



# TRUST PEOPLE OFFER

Ensuring Excellence for our professional and learning community.

Our schools are orientated around ensuring excellent provision and are constantly reflecting on what is best for our working environment and for the young people in our care. All of us at our Trust want the children to achieve socially, personally and academically and leave school with a crucial sense of possibility - vital for success in life.

We are looking for colleagues to join a professional family that values partnership and collaboration. When you work with us, we are also keen that you will grow as a professional and benefit from our culture of professional development and care.

## Thrive with:

- EAP program, including access to counseling and practical support 24 hours a day, 365 days a year, for you and your household.
- Free wellbeing app via EAP.
- Online resources to support with 'life's challenges.'
- Leave policy - ability to apply for specific leave requests.
- Family-friendly policies - enhanced maternity and adoption benefits (additional three and a half months' pay).
- Eye tests and, where lenses are required for DSE use, contribution towards lenses.
- Funded annual flu vaccine.

## Reward with:

- Defined benefit contribution scheme.
- Annual leave - starting at 28 days, rising to 33 days (after 5 years) and then 36 days (after 10 years) - plus bank holidays.
- Access to on-site car parking.
- Free tea and coffee.
- Occupational sick pay.

## Grow with:

- Community-focused schools with individual leadership teams.
- Distributed leadership opportunities.
- Trust-wide professional groups.
- [Institute of Education - career development.](#)
- Career Growth - Growing Great People Policy.
- Structured trust peer reviews.
- A coaching culture for senior leaders to develop skills in building approaches to challenge situations.

## Option to benefit from:

- Cycle to work scheme.
- Access to lifestyle savings, health cash plan, support for mental and financial wellbeing through our partner Vivup.
- Additional pay-as-you-go additions to the wellbeing portal.