



ST FRANCIS CATHOLIC MULTI ACADEMY TRUST

Our Benefits

At St Francis, we are passionate about being the Employer of Choice for our staff. We are committed to identifying and nurturing talent, succession planning for the future and implementing outstanding training and development so that our staff progress in their careers from the earliest starting point of ITT and apprenticeship through to executive leadership.

We are also dedicated to providing the highest level of support for wellbeing and personal growth. We want our staff to genuinely love coming to work and we will work tirelessly to create a working environment to ensure that this is the case.

Wonderful School Environments



Our schools are warm and welcoming and reflect the needs of our children and communities. Our Catholic faith will be felt whenever you enter one of our schools and the welcome that you get will be tangible.

Exemplary Leaders



We benefit from having truly exceptional leaders in St Francis. Their focus on achieving extremely high standards for our children is coupled with a passionate protection of our staff and an energised and aspirational approach to staff development. The wellbeing of our staff is held at the core of school leadership and the promotion of a healthy work life balance is paramount.

Community of support



Our staff bodies are extremely supportive of each other. Their closeness and supportive approach is often commented on across all of our schools by visitors and newly appointed staff. Our forums, networks and professional partnerships



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encourage our staff to work in communities rather than in isolation meaning that they are well supported and experience continuous professional challenge and growth.

Excellent terms and conditions



All of our staff are employed in line with the Burgundy and Green book. We operate national pay scales and a supportive and positive appraisal programme.

CPD and Talent Development



Our Trust CPD and development offer is at the core of our work. We are passionate about spotting talent early, nurturing this with investment in training, development and opportunities and we are dedicated to the growth of our own leaders. Staff often come to work with us because of the support that we give to people growing in their role.

Employee Assistance Programme



All of our staff have access to SAS which provides a full wellbeing package including GP appointments, physiotherapy, Menopause support, counselling and weight management amongst many other services.

Staff Car Salary Sacrifice Scheme (Tusker)

We value our staff and are committed to making your salary go further. We are proud to partner with Tusker to offer a leading Car Salary Sacrifice Scheme. This benefit allows all eligible staff across our schools to drive a brand-new, fully maintained, and insured car for a fixed monthly amount.

By exchanging a portion of your gross salary, you can make significant savings on Tax and National Insurance. It's an all-inclusive "just add fuel" package designed to take the stress out of motoring, so you can focus on what matters most in the classroom.



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Eligibility: The scheme is open to permanent employees across the Trust, subject to meeting minimum earnings requirements (to ensure your remaining salary does not fall below the National Living Wage).

Please note that full electric vehicles (EVs) are not included in this offer at this time. While we are committed to sustainability, the Department for Education (DfE) and the Education and Skills Funding Agency (ESFA) have currently placed a “pause” on new electric vehicle salary sacrifice arrangements for Academy Trusts while they conduct a national review of these schemes.