



Oak Trees

MULTI ACADEMY TRUST

WORKING FOR **OAK TREES**

MULTI ACADEMY TRUST

ACHIEVING EXCELLENCE TOGETHER

Our Trust

Oak Trees Multi Academy Trust is a Wirral-only based Trust comprising a wonderful mix of 13 primary, junior, special and secondary schools, with over 4000 children and 700 staff across our schools. The Trust was formed in 2017 with a key mission to 'Achieve Excellence Together' as a collective of Wirral schools.

Our Values

Our values were developed by school leaders across the Trust and embody the spirit of what we do on a daily basis:



Collaboration



Citizenship



Inspiration



Expression

Every school lives and breathes the Trust values, and our Trust events and experiences are based on our values across the schools.

Our Ethos

Our ethos is very clear – we empower each school to be the best they can be, but we are not a 'one-size fits all' Trust, as every school has the right to be their own school and deliver their own curriculum. The Trust has a role to hold schools to account to perform as well as they can in all areas and provide the tools for this to happen, but it is up to schools how they are organized, their curriculum, their school day etc. Each school is unique, and that is the basis of how the Trust works.

Our Culture

The Trust culture is built on our mission, Achieving Excellence Together.

Key features of our culture are:

- Collaborative working across all schools
- Policies in place to support wellbeing, financial security and positive working conditions.
- We are a family of schools – there is always someone to help!
- Being kind and respectful are key features seen at every MAT school
- We listen – no matter what the issue, someone will be there to help

Our Wirral Schools

Across our schools we currently educate over 4000 pupils and have over 700 colleagues working within the Trust. Our key focus on collaboration and support is evident across all our Trust schools:

PRIMARY SCHOOLS

Black Horse Hill Junior School | Brackenwood Junior School | Church Drive Primary School

Egremont Primary School | Greasby Junior School | Great Meols Primary School

Heswall Primary School | Irby Primary School | Poulton Lancelyn Primary School

Stanton Road Primary School | Thingwall Primary School

SPECIAL SCHOOLS

Orrets Meadow Special School

SECONDARY SCHOOLS

Hilbre High School



Why Work at Oak Trees MAT

Professional Development and Career Progression

At Oak Trees, we offer a wide range of continuing professional development (CPD) opportunities for all staff – no matter what your role. Our annual rigorous CPD programme ensures that staff get the support and training needed to do their job to the best of their ability. Furthermore, we actively promote internal career progression through training and support and through internal promotion opportunities for high quality staff. We also offer support and signposting to external qualifications, including apprenticeships and apprenticeship training, for new and existing employees. We are closely aligned with the National Institute of Teaching (NIOT), and we offer opportunities to many staff to attend their training as well as delivering the training ourselves.

Wellbeing

Wellbeing and workload are at the heart of what we do as a Trust, and we offer many ways to support staff to make their experience working for Oak Trees as positive as it can be. These include:

1. **Trust Wellbeing** Lead in place to promote and support positive wellbeing across our schools.
2. **Staff Charter** in place to promote staff wellbeing and positivity.
3. **Access to the Trust Employee Assistance Programme** and Occupational Health services. These include access to a Wellbeing App, telephone support, counseling and health management services.
4. **Occupational health services** to support staff and ensure they have the tools and adaptations to do their job effectively.
5. **Free flu vaccinations** for staff not already eligible.
6. **Annual free health checks** in school with support to improve any areas which needs support.
7. **Ongoing focus on workload reduction** through Trust leader focus and AI development programmes.
8. **Annual wellbeing plan** in place to promote wellbeing and do all we can to support staff
9. **Each school has a wellbeing team in place**, with leaders meetings termly to plan collaboratively to promote staff wellbeing

Trust Pension Offer

All teaching staff across Oak Trees have access to the Teachers' Pension Scheme (TPS) (see <https://www.teacherspensions.co.uk/>) and for support staff we offer access to the Local Government Pension Scheme (<https://www.lgpsmember.org/>). The Trust will automatically enroll you into these pension schemes with favourable terms from day one of your employment, and we are positive that both programs offer excellent pension benefits to all our staff.

Annual Pay Increases

We operate automatic pay progression for teachers which is not linked to performance. We believe strongly that all staff should be rewarded with pay progression if they are working hard and working according to our Trust values. We provide annual pay increases for support staff in line with national and local pay ranges for support staff and these are automatic through our payroll provider.

Trust HR Policies

As a Trust we have developed a suite of employee-centred and family-friendly policies which will support you in and beyond your workplace. The Trust is also committed to offering flexible working where it can in order to support the work/life balance of employees including part-time working.

Enhanced Sick Pay, Maternity and Paternity Pay

We offer employees enhanced sick pay, maternity and paternity pay in line with local schemes which we feel offers excellent support to staff in times of need.

See the Trust website at www.oaktreesmat.co.uk for further details





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CONTACT US

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