

- ✓ **Leadership Support: PF Leadership Development Programmes at all levels.** Cluster Lead Headteachers, Headteacher Level, Head of School level, Middle – subjects leadership level, Senior Teacher level, Phase Leader Level, LA Moderators, Cohort Leads
- ✓ **ExHt, Dept ExHt & Cluster Lead Headteachers to work within the school-** ExHT 15+ years of experience in small school development – 15 Ofsted inspections within this period- all good+.
- ✓ **Strong Pioneer Governorship-** each school is part of a Cluster of schools with Cluster Chairs who are that Cluster unique advocate at FGB level. <https://pioneerfederation.co.uk/about-the-governors/>
- ✓ **Clear career path for all staff-** ensuring retention and embedding of culture.
- ✓ The best structure for **effective teacher recruitment**, training and development across the federation.
- ✓ **A Lead PF SENCO** (part of Leadership Team) to oversee the **inclusion culture across the Federation.**
- ✓ **Clarity regarding future strategic developments: (2026- 2035)**
Professional coaches, Ofsted & SIAMS Inspectors within PF SLT. We are 8 schools at present and looking to move to 9 schools in September 2026. Our aim would be to develop a 15 school MAT over the next 9 years.

What Pioneer is looking for in future partnership schools?

- Mixed aged classes. NOR max 120.
- Schools with a collaborative culture/mindset at Leadership and Governance level
 - Financially stable over time
- Curriculum & expertise that will add to the existing PF offer- adding to enrichment opportunities for PF pupils