

Welcome to Pulhams

We are delighted that you are considering joining our Trainee Bus and Coach Driver programme. To help you decide whether it is the right decision for you, please read the information provided.

About Us

Pulhams Coaches is a family-owned, coach and bus operator based in Bourton-on-the-Water, in the Cotswolds. Established in 1880, we are an award-winning business of over 140 years and are members of the prestigious Guild of British Coach Operators and DVSA Earned Recognition Scheme; amongst the highest performing operators in the UK. Pulhams Coaches operates 85 buses and coaches on a mix of work including private hire trips, UK and European tours, Home to School transport, educational excursions and local bus services.

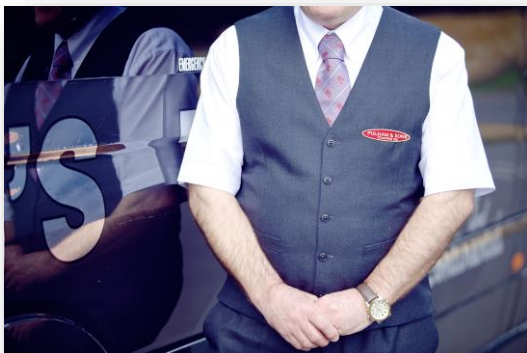


Our Driver Training Programme

Our Trainee Bus and Coach Driver Programme, enables you to obtain your full category D licence entitlement and Certificate of Professional Competence (CPC), whilst learning all aspects of the job you would be doing, once you qualify. Unlike commercial training providers who focus on passing the test, our training programme concentrates on your development. This helps you achieve the high standards we expect of our employees, from route planning, safe and efficient driving, looking after the vehicle and of course providing exemplary customer service to our passengers.

The training programme is suitable from aged 18 to 60+ and we offer a range of contract types to suit your personal circumstances. Would you like to start a new career as a coach driver, visiting destinations throughout the UK and Europe? Perhaps you would like to drive a school coach with 14

weeks holiday per year? Or maybe your choice is driving a bus service around the beautiful Cotswold countryside? Whatever your preference, at Pulhams, you will be trained to the highest standards, nurtured throughout your learning and valued as you join the family team.



The Application Process

Stage 1 – Interview and Assessments

Once we have received your application, we will invite you for a telephone interview to discuss your job and/or education history and the reasons why you would like to join our team. We will also ask you to complete a short questionnaire. This is followed up with a face-to-face interview to assess your suitability for our training scheme.

Stage 2 – Taster days

If you are successful at Stage 1, you will be offered two “taster days”. Day one will involve a day on a service bus and day two with a coach. This time will give you a good understanding of what these roles entail, help you to understand your driving preferences and whether a driving career is for you. We will discuss the type of contract and hours that may suit you once you qualify.



Stage 3 – Training contract

You will then sign our training contract. This will start from the first day of your practical training until you pass your practical test and enter into a contract of employment.

Stage 4 - Medical

We will ask you to complete a form to apply for a driver medical and obtain a provisional Category D entitlement on your licence. We will book and pay for the driver medical, but you must attend in your own time. You will need to complete the forms yourself, although we can help if you require support. The forms need to be sent to the DVLA along with your photocard driving licence. There is no application fee.

Stage 5 – Theory tests

It is now time to start studying to pass Modules 1a (multiple choice), 1b (hazard perception) and Part 2 (case studies). We will book and pay for these and provide learning material, but you must study for them and attend the exams in your own time. During this time, you will shadow other drivers, learning routes and understanding our day-to-day operations. This is a great time to get to know your new colleagues who will all help you on the journey to becoming a driver with us. During this time, you will be paid a Trainee Driver rate (£9.00 per hour). Module 4 (walk round checks) can be taken now or after your practical test.

Stage 6 – Practical training

Once Stage 5 is complete, you will then begin your practical training. This is the most exciting stage and will finally give you the chance to put everything you have learned so far, in to practice. Practical training can take up to two weeks, including your practical driving test. We will arrange and pay for your test when we believe you are ready. You will be paid for your practical training and test at Trainee Driver rate (£9.00 per hour).



Congratulations! You are now a qualified PCV driver and can enter into a Contract of Employment with us.

For more information on obtaining a category D licence visit <https://www.gov.uk/become-lorry-bus-driver>

Our Commitment To You

Mentoring and ongoing support

Your training does not end there! We will continue to support and mentor you throughout your newly qualified status, for as long as you need. We will ensure you are buddied with an experienced colleague for the first two weeks of your employment, who will show you everything you need to know and give you confidence for your new career with Pulhams.

Even after you are fully qualified and feel able to drive independently, there may be times when you need help and advice in new situations. We are here to support and nurture you throughout your career, not just when you start.



Your Commitment To Us

We hope you will love working here and stay for many years to come. However, should you decide to leave before you have completed three years of service, a payback scheme will operate. This means for the first three years of your employment you would be liable for 100% of the costs involved in your training. This is detailed in the training contract you have signed in Stage 3.

Our Expectations

Driving for Pulhams means being part of a committed team who practice excellence in everything they do, every day.

Our staff are the most important asset and we will train and support you as much as possible. In return we expect you to:

- ✓ Drive safely and efficiently
- ✓ Be enthusiastic and committed and practice outstanding customer service every day
- ✓ Communicate with us, listen to instructions and read our communications
- ✓ Always be friendly, kind and considerate to others
- ✓ Report for duty on time, be a flexible and reliable team player
- ✓ Be honest and trustworthy, promote the company and speak well of its values
- ✓ Adhere to Guild of British Coach Operator and DVSA Earned Recognition standards

What Next?

Begin your application now for a wonderful driving career

[Click here to make
you application](#)

[Then click here to
complete the
questionnaire](#)



To contact our training team:

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