



Shaping the Future Generation.

Preferred Trust Partnership

Your Trusted Education Recruiter

NextGen Teachers is a specialist education recruitment partner supporting primary schools, secondary schools, sixth forms, colleges and SEN settings with offices in Leeds, Crawley and London where we support trusts across the UK. We work closely with community schools and multi-academy trusts, connecting high-quality education professionals with meaningful opportunities where they can make a genuine impact.

Our expertise spans mainstream and specialist provision. We place qualified teachers, experienced teaching assistants, behaviour mentors and both short-term and long-term supply professionals who are ready to step into the classroom with confidence from day one.

We understand that the right people make the difference in every educational setting. From early years and primary classrooms to specialist SEN provision, strong staffing underpins pupil progress, wellbeing and achievement. Whether you require subject specialists, pastoral support, exam cover, leadership support or targeted 1:1 interventions, we take the time to understand your setting, your learners and your priorities.

Our approach is consultative, responsive and relationship-led. We move quickly, but never at the expense of quality - carefully matching you with skilled, reliable and genuinely committed professionals who strengthen your team and enhance outcomes for the children and young people you support.



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Recruitment for Primary Schools

At NextGen Teachers, we specialise in supporting primary schools with high-quality, reliable education professionals across every phase of learning and leadership. We understand that in a primary setting, the right hire does more than fill a timetable - they shape culture, strengthen outcomes and provide the stability pupils need to thrive.

Whether you are planning strategically for senior leadership, strengthening your classroom provision, expanding your in-house resourced SEN support, or securing flexible day-to-day cover, we take a consultative approach to ensure every appointment aligns with your school's ethos, improvement priorities and safeguarding standards.

Every candidate is carefully vetted, fully compliant and selected not only for capability, but for their ability to contribute positively to your wider school community.

We recruit across the full Primary landscape for child-facing positions Including:

- Teachers from EYFS - Year 6 (MPS - UPS levels).
- Support staff including; 1:1, SEN, Pastoral, HLTA, LSA and Intervention.



Recruitment for Secondary Schools

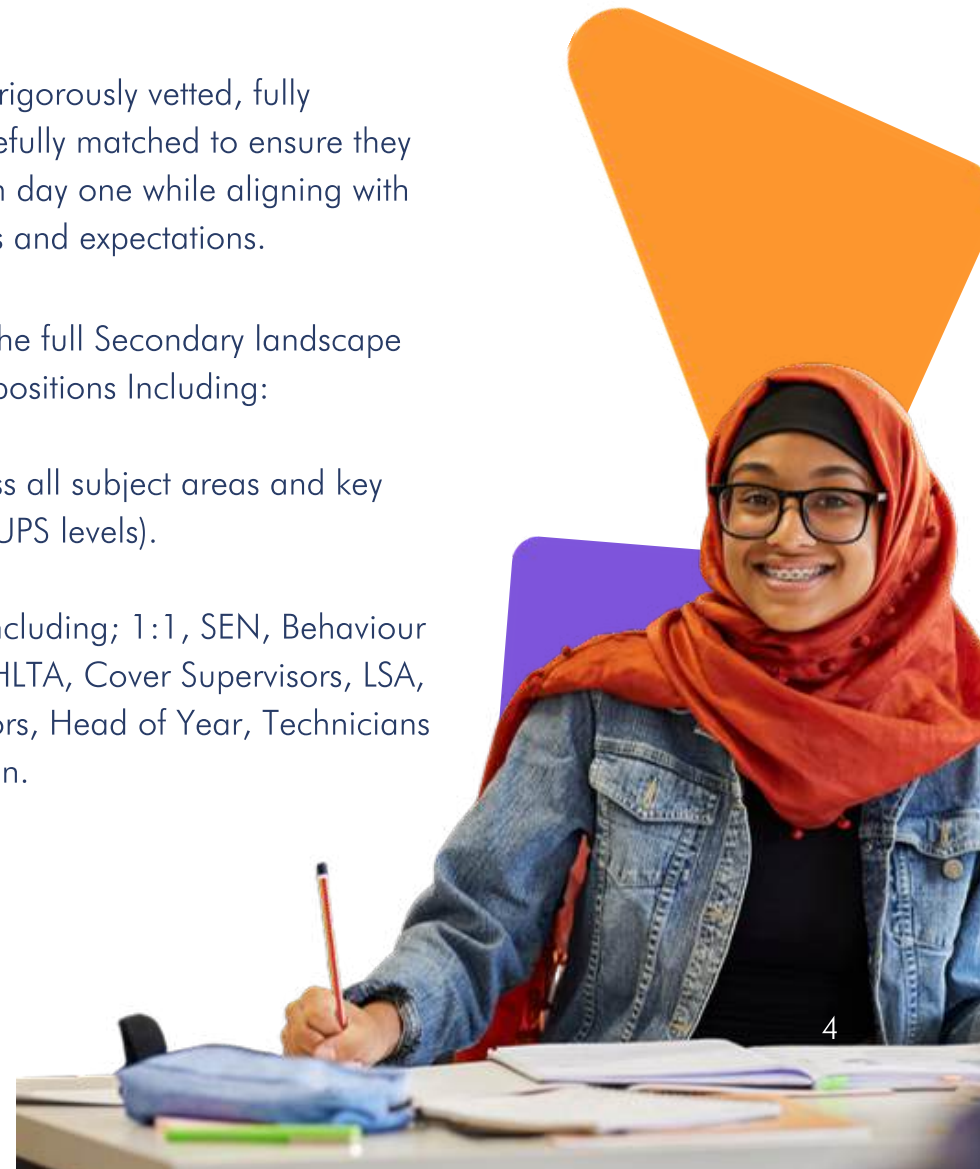
At NextGen Teachers, we work in close partnership with secondary schools and multi-academy trusts to secure high-calibre professionals who strengthen academic standards, leadership capacity and student support structures. We recognise the operational complexity of secondary education - from subject specialism and performance outcomes to behaviour, attendance and pastoral care - and we recruit with those pressures firmly in mind.

All candidates are rigorously vetted, fully compliant and carefully matched to ensure they deliver impact from day one while aligning with your school's ethos and expectations.

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We recruit across the full Secondary landscape for student-facing positions Including:

- Teachers across all subject areas and key stages (MPS - UPS levels).
- Support staff including; 1:1, SEN, Behaviour and Pastoral, HLTA, Cover Supervisors, LSA, Exam Invigilators, Head of Year, Technicians and Intervention.



Recruitment for 6th Form & Colleges

At NextGen Teachers, we support further education colleges and sixth form institutions with skilled academic, vocational and student support professionals who understand the distinct demands of post-16 education. Colleges operate in a performance-driven, compliance-focused environment where subject expertise, student retention, safeguarding and wellbeing are all critical - and our recruitment approach reflects that complexity.

Whether you are appointing specialist lecturers, strengthening vocational provision, enhancing pastoral support or expanding student services, we provide a strategic and responsive recruitment service tailored to your curriculum offer.

We recruit across the full College landscape for student-facing positions Including:

- Teachers, Tutors & Lecturers across all subject areas
- Support staff including; 1:1, SEN, Behaviour and Pastoral, Cover Supervisors, Advisors, Technicians and Intervention.



Tailored SEN Recruitment for Every School Setting



SEN Specialist Schools

For PRUs, special schools/academies, Private SEN centres and alternative provisions, we provide staff with proven experience in:

- Complex Needs
- Autism (ASD)
- ADHD
- SEMH
- SLD/MLD
- PMLD
- SLCN
- HI/VI
- Physical/Medical Needs

We understand the unique demands of specialist environments and deliver professionals who can integrate quickly and make an immediate impact.

Mainstream Schools

We work with primary and secondary schools to provide:

- 1:1 SEN Teaching Assistants
- EHCP Support Staff
- SEMH Behaviour Mentors
- In-class SEN Support TA for multiple pupils
- SEN Specialist Teachers and Support Staff for in-house Resourced Provisions (RP)
- Pastoral Support Assistants
- Pastoral Support Leaders
- SENCo

Our candidates are trained to adapt seamlessly to inclusive classroom settings, support EHCP delivery, and work with pupils with autism, ADHD, SEMH, speech & language needs, and other learning differences. Our mission is to support mainstream schools with meeting the needs of all pupils whether it be undiagnosed SEND needs or a child with an EHCP.

Social Value for Primary & SEN Schools

When you work with us, you don't just gain a recruitment partner, you gain extra hands, extra energy and extra care.

We know that primary schools thrive on creativity, flexibility and community spirit. The following support is available to partner schools completely free of charge.

DANCE WORKSHOPS

We can deliver after-school dance clubs and themed dance workshops.

These sessions promote teamwork, creativity and physical wellbeing - and can be tailored for mixed ability groups or SEN settings.

EXTRA SUPPORT

We know that some days simply require more adults in the room. Whether it's, craft days, assessment periods, school trips or themed learning days.

FACE PAINTING

Open days, summer fairs, fundraising events - we're happy to bring the sparkle. We can provide face painting and event support to help create a welcoming, joyful atmosphere for families and visitors.

SEASONAL CELEBRATIONS & SCHOOL EVENTS

From Halloween parties to Christmas activities and themed celebration days, we can run activity stations, help supervise events, support classroom activities and provide additional staff presence.

We love being involved in the fun moments that make school life special.

LOCAL COMMUNITY & CHARITIES

Being part of a school community means being part of the wider community too. We actively support local charitable initiatives, including



working with Yorkshire Children's Charity through, volunteering, christmas present wrapping, providing gifts for vulnerable children and clothing donation drives.

We also provide direct donations to schools where budgets are stretched.

We specialise in SEN education and understand the importance of tailored delivery.

Workshops can be adapted to suit different needs, communication styles and confidence levels. Our approach is inclusive, practical and supportive.



Social Value for Secondary School & 6th Form/Colleges



Alongside recruitment support, we offer meaningful enrichment opportunities for students. We don't see ourselves as external suppliers, we see ourselves as part of your school community.

ASSEMBLY GUEST SPEAKER

Our Head of NextGen Teachers delivers engaging assemblies sharing:

- Her journey into recruitment
- Competing in bodybuilding competitions, including health and well-being
- Discipline, resilience, and goal-setting
- Overcoming setbacks
- Building confidence

These talks connect personal development with real-world career pathways and resonate particularly well with older students.

INTERVIEW PREPARATION WORKSHOPS

Our workshop can offer support to students preparing for:

- College interviews and preparing for University
- Apprenticeships
- Entering into full-time or part-time work

Sessions cover:

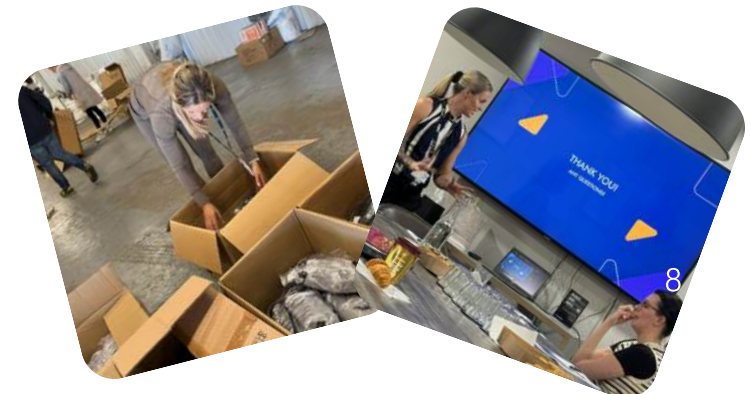
- CV basics and writing a good CV
- Interview confidence
- Communication skills
- Professional behaviour
- What employers look for

PARTICIPATION AT SCHOOL CAREERS WEEKS

We offer insight sessions explaining:

- What recruitment is
- How schools hire staff and what schools look for when hiring staff
- How businesses hire employees and what they look for
- Transferable skills in the workplace
- Career pathways within recruitment and into working in schools

This gives students exposure to a career sector they may not have considered.



Your Dedicated Team



Charley Alexander
Head of NextGen Teachers and Head Account Manager
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Head of NextGen teachers and responsible for Trust and School partnership development, Preferred Supplier Agreements, Client Service reviews and Candidate quality assurance.



Charlotte Minnikin
Candidate Resourcer
Email: charlotte@nextgenteachers.co.uk
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Candidate resourcer responsible for sourcing, screening, vetting, feedback and communication across all active candidates.



Mollie Smith
Key Account Manager and Candidate Resourcer
Email: mollie@nextgenteachers.co.uk
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Key account manager responsible for client and candidate matching as well as; placements, interviews, feedback and management of candidate availability.



Achini Poule
Compliance Officer
Email: achini@nextgenteachers.co.uk
[Connect with me on LinkedIn](#)

Compliance officer responsible for all candidate checks in line with APSCO Compliance + and REC, references and ensuring candidates are up to date as well as quality assurance audits and candidate sign off.



Stephanie Jones
Designated Safeguarding Lead
Email: stephanie.jones@huntress.co.uk
[Connect with me on LinkedIn](#)

Responsible for overseeing all safeguarding allegations and Investigations and well as making DBS / TRA and LADO referrals.

What You Gain When You Partner with NextGen Teachers



Strategic Recruitment Expertise

We don't just fill vacancies - we build tailored recruitment strategies aligned to your trust's growth plans, workforce challenges and budget. Whether you prefer a retained solution or a flexible pay-as-you-go model, we structure our service around what works best for you.

Advanced Recruitment Technology & Reach

We leverage leading recruitment platforms including Indeed and specialist education job boards, alongside proactive talent sourcing. This ensures your vacancies reach high-quality educators across primary, secondary, sixth form, college and specialist provisions.

Free Marketing

We actively promote your trust and opportunities at no additional cost through:

- Targeted email campaigns to our engaged educator database
- Website advertising
- Professionally branded job adverts
- Ongoing digital promotion

Bank Staff Payroll & Compliance Management

We can manage compliance and payroll for your existing bank staff, reducing internal administration and delivering cost efficiencies without compromising safeguarding standards.

Guaranteed Work Scheme for Educators

We offer a guaranteed work scheme across your trust, helping to attract and retain high-calibre educators who value stability - giving you consistent, reliable staffing.

Commercial Value to Your Trust

- Reduced Agency Spend
- Improved Retention
- Stronger Safeguarding & Compliance
- Strategic Workforce Planning

Case Study: West Yorkshire Multi-Academy Trust Partnership

Challenge

Four Multi-Academy Trusts across West Yorkshire required a reliable recruitment partner to manage supply, long-term, and permanent staffing needs across multiple schools. They needed a solution that could quickly fill vacancies, manage fluctuating demand, and reduce the internal workload and costs associated with recruitment, compliance, and candidate management. The collective spend for the trusts was 4 million over the last 12 months which was spent with various agencies, varying rates and compliance.

Since April 2025 - Present

- Number of long-term roles worked on: 52
- Number of long-term placements: 39
- Average turn-around time for CVs sent for roles: 5 hours
- Number of short-term roles (1-5 days) given: 632
- Number of short-term (2-days) placements: 581
- Average turn-around time for emergency bookings: 13 minutes

Solution

NextGen Teachers implemented a dedicated key-account recruitment model, which included:

- Building a targeted local talent pool aligned to the Trusts' schools
- Trust rate cards with transparent pricing for all job titles and levels
- Maintaining regular communication with Trust leaders to track staffing demand and trends
- Providing weekly updates on exclusive candidate availability
- Delivering 24/7 support with out-of-hours emergency cover
- Managing candidate sourcing, marketing, payroll, and full compliance checks, ensuring all staff remain fully vetted and up to date

Impact

- 95% of roles given filled quickly and consistently across supply, long-term, and permanent vacancies
- Reduced time-to-fill, ensuring minimal disruption to teaching and learning
- Cost savings for Trusts by removing the need for internal marketing, candidate sourcing, payroll administration, and compliance management
- A trusted recruitment partnership providing a consistent pipeline of high-quality education professionals across multiple schools.

Building a Partnership with Your Trust

We'd welcome the opportunity to meet with your Trust leadership team to design a bespoke recruitment partnership with NextGen Teachers that supports your schools, reduces staffing pressure, and improves recruitment outcomes.

Book a Partnership Planning Meeting

In this session, we will work with you to understand your Trust's current recruitment model, challenges, and future workforce needs so we can create a tailored solution.

During the Meeting We Will Cover:

- Understanding Your Trust values, ethos and culture to best place candidates
- Number of schools and locations within the Trust and any need to know information for recruitment
- Current and projected staffing demand across supply, long-term, and permanent roles
- Key subjects or roles where recruitment is most challenging across the trust

- Current recruitment and agency usage
- Operational and cost efficiencies
- Implementation planning

Outcome of the Meeting

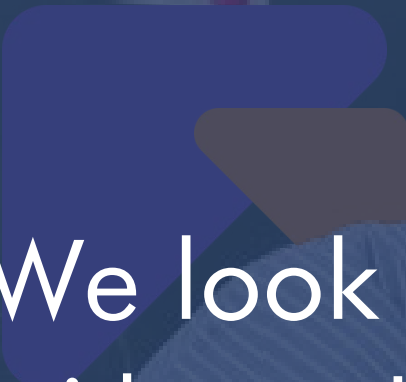
You will receive a bespoke partnership proposal outlining:

- A tailored recruitment strategy and proposal for your Trust
- Projected cost efficiencies including a trust rate card and operational benefits
- A clear implementation plan for rolling out the partnership across your schools

Let's explore how NextGen Teachers can become a strategic staffing partner for your Trust



Charley Alexander - Head of NextGen Teachers
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A decorative graphic consisting of two overlapping shapes: a large purple square and a smaller brown square, both with rounded corners.

We look forward to working with you!

Visit our website to [find out more.](#)