

## Why join the Primary Advantage Federation?

At Primary Advantage, we combine the strength of a collaborative federation with the individuality of each school.

You will work in a school rooted in its community, with its own character and identity - while benefiting from a wider network that strengthens professional development, curriculum expertise and leadership.

We believe that great schools are built through **strong relationships, professional trust and a shared commitment to getting better together** - informed by research and shaped by practice.

## What makes us different?

Collaboration that strengthens practice

Our schools work closely together to share expertise, develop curriculum and support one another. Staff contribute beyond their own classrooms — working with colleagues across the federation and engaging with wider professional networks.

This creates a culture where practice is shared thoughtfully and improved collectively.

“There is a strong sense of shared purpose and collective responsibility.” - Staff feedback to governors, 2026

## Professional development that is ongoing and meaningful

We invest in sustained professional development through coaching, mentoring and subject leadership support.

Staff are supported to:

- deepen their subject and pedagogical knowledge
- take on leadership opportunities
- contribute to professional learning across schools
- grow at every stage of their career

“It is also an excellent offer for me and my development as a teacher. So much I can learn and be inspired from.” - Staff survey, 2026

## Research-informed, thoughtfully applied

Our approach to teaching and curriculum is grounded in research - but never applied uncritically.

Staff engage with evidence, test ideas in practice and refine their approach over time. Across the federation, this includes:

- working with research partners and professional organisations
- developing curriculum based on strong subject knowledge and evidence
- using approaches such as coaching and collaborative enquiry to improve teaching

This creates a culture where practice is both **informed and adaptive**, rather than driven by trends or quick fixes.

## A supportive and open professional culture

Across the federation, staff describe a culture of strong teamwork, accessible leadership and mutual support.

Leaders prioritise clarity, communication and workload, so staff can focus on high-quality teaching.

“Staff reported feeling valued and able to discuss challenges openly with senior leaders.” - Staff feedback to governors, 2026

“Workload described as manageable and purposeful.” - Staff feedback to governors, 2026

## Schools with strong identity and community

Each school reflects its local community and is shaped by the children and families it serves.

Our schools are inclusive, diverse and welcoming, with relationships at the heart of what we do.

“A really wholesome community... a really lovely community.” - Staff survey,, 2026

## What this means for you

When you join Primary Advantage, you can expect:

- **Strong day-to-day support**  
You will work in a team where colleagues help one another, leaders are accessible, and expectations are clear.
- **High-quality professional development**  
Coaching, mentoring and subject leadership opportunities are embedded - not one-off.
- **Opportunities to grow and lead**  
Whether you are early in your career or experienced, there are clear routes to develop, lead and contribute beyond your classroom.
- **A research-informed approach to teaching**  
You will be supported to engage with evidence, reflect on your practice and continually improve - not simply follow prescribed approaches.
- **A manageable and purposeful workload**  
Systems are designed to support teaching, not create unnecessary burden.
- **A sense of belonging**  
You will be part of a school community where relationships matter - with children, families and colleagues.
- **The benefit of a wider network**  
Access to expertise, shared practice and support across multiple schools.

## Staff benefits

We offer a comprehensive package that supports both your professional and personal wellbeing:

- Teachers' Pension Scheme / Local Government Pension Scheme
- Employee Assistance Programme (confidential advice and support)
- Cycle to Work scheme
- Retail and lifestyle discounts
- Access to wellbeing services, including counselling, GP support and physiotherapy
- Opportunities to work across schools and broaden your experience
- A culture that prioritises staff development and retention

## Our context

Our schools are based in Hackney - a borough rich in diversity, culture and community.

We are proud to serve our local communities and to provide schools where children are known, valued and supported to succeed. We are committed to our staff representing the diversity of our schools.