



**FUTURE  
FOUNDATIONS**

# APPLICATION INFO PACK

To apply, go to [www.future-foundations.co.uk/join-our-team](http://www.future-foundations.co.uk/join-our-team)

OUR MISSION IS TO  
**INSPIRE YOUNG PEOPLE**  
TO **ACHIEVE** THEIR **FULL POTENTIAL**  
AND BECOME **LEADERS** IN  
**THEIR LIVES** AND WITHIN **SOCIETY**

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OUR VISIONS IS A SOCIETY WHERE  
ALL ORGANISATIONS ARE LED BY  
**SOCIALLY CONCIOUS PEOPLE**, WITH  
**EVERY YOUNG PERSON**  
MAKING THE **TRANSITION**  
INTO **ADULTHOOD** WITH THE  
**FOUNDATIONS THEY NEED**  
FOR **THEIR FUTURE**



# INTRODUCTION

Hello and thank you for your interest in joining the Future Foundations team.

Founded in 2004, we have designed and delivered pioneering training programmes and experiences for over 100,000 young people between the ages of 7 and 24 in over 100 countries.

We exist to create a better world for everyone. We have 15 full and part time staff and over 160 associates worldwide. Our Head Office is in Wandsworth, London.

## OUR PRINCIPLES

Our approach to the design and delivery of our programmes is guided by our principles. We challenge our facilitators and the young people we work with to commit to these principles, which we believe are pivotal to becoming leaders in their lives and society. We also live and breathe these responsibilities in our working environment: we practice what we preach.

- TAKE RESPONSIBILITY
- PURSUE YOUR PASSIONS
- BE AUTHENTIC
- CONTRIBUTE YOUR TALENTS
- ENJOY YOUR JOURNEY





# OUR STRUCTURE



We are a founding member of Our Future Group, a collection of forward-thinking organisations seeking to achieve positive social change.

Find out more here:

[www.ourfuturegroup.com](http://www.ourfuturegroup.com)



Our sister company, Future Solutions Online powers Future Foundations and many of our partners online systems and processes, enabling us to scale our impact.

Find out more here:

[www.futuresolutionsonline.co.uk](http://www.futuresolutionsonline.co.uk)

# OUR CLIENTS & PARTNERS

Future Foundations is proud to work with a wide variety of organisations, from government departments and directly funded government programmes, companies and not for profits, universities and colleges, and schools up and down the UK and internationally.

Here are just some examples of our clients, and a full list can be found on [our website](#).



# BENEFITS

## OFFICE GYM, CAR PARK AND SHOWER

Our head office has a range of shared amenities onsite, which are available for use by our team.

## SOCIAL AND PERSONAL DEVELOPMENT

We encourage our team to dedicate time, to their own personal and social development.

## GIFTS

We recognise our team birthdays and work anniversaries.

## ANNUAL LEAVE

Base of 36 days of annual leave plus your birthday off and an additional day per year of employment, up to 40 days per annum.

## CYCLEScheme

We are enrolled to offer this scheme. This is an employee benefit that saves you 25-39% on a bike and accessories. You pay nothing upfront and the payments are taken tax efficiently from your salary.

## EMPLOYEE LOANS

Staff can apply for interest free loans in the case of hardship or for training, travel costs or purchase of a bicycle.

## FLEXIBLE WORKING

Our full-time equivalent contracts are 35 hours per week. We allow staff to work flexibly around our Core Hours of 10:00-15:00. Employees can apply for Flexible Working inline with HR policies.

## PENSION

Subject to meeting the qualifying conditions, all staff are automatically enrolled in our workplace pension scheme.

## PAID SICK LEAVE

Once you have passed your 6 months probation, you are entitled to 15 day of paid sick leave in a 12 month period.

## BEREAVEMENT AND COMPASSIONATE LEAVE

We offer paid time off work in the sad event of the death or serious illness of a close relative or very close friend. This also applies to time off for miscarriage or stillbirth before 24 weeks of pregnancy (the period not covered by statutory paid leave).

## EMPLOYEE ASSISTANCE PROGRAMME

We offer all employees access to an Employee Assistance programme through Health Assured, including a 24hr helpline and counselling.



# SAFEGUARDING STATEMENT

Future Foundations works with children as part of its activities. Our full policy can be read online [Safeguarding Policy](#)

## WE BELIEVE THAT

- Children and young people should never experience abuse of any kind
- We have a responsibility to promote the welfare of all children and young people, to keep them safe and to practice in a way that protects them.

## WE RECOGNISE THAT

- The welfare of the child is paramount
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have a right to equal protection from all types of harm or abuse
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

## SAFE RECRUITMENT

The safety and well-being of young people on our programmes is our top priority, and we take all reasonable and sensible measures to ensure they are kept safe from harm. We operate a Safer Recruitment policy which ensures that all our staff are committed to safeguarding and promoting the welfare of children.

## ALL APPLICANTS MUST

- Explain any gaps in their employment history
- Explain satisfactorily any anomalies or discrepancies in the information given
- Declare any information that is likely to appear on a DBS disclosure through a Self- Disclosure Form
- Provide a minimum of 2 references including a previous employer
- Complete and Enhanced DBS check

**Please also refer to our full [Safer Recruitment Policy](#)**





“It is an absolute joy and privilege to work with FF. Their team are bursting with passion, commitment, enthusiasm, emotional intelligence and respect.

The team works incredibly hard to deliver transformational programmes drawing upon the strengths and creativity of all involved.”

**Katy Granville Chapman,**  
**Deputy Head, Wellington College**

Co-Founder, Global Social Leaders.  
Associate Fellow, The Oxford Character Project.

