



www.scottfleary.com

Scott Fleary Scenic Carpentry Apprenticeship Information Pack

September 2025



Hello

Thank you for your interest in the Scenic Carpentry Apprenticeship we are currently advertising.

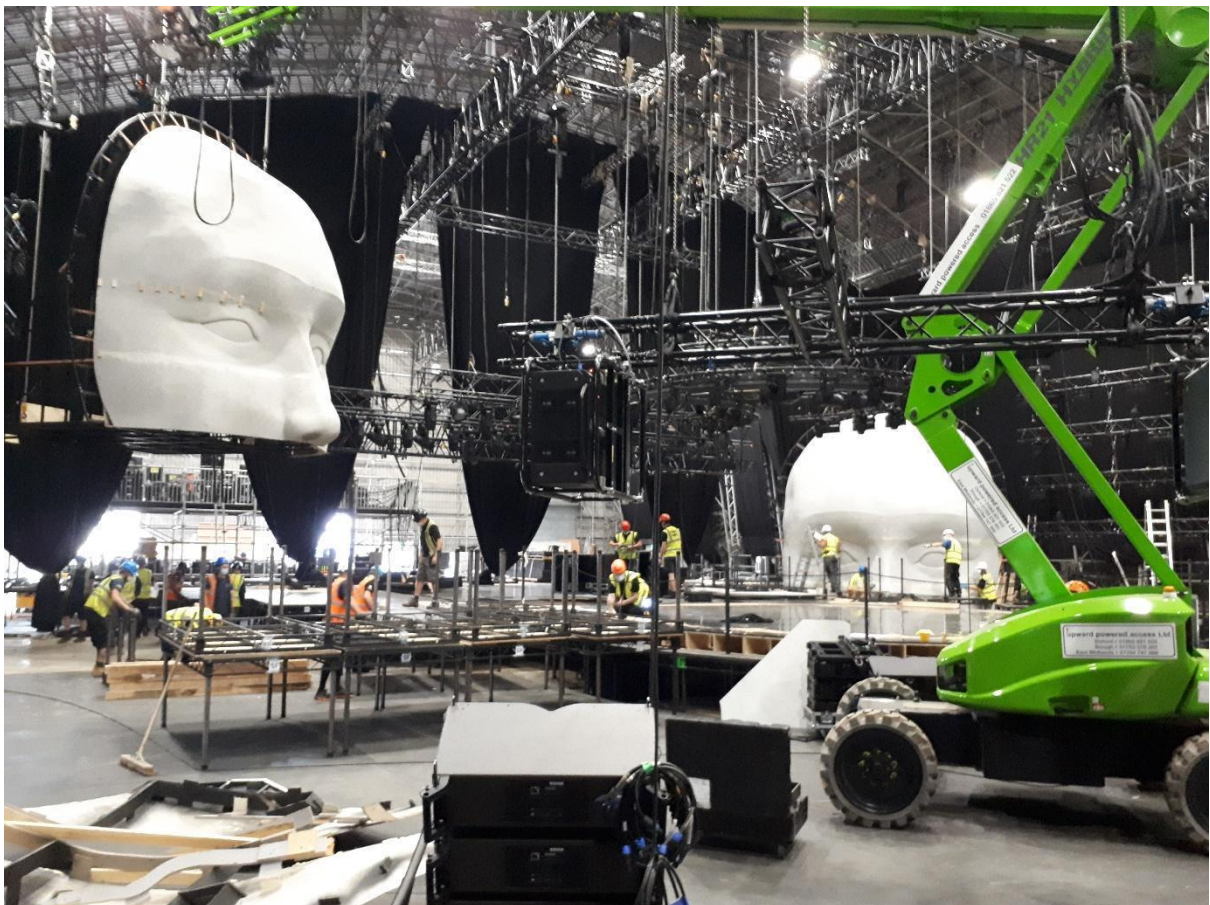
Please look at the job description for the role carefully. This document gives you more information on who we are and what we do.

If you have any further questions, please email: apprenticeships@theatrepeople.uk

The closing date for applications is 5pm 15th October 2025. For further information about us, please look at our website: www.scottfleary.com

We look forward to hearing from you,

Scott Fleary



Scott Fleary working on the set for *The Masked Singer* for ITV



Who we are we? The Scott Fleary Story

Scott Fleary was officially founded in 1993 by two friends Matthew Scott and Ken Fleary. They both had a dream to build high standard craftsmanship scenery for a wide range of the entertainment and arts industry.

They began their journey in Battersea with just one unit and four other members of staff. However due to the increased demand their workshop and offices needed to be increased in size. Both Matt and Ken began to receive more requests of work from various clients and again, the company needed to further expand their premises to continue to deliver a bespoke service for their clients.

"We are committed to the production of innovative, professional and quality creative solutions." - Matt Scott

Scott Fleary now offers these skills in-house for projects:

- Scenic carpentry
- Metal fabrication and engineering
- Project management
- Bespoke joinery
- 2D and 3D CNC machining
- Plasma and laser cutting
- Plastic and fibreglass fabricating
- Scenic painting and finishing
- Installation of electrics into scenery
- LED control and installation
- Gold plating
- Structural calculations and design

What do we do?

Our mission is to provide the best bespoke construction solutions to the creative services industry - employing innovative techniques to realise design.

Scott Fleary works with designers for theatre, film and tv to create their designs. We create the drawings and then our workshop staff use these to construct the scenery. Projects can vary from very small to enormous. Usually, the framework of the scenery is fabricated, or made, from metal and then covered in a variety of different materials from timber to plastic to fabric.

Some of the customers we have recently worked for include: 2024 Paris Olympics for BBC, DAZN Studio Set; NFL Big Game Night – Channel 5; BBC Wimbledon; The Great Gatsby West End; A Complicated Woman for Self-Esteem; Tina: The Musical touring set, Hadestown West End; BAFTA Film and TV Awards (2024)



How does an apprenticeship work (college)

An apprenticeship is a paid job where the employee learns and gains valuable real-life experiences. Alongside on-the-job training, apprentices spend 20% of their working hours completing classroom-based learning with a college, which leads to a nationally recognised qualification. This learning may be undertaken remotely.

An apprenticeship must include:

- paid employment with holiday leave
- hands-on-experience in a sector/role of interest
- at least 20% off-the-job training
- formal assessment which leads to a nationally recognised qualification

In reality this means that you will attend online college sessions once a week in term times to work towards your apprenticeship qualification (these are called 'standards'). Each apprenticeship has a different standard attached to it. Once you have completed your qualification you will work full-time in our workshops for the rest of your contract.



Stormzy at Reading Festival 2021, scenery built by Scott Fleary, photo credit Joel Maher



Job Description

Scenic Carpentry Apprentice

Purpose of the job (what does a scenic carpenter do?)

A scenic carpenter constructs, repairs and modifies scenery built in wood and associated materials. This scenery could be for theatre, tv or film. Recently, Scott Fleary have built scenery for projects such as: 2024 Paris Olympics for BBC, DAZN Studio Set; NFL Big Game Night – Channel 5; BBC Wimbledon; The Great Gatsby West End; A Complicated Woman for Self-Esteem; Tina: The Musical touring set, Hadestown West End; BAFTA Film and TV Awards (2024)

A scenic carpenter may also work on site (at a theatre, in tv studios, at exhibitions) helping to construct the scenery and solve any last-minute problems.

Who will I work with and be managed by?

Our scenic carpentry apprentice will be managed by the Carpentry Head of Department, and you will also be assigned a mentor within the department. At various times you may also work alongside scenic fabricators (metal workers and engineers), draughters (people that create the technical drawings which the carpenters work from), project managers (people who oversee each project overall) and designers.

Main responsibilities

Your duties will include, but not be limited to:

- assisting in the accurate building of scenery, following technical drawings
- learning to plan your workflow
- learning through practice, the skills of:
 - measuring, marking out and cutting materials
 - carpentry hand skills
 - use of carpentry bench machinery eg: cross saw, mortice and tenoner,
 - reading and understanding technical drawings
 - basic operation of a CNC machine
 - basic machine maintenance
- attending work on site as required
- keeping a record of what you learn
- understanding your responsibilities for health and safety
- wearing the correct personal protective equipment for the task you are undertaking
- keeping the working area tidy and free of debris and hazards.
- following all workshop rules



You will be supported to learn these skills by your line manager and the other members of the department. Your line manager will meet with you regularly to support you in your apprenticeship.

What are you looking for in a scenic carpentry apprentice?

We are looking for someone who:

- enjoys working with their hands
 - has experience of woodwork or carpentry of any kind
 - is practical
 - is good at problem solving
 - has good attention to detail
 - has good numeracy skills
 - enjoys teamwork
 - is punctual
 - is good at managing their time
 - will be committed to completing the two-year apprenticeship and the college work alongside it.
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- having a GCSE or A-Level in DT or resistant materials would be useful but not essential.

Minimum requirements (qualifications, age)

To apply for this apprenticeship, you need to:

- Be 18 years old, or over on 1st September 2025
- Have at least a grade 4 in GCSE English and Maths

Where will I be based?

Our workshops are based in Streatham Vale. On the odd occasion, you may be asked to attend work on site when we are installing scenery and 3D projects.

Address: [Units 1- 4, Block A, Vale Industrial Park, 170 Rowan Road, London. SW16 5BN](#)

Nearest station is Streatham Common.

College

You will undertake a [Level 3 Scenic Construction Technician Apprenticeship Standard](#) with [Creative Alliance](#).

This course will be paid for as part of the apprenticeship. You will be required to spend around 6 hours a week (of your working days) completing college work and learning new skills. You will be supported in your college work by college tutors and your manager at Scott Fleary.



Working hours

The workshop hours are: The workshop hours are: 7:30am – 3:30pm

This equals a 40 hour working week.

Pay

If you are 21 or over, you will be paid £12.21 per hour which works out at £488.40 a week or £25,397 a year before tax. You will receive a pay rise after successfully completing 12 months.

If you are aged 18 - 20, you will be paid £10.70 per hour which works out at £428 a week or £22,256 a year before tax. You will receive a pay rise after successfully completing 12 months.

There may be the opportunity to work paid overtime, which will be paid at time and a half. You will be expected to pay for your travel to college from your wage. You will be given a lump sum at the beginning of your apprenticeship to help you buy a basic set of tools with guidance from your manager.

You will get 22 days annual leave a year plus bank holidays and a half day for your birthday.

We also offer:

- Cycle to Work loan scheme
- Season ticket loan
- Enhanced Pension or Business Health Insurance

Any necessary personal protective equipment will be provided for you.

Length of contract

This is a fixed term contract. We are looking for someone to start as soon as they are able. The contract will run until 31st December 2027.

What could I do afterwards?

By the end of the apprenticeship, you would be in a great position to continue working in the scenic construction industry. This could be in theatre, film, TV, events, exhibitions, or fashion shows and it is possible to be sent around the world doing this work. There are opportunities for permanent jobs and to work as a freelancer, moving from one job to another.

Some of the job roles this apprenticeship might ultimately lead to are:

- Scenic carpenter
- Carpentry workshop foreman/supervisor
- Standby carpenter (in film or TV)
- Production carpenter on tour with a theatre, ballet, or opera company



- Project manager/production manager
- Draughtsperson

If you have any questions, please email: apprenticeships@theatrepeople.uk

This job description reflects the current situation and may be subject to change.

We want our workforce to be representative of all sections of society and welcome applications from everyone.

Previous apprentices

We have been offering apprenticeships for the past 32 years. We have had apprentices in both our metal workshop and our carpentry workshop. Some of these apprentices are still with us working as freelancers and some have gone on to other companies in the industry or to work on other exciting projects.

The ultimate aim for our apprentices, is that by the time they have finished their apprenticeship with us, they have the skills and experience they need to get an entry level role in the industry or work at that level as a freelancer. The creative industries use many freelancers which means that you can work quite flexibly and work on different and varied projects.

Health and safety

We take health and safety very seriously. You will be provided with all the Personal Protective Equipment (PPE) that you need to undertake the work we do. This may range from earplugs, to goggles, to steel toe capped boots. There is also a mandatory health and safety unit in all the apprenticeship qualifications which we work with.

Our core values

Scott Fleary's primary goals are excellence and creativity. Our workmanship embodies the values we believe in, creating a constant dialogue between design, construction and innovation to continuously deliver the client's exact vision.

Quality

We strive to provide the highest quality product and services to our clients. We display a sense of pride and confidence in the quality of goods and services we provide. We understand the importance of customer satisfaction and the role it plays in the quality of service we offer.

Respect

We always respect people as people and display a strong sense of fair-play. We promote a good working environment, where every member of the team is valued for their contributions. We show our clients respect for their role and position and equally demand the same respect back. We strive to provide the highest quality product and services to our clients.

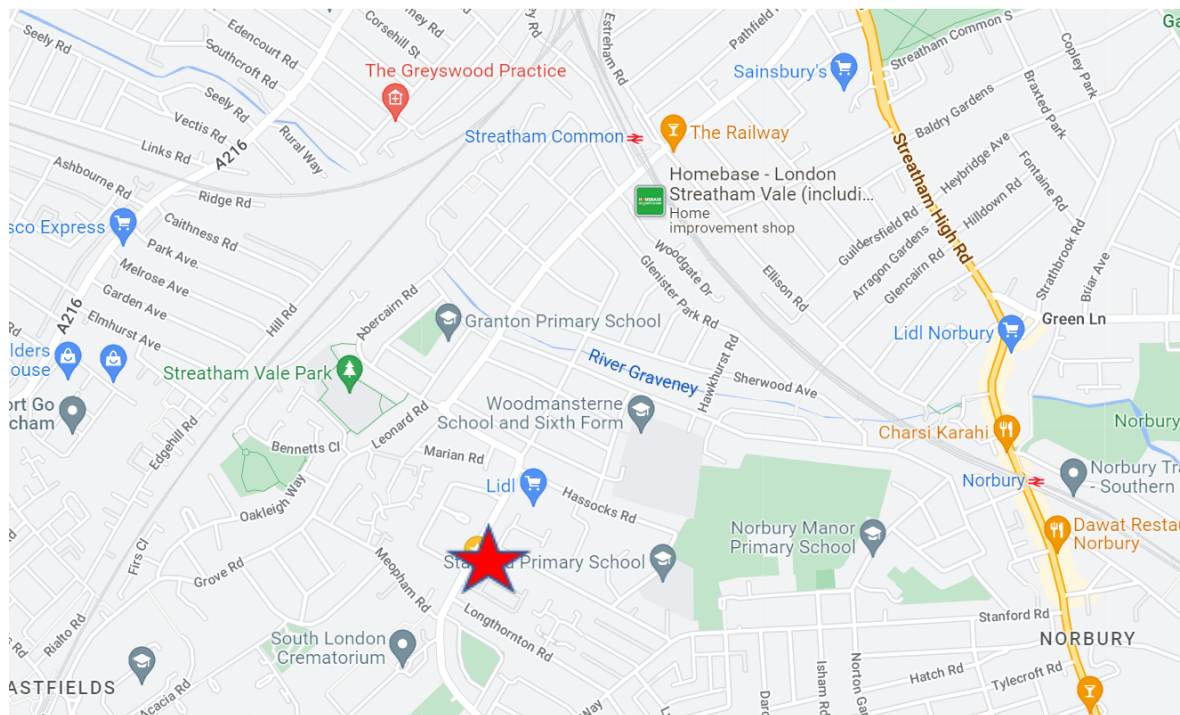


Integrity

We are helpful and like to say "YES", we are however not afraid to say "NO" (but always prefer to suggest what we CAN do). We are happy to invest in our people's skills and knowledge, but we expect the right attitude at all times. We don't rush to blame; we deal with situations and most importantly learn from them to prevent repeats.

Where are we?

Our workshops are located on Streatham Vale:  Units 1 – 4, Block A, Vale Industrial Park, 170 Rowan Road, London. SW16 5BN



How do I apply?

It is very simple. Please email apprenticeships@theatrepeople.uk Then please briefly answer the following questions in the email:

1. Please tell us why you are applying for this opportunity
2. Can you tell us about anything you have made; it could be made of anything.
 - ★ What did you make?
 - ★ How did you plan it?
 - ★ Did it turn out as you hoped?
 - ★ What would you do differently next time?
3. Please tell us about a team you have been part of. For example this could be a sports team or a Duke of Edinburgh team or a band.
 - ★ Why was this team successful?
 - ★ What did you enjoy about being in this team?
4. Tell us about any other qualifications or experiences you have which you think might be useful for the apprenticeship.
5. Make sure you include the name of one person who can provide a reference for you (this cannot be a family member).
6. Please also provide a phone number we can contact you on.
7. If you have C.V, you can attach that too but don't worry if you don't have one.
8. Please fill in the equal opportunities monitoring form [here](#).

Please make sure we receive your email by 5pm on 15th October 2025.

We want our workforce to be representative of all sections of society and welcome applications from everyone.

If you have any questions, please email: apprenticeships@theatrepeople.uk.

We look forward to hearing from you!

