



Trust Commitment to Our Staff

We are committed to supporting our employees and ensuring that health and well-being are a top priority.

As part of our focus on being an Employer of Choice, we prioritise all employees' well-being, growth, and fulfilment, creating an exceptional work environment that attracts and retains top talent.

By cultivating a positive and inclusive workplace, we aim to foster an environment where individuals feel valued, respected, and inspired to excel. Offering competitive compensation packages and staff benefits.

Investing in professional development and continuous learning opportunities not only nurtures the skills and capabilities of our workforce but also demonstrates our commitment to personal growth. By providing mentorship, training programs, and career advancement prospects, we believe that we empower employees to thrive and reach their full potential.

Fostering a healthy work-life balance is key. Such practices create a harmonious environment where employees can excel both personally and professionally.

We firmly believe that satisfied employees become our greatest brand ambassadors, sharing their enthusiasm and experiences with others. This is evidenced by the number of staff who have returned to the organisation.

As well as our continued focus on CPD, staff also have access to a wide range of benefits and rewards, including:

Personalised CPD

- New staff induction programme
- Access to National College
- Exhaustive CPD programme for teaching staff during INSET days and twilight sessions
- Support accessing apprenticeships attributable to specific roles
- Annual performance review to ensure collaborative working towards joint goals
- Flexible working openly discussed

Workload Management

- Clear annual calendar advising when department and faculty meetings will be held
- Clear line management structure and support
- Clear behaviour support within the schools
- SLT open door policy
- Flexibility around family commitments
- Work emails only to be sent on weekdays 7am to 7pm (unless in an emergency or safeguarding issue arises)

Wellbeing Support

- Access to Lifeworks Employee Assistance Programme, including counselling
- Cycle to work scheme
- Extensive calendar of social events
- Eye sight testing (subject to VDU usage)

- Virtual GP
- On site flu vaccinations
- Access to Teachers Pension Scheme and Local Government Pension Scheme
- Access to onsite gym facilities (selected sites)
- Access to mental health support via counselling services
- On-site first aid provision
- Access to occupational health professionals
- Regular Headteacher forum which provides staff with the opportunity to discuss any concerns, provide feedback or offer suggestions
- Termly whole school lunch
- Negotiated local community discounts
- Staff recruitment referral Incentive of £250
- Free tea and coffee for staff

Teacher/School staff discount websites

- Discounts for Teachers: <https://www.discountsforteachers.co.uk/>
- Teacher Perks: <https://www.teacherperks.co.uk/>
- Blue light card: <https://www.bluelightcard.co.uk/>