

Wellness offer

Our people are our greatest strength. As a trust, we know that the wellbeing of our staff directly shapes the culture, stability, and success of our schools. When colleagues feel supported, valued, and able to thrive, our pupils benefit too. Our wellness offer reflects our commitment to creating an environment where every member of staff can flourish both professionally and personally.

We offer:

- ❖ Protected PPA time and guidance on meeting expectations
- ❖ Trust-wide robust approach to behaviour
- ❖ Streamlined admin processes and centralised systems to reduce duplication
- ❖ Clear expectations on email etiquette and out of hours boundaries
- ❖ Flexible Working Procedure
- ❖ Cross-school networks
- ❖ Opportunities for staff to contribute to trust-wide-initiatives
- ❖ Staff surveys with transparent follow up actions
- ❖ A culture of communication
- ❖ Working groups that help shape trust policy
- ❖ Access to high quality CPD
- ❖ Embedded wellness training in our PD schedule
- ❖ Senior Mental Health Leads across the Trust
- ❖ Clear signposting to external support
- ❖ Free mental health and wellbeing support to staff, partners and children between age of 16-24 in full time education via our Employee Assistance Programme (EAP) – including up to 6 counselling sessions

Benefits and Perks:

- ❖ Free VDU eye examinations for eligible employees
- ❖ Funded flu vaccinations
- ❖ Sabbatical Leave
- ❖ Sports & Social Club (optional)
- ❖ Discounted wrap around care, at relevant academies, if your child is a Kite Academy Pupil (linked to contracted hours)
- ❖ An incredible range of employee benefits (including membership to [Perkbox](#))