



PROSPER
LEARNING TRUST

Applicant Pack

Contents

Welcome from the Chief Executive

Welcome from Chair of Trustees

Who are Prosper Learning Trust?

Governance and Central Team Structures

About Our Schools

Benefits of Working for Prosper Learning Trust

Living in the North East



Welcome from the Chief Executive Officer

Dear Applicant

Prosper Learning Trust (PLT) formed in January 2018 and currently consists of five academies: three specialist academies and two alternative provision academies. The Trust caters for children of all ages and abilities who are unable to attend mainstream schools. Although based in the North East, the Trust, through one of its schools works on a national scale, working with children from all parts of the country.

The Trust currently operates across three Local Authority areas, educates in the region of 800 pupils and employs over 400 staff. It operates on a budget of approximately £24M and works in 12 different settings across its 5 schools.

Everyone within Prosper Learning Trust works very hard to ensure that we are providing the highest quality education for all our pupils. The Trustees have a very clear strategic direction of how as a Trust we can grow and develop while balancing all decisions against risk. This strategic direction is captured in a three-year strategic plan which aligns with our vision, and which illustrates how we operate according to our values of Aspiration, Integrity, Kindness and Resilience.

We are looking for an outstanding candidate who can inspire and lead as we continue to develop a pupil centred and bespoke offer for some of the most vulnerable children in our communities.

Yours faithfully



Chris Richardson
Chief Executive Officer

Welcome from Chair of Trustees

Dear Applicant

Thank you for your interest in joining Prosper Learning Trust. On behalf of the Board of Trustees, I am pleased to welcome you to this application pack and to introduce you to a Trust driven by purpose, compassion, and a relentless commitment to supporting vulnerable children and young people across the North East.

Many of the young people we work with face significant challenges throughout their lives. Our mission is to support them - helping them thrive in mainstream education wherever possible, and providing safe, nurturing environments in our specialist schools when needed.

We believe that learning is the key to unlocking opportunity. That's why we invest in high-quality teaching, a rich curriculum, and a culture that celebrates difference and values every individual.

Our staff are specialists in their fields, working closely with families, schools, and agencies to create educational experiences that are supportive, aspirational, and designed to prepare our children and young people to become informed, active citizens.

As Trustees, we are proud to champion the values that underpin everything we do: **Aspiration, Integrity, Kindness, and Resilience**. These principles guide our decisions; shape our culture; and define our relationships with young people, staff, and our school communities.

We are looking for individuals who share this commitment. In return, we are dedicated to supporting your professional development and career aspirations. Whether your role is in teaching, leadership, support, or administration, you will be joining a team united by a belief in the potential of every young person and a determination to help them succeed.

Thank you again for considering a role with Prosper Learning Trust. We look forward to learning more about you, and to welcoming new colleagues who will help us champion the children and young people of our region.

Yours sincerely,

Anthony Maher

Chair of Trustees



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Who are Prosper Learning Trust?

Our Trust Vision

The Trust was formed to help vulnerable young people succeed against the odds. Many children and young people face challenges in their lives that many adults will never experience and Prosper is here to support them in doing so. Wherever possible we will help these young people to thrive in a mainstream educational setting, but where that cannot happen, we will provide a safe space for them in one of our schools, until they are ready to return or move on.

We believe that learning is the key to their chances of success. We will provide high quality teaching and a coherent and enriching curriculum. Thereby ensuring an equality of opportunity with their peers in mainstream settings.

Our schools offer children and young people with a diverse range of additional needs, the opportunity to learn in a supportive environment, where differences are celebrated, and every pupil is valued and encouraged to achieve their own unique potential.

Our specialist and highly skilled staff will work closely with families, schools and other agencies to create the best possible educational experiences and opportunities for the young people in our care. We will nurture their talent, keep them safe and develop them as informed and active citizens.

Prosper Learning Trust works across the North East of England and is a champion and advocate for vulnerable young people in our region.

Our Trust Values are:

ASPIRATION

INTEGRITY

KINDNESS

RESILIENCE



Values

Prosper Learning Trust is guided by four core values:

1. **Aspiration** – on behalf of our young people and the community that supports them
2. **Integrity** – doing what's best for young people in all circumstances
3. **Kindness** – fostering empathy, mutual support, and respect for our whole community
4. **Resilience** – never giving up on young people or losing sight of our mission

Investors in People



We believe that the success of our organisation begins and ends with our people. If we make work better for everyone, our staff are then able to focus on our pupils, who are at the centre of everything we do.

Leadership and Governance

The Board of Prosper Learning Trust has two core functions, which are to set the strategic direction of the organisation and to ensure a robust system of governance.

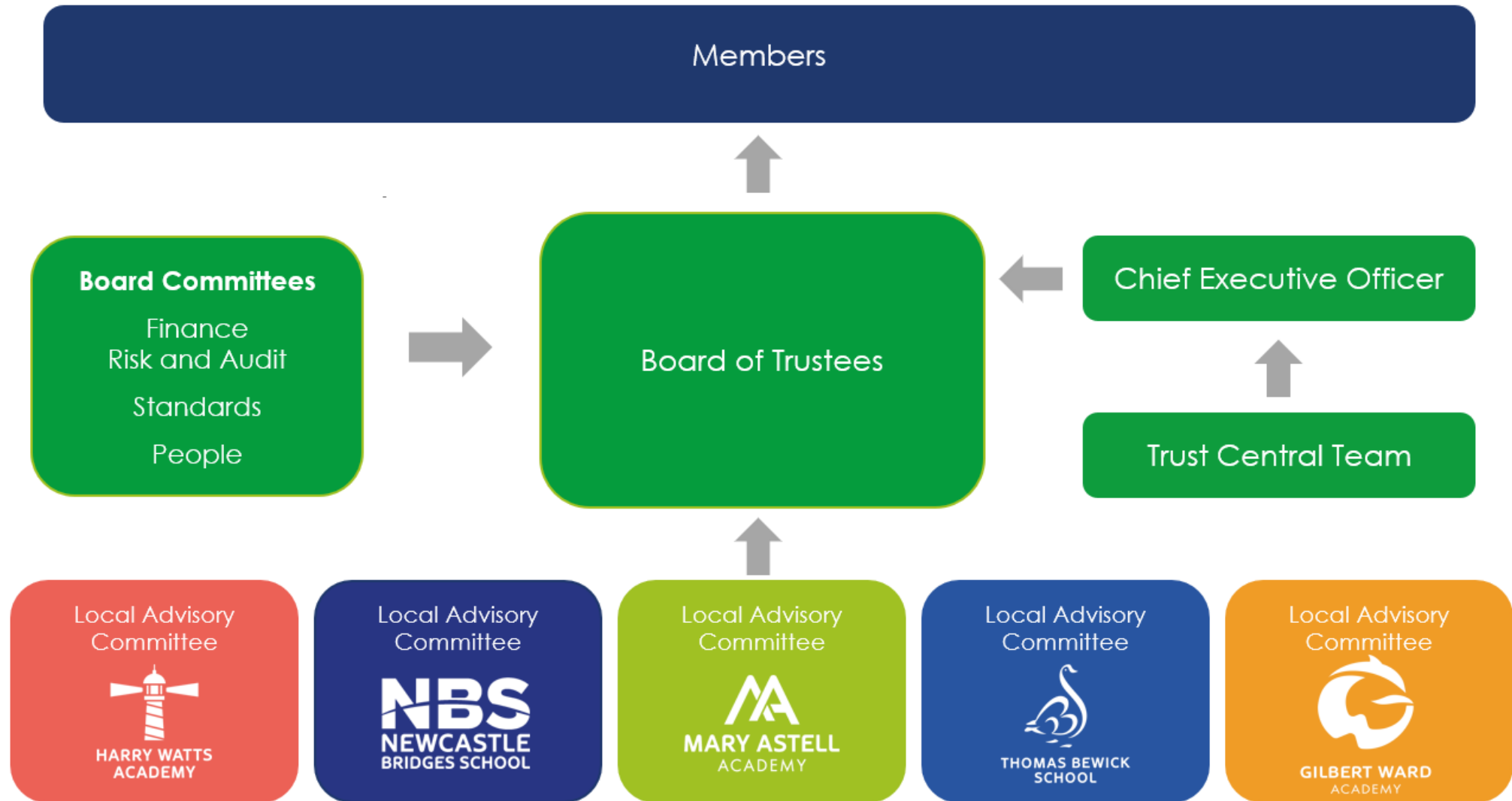
The **Board of Prosper Learning Trust** oversees all academies within the Trust. It delegates responsibilities through a **scheme of delegation** to:

- **Trust Committees:** Standards, Finance, Risk & Audit, Pay & Appraisal
- **Local Advisory Committees:** Specific to each academy

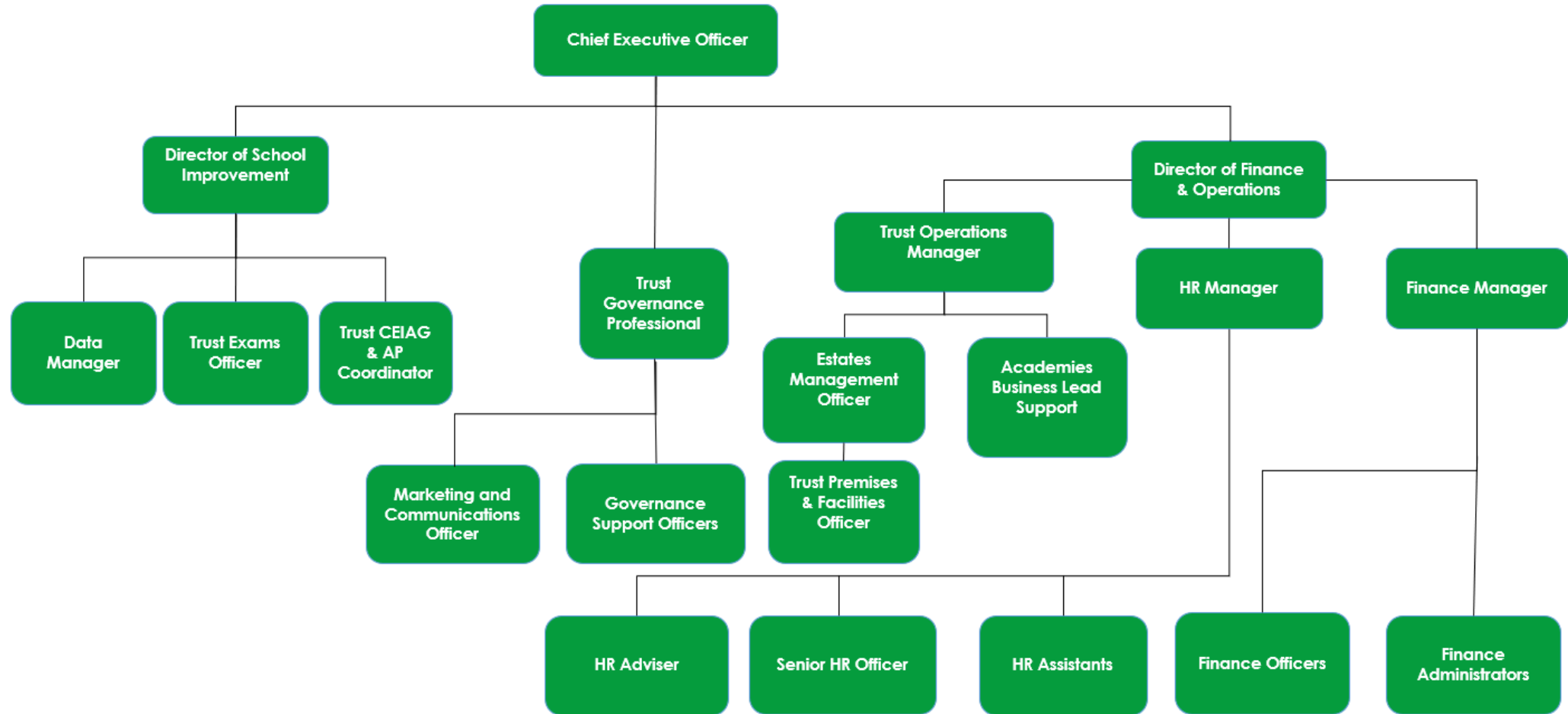
This scheme defines clear **responsibilities, authorisation levels, and accountability** across the Trust, including for the CEO and local committees. The Board believes that **clear lines of accountability** are essential for achieving the best outcomes.



Governance Structure



PLT Central Services Structure



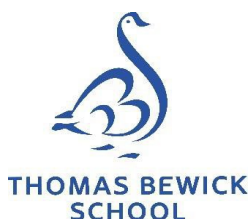
About our Schools



Newcastle Bridges School is a multi-site educational provision for **pupils** who cannot attend mainstream school due to **medical, mental, or physical health needs**. Many of its services are located within hospital settings. The school offers a **holistic, child-centred education**, ensuring that all pupils—regardless of their challenges—receive equal opportunities and support to thrive.

The school has various departments, each of which caters for a particular group of pupils and their needs.

- **Ferndene:** Inpatient centre for 12–18-year-olds with complex mental health and behavioural needs, including learning disabilities
- **Complex Neurodevelopmental Disorder Service (CNDS):** Specialist service for young children with autism and other neurodevelopmental or mental health issues
- **Great North Children's Hospital (GNCH):** Education for pupils with long-term or frequent hospital stays, delivered in wards or hospital classrooms
- **Kenton Site:** Local Authority provision for 11–16-year-olds unable to attend mainstream school due to medical or mental health needs
- **Medical Pathway Provision:** Education for Reception to Year 11 pupils unable to attend school due to illness, delivered flexibly in community settings



Thomas Bewick School is a specialist provision in **Newcastle upon Tyne** for over **390 pupils aged 4–19** with **autism**. Operating across **four sites**, the school delivers a **broad and balanced curriculum** tailored to individual needs and learning styles using personalised pathways. Pupils benefit from **high quality pastoral care** and **autism-specific strategies**, and support from **highly trained staff**, ensuring barriers to learning are addressed and every child can thrive.

Locations:

- **Sites 1 & 2:** West Denton
- **Site 3:** Denton Burn
- **Site 4:** Kenton

All sites are in residential areas, close to other schools (including Mary Astell Academy) and a shopping centre, with good local road connectivity.





Mary Astell Academy is an **Alternative Provision (AP) academy**, located in **West Denton**, Newcastle upon Tyne for pupils who have been **permanently excluded from mainstream schools**. Its core values focus on offering **young people a fresh start**, with the ultimate goal of providing the opportunity of reintegration into mainstream education whenever possible. Where reintegration isn't feasible, the academy ensures pupils receive a **curriculum that promotes equality of opportunity**.

Pupils benefit from a **stimulating and caring learning environment**, supported by **dedicated staff** who prioritise learning and personal progression.



Harry Watts Academy is a **specialist school** in **Sunderland** for over **190 children aged 5–16** with **autism**. Opened in **September 2020**, the school aims to become a **nationally recognised centre of excellence**.

It operates across **two sites**:

- **Redhouse, Sunderland**
- **Harraton, Washington**

The academy offers a **broad and balanced curriculum** with **personalised learning pathways** and **specialised teaching**, supported by **high-quality pastoral care**. Its main focus is on addressing **autism-specific barriers to learning**, enabling pupils to fully engage with educational opportunities.



Gilbert Ward Academy is a **purpose-built, state-of-the-art school** that opened in **September 2023** in **Blyth, Northumberland**. It caters to up to **80 pupils aged 11–16** with **Social, Emotional and Mental Health (SEMH) needs**, and also supports children with **autism and moderate learning needs**.

The academy was established in response to growing demand within the Northumberland special school system. It offers a **specialised and supportive educational environment**, located on **Princess Louise Road**, in a residential area near a primary school and leisure centre, with good local accessibility.

Further information about each school is available on our website

www.prosperlearningtrust.co.uk



Benefits of Working for Prosper Learning Trust



Educational Staff Discounts Websites

(Teacher Perks, Discounts for Teachers, Blue light Card and Boundless)



Employee Assistance Programme: AXA Health BeSupported

Our Employee Assistance Programme provided by AXA Health gives you someone to talk to, and share your worries with, to help you get through your problems.



The Trust Family

As a growing Trust Family, there is a multitude of opportunities for career development and growth across Prosper Learning Trust – allowing you to develop your experience and expertise in a variety of contexts through secondments and promotions.



Real Living Wage

The Trust is proud to say that we pay all our staff at least the Real Living Wage. We appreciate all of our employees and the level of commitment and the type of work they do. The Real Living Wage rises in line with the wage announced every year by the national body, the Living Wage Foundation. Currently this is £12.60 per hour.

Full details on the [Real Living Wage can be found on their website here](#)



Occupational Sickness Pay Scheme



Pension Scheme

All teaching staff are enrolled into the Teachers' Pension Scheme and all support staff are enrolled into the Local Government Pension Scheme.

Life assurance cover is provided for employees as part of the pension scheme to cover death in service.

All staff are entitled to opt out of the pension scheme should they wish to.



Support

You will be supported every step of the way, with unparalleled line management, performance management, training opportunities and peer to peer support.

Our staff are encouraged and challenged to achieve their professional goals, and have access to resources and sessions to support them to succeed.



Flexible Working

As a Trust, we believe that having a work-life balance is key in promoting positive wellbeing for our staff. Flexible working opportunities can ensure that staff can work around their lifestyle needs, which in turn benefits staff career progression within the Trust.



Funded Eye Test

Funded eye test for all DSE users.



Bike2Work Scheme

This scheme allows you to save up to 42% on a new bike and/or equipment for work. You choose a bike, hire it for an agreed length of time, with interest free credit, then purchase it for a fraction of its original value.



Continuous Professional Development

We invest heavily in supporting staff development across the Trust and believe that developing our support staff is just as important as developing our teaching staff. We run Trust wide CPD programmes and provide extensive opportunities for collaborations including a Trust wide Teaching and Learning Network. We have access to the Apprenticeship Levy and use this to support our staff CPD.



Free Wills

Trust staff can access a free Will writing service with Accord Legal Service.

Living in the North East

The North East is an exciting and vibrant place to live and work:

- In recent years there has been a great deal of investment and regeneration, not just by local improvements such as better play areas, but real investment by some big-name companies in tech, financial services and manufacturing. Many town and city centres are being modernised and new houses being built. Quaysides are being revamped into leisure hot spots with some very desirable apartments.
- Many sectors of the digital industry are moving to, or have moved to, the North East. And companies such as Nissan have created tens of thousands of jobs in the area. Scientific research, chemical processing, printable electronics, distribution, and of course tourism, are all major employers in the North East.
- From the Northumberland Coast to the North Pennines, Kielder Forest and Park, to Durham Heritage Coast, and Hadrian's Wall, to Whitley Bay, there are some beautiful places to spend your leisure time. Across the North-East there are golden sandy beaches, award winning parks and gardens and serene countryside within a 15 minute drive of any city centre.
- The North East of England has housing that caters to all budgets and has some of the cheapest property to be found anywhere in the UK. The average house price in July 2025 was £206,000 but prices vary across the area.
- People from the North East are incredibly friendly and helpful. In fact, complete strangers will even talk to you, something that you may find strange and a little unsettling if you come from London. But the locals are rightfully incredibly proud of their heritage and culture and will welcome you with open arms if you make the effort to integrate into the local community.
- The area is well served with transport links, with easy access to London via the motorway and rail services and there are several airports within the region with flights within the UK and beyond.

