org.uk

Schools:

schools@future-leaders.org.uk

National Qualifications:

NPQH@future-leaders.org.uk

SLT@future-leaders.org.uk

enquiries@teachingleaders.org.uk