CAT

Being Part of the Tribe

Working in CAT

Employee experience, benefits and rewards

About CAT

Cheshire Academies Trust is responsible for primary and special schools in Cheshire and Wirral as well as Teaching School linked to Chester University and an innovative SEND hub providing outreach, support and professional development.

Our Purpose

Care and Commitment to Excellence

Cheshire Academies Trust strives for excellence by carefully evaluating and improving our provision to ensure it benefits all learners, especially disadvantaged and SEND pupils. We aim for every child to receive a great education, no matter their school. Our approach centres on equity, inclusivity, and raising standards.

Collaboration and Creative Leadership

We deeply invest in professional development, empowering teachers to learn from each other and external experts to drive standards forward. Our leadership programmes and learning networks foster strong leadership, uniting our schools under a shared vision of delivering the highest quality teaching and learning. Together, we focus on what truly matters: expert teaching, creative leadership, and an unwavering commitment to improving outcomes for every child.

What matters to us?

Cheshire Academies Trust is a tribe of people working as one community. We believe in a commitment to do what is right, not what is easy. We want to provide the best learning opportunities and career pathways for our staff within a community that is built on respect, care, collaboration and creativity.

The power of the tribe

Being a member of our tribe within one of schools provides a support network of like-minded people who give their time and knowledge openly.

"We are not a 'one size fits all' Trust. We value unique schools so the Trust sits quietly under the surface supporting and nurturing growth and sustainability"

Our Schools and Training Hubs

We currently educate over 3000 pupils and have over 400 colleagues working within the Trust. Our training arm, CLTA, works with schools across the North West and our SEND hub has just opened to provide outreach, support and CPD to colleagues across Wirral and Cheshire

PRIMARY SCHOOLS

- **Bexton Primary School**
- **Boughton Heath Academy**
- **Gayton Primary School**
- **Kelsall Primary School and Nursery**
- **Manor Park Primary School**
- **Mill View Primary School**
- **Over Hall Community Primary School**
- **Rock Ferry Primary School**
- **Woodchurch Road Academy**
- **Woodfall Primary School and Nursery**

Cheshire Academies Trust
Inspiring hearts and minds

Special Schools

- **Hebden Green Community School**

CLTA Training

Providing professional development to amazing staff alongside ITE for up to 24 students.

CLTA Training
Inspiring professional learning

CAT SEND Hub

Innovative hub providing outreach, support and CPD to colleagues in CAT as well as schools across Wirral and Cheshire.

Wi-Fi Code
STILL
KELSAL

Benefits of Working in CAT

The following section outlines how we support our staff and the benefits people working within the Trust receive.

CPD and Career Development

At CAT, we are dedicated to helping our colleagues thrive in their roles and grow their careers. We offer a wide range of continuing professional learning and development (CPLD) opportunities for all staff—from bitesize learning to formal qualifications. Our approach to appraisal revolves around ongoing learning conversations to support your professional growth and to understand your needs and aspirations.

Our online CPD webinars and resources provide a variety of content, programmes, and guidance, while our Career Pathways resources highlight role-specific CPD opportunities and qualifications, both within and beyond the Trust. These opportunities are designed to complement in-school support, focusing on developing expertise in your current role as well as building towards leadership positions. CAT also offers support with funding for qualifications, such as apprenticeships, for both new and current employees.

Wellbeing and Rewards

All colleagues, have access to the CAT Employee Assistance Programme, offering a confidential support service including 24-hour telephone support, face-to-face counselling, and advice on health, relationships, finances, legal matters, and family issues. We also provide access to occupational health services and free flu vaccinations for staff not already eligible.

We also fully fund all CAT staff access to the Blue Light Scheme where discounts can be obtained on a range of products and from household companies.

"Feedback is a gift and we ask our staff how well we are supporting them. Workload, culture and wellbeing all play a significant part in our thinking"

BLUE LIGHT CARD™

Pension Schemes

r teaching colleagues the Trust offers the Teachers' Pension Scheme (TPS) and for support staff colleagues it offers a Local Government Pension Scheme (LGPS). The Trust will automatically enrol you into these pension schemes with favourable terms from day one of your employment.

Both pension schemes offer secure pensions backed by the Government and offer financial protection for your family, while CAT also provides employer contributions.

"Your future retirement is important and these schemes provide you with a future income, backed by the government"

TEACHERS' PENSION SCHEME

Find out more at https://www.teacherspensions.co.uk/

The benefits include:

- Security of the Scheme – The Teachers' Pension Scheme is backed by the Government. It's not reliant on risky investments so your pension is guaranteed.
- You can check on what benefits you're building up at any time with your online benefit statement.
- Get tax relief on your pension savings and the option of a tax free lump sum when you retire
- Family benefits – The security of a long-term pension that's in place to protect your family if something should happen to you before or after you retire.
- In-service death grant – If you die in service (in service refers to actively paying into your pension – not just having a teaching role), your surviving spouse, civil partner, qualifying partner or nominated beneficiary will receive a death grant from the scheme.

LOCAL GOVERNMENT PENSION SCHEME

Find out more at https://www.lgpsmember.org/

The benefits include:

- Build up a secure and stable income for your future – The scheme provides you with a future income, independent of share prices and stock market fluctuations.
- Leave a pension for your partner and eligible children.
- Protection for ill health and life cover including a lump sum for death in service.
- Reduce what you pay with flexible options.

Benefits of Working in CAT

Continuous Service

Moving from a local authority school? Those without a break in service can be reassured that CAT will recognise your continuous service. This will ensure you continue to access your current employment benefits, including enhanced maternity leave and redundancy based on length of service.

Employee Centred Policies / Family Friendly Policies

CATs employee-centred and family-friendly policies support you in and beyond your workplace. The Trust is committed to offering flexible working where it can in order to support the work/life balance of employees including part-time working options, term-time only working, compressed hours and job sharing.

Enhanced Sick Pay, Maternity and Paternity Pay

CAT offers employees enhanced sick pay, maternity and paternity pay. Enhanced sick pay for both teachers and support staff increases with continuous service, offering generous levels of full and half pay.

"The Trust is committed to offering flexible working where it can to support employees work-life balance."

Annual Pay Increases

We provide annual pay increases for support staff in line with contractual pay ranges. For teachers one point pay progression per annum is automatic and not linked to performance. We work in a culture of utter transparency and 'no surprises' when making decisions about pay progression

White Goods and Salary Sacrifice

At CAT, we're pleased to offer a Salary Sacrifice Scheme that provides staff with practical ways to make essential purchases more affordable. We operate a Cycle to Work Scheme and we offer the opportunity to purchase white goods—such as refrigerators, washing machines, and other household appliances—through salary sacrifice, making it easier for you to manage significant home expenses.

CAT has historically offered an Electric Car Scheme, allowing colleagues to lease electric vehicles at a reduced cost, supporting both finances and a greener environment. In September 2024 the DfE asked academies to freeze new applications to electric car schemes. We look forward to the freeze being lifted so staff can continue to benefit from this scheme.

"We want to make CAT a great place to work and learn."

Cheshire Academies Trust

Inspiring hearts and minds