

# Exceptional Benefits for Exceptional Educators



**COCKBURN**  
MULTI-ACADEMY TRUST  
TRANSFORMATION TO EXCELLENCE

## 1 WELLBEING AND WORK LIFE BALANCE

- Access to Cover Pool/Flexible Day
- Trained Mental Health First Aiders on each academy site
- Wellbeing and Menopause Policy and Groups
- Access to gym facilities on some sites
- Regular wellbeing and social activities
- A range of working patterns dependent on role/level (Flexible Working)
- SLT open door policy
- Employee assistance programme:

- 24-hour employee assistance line
- Physiotherapy
- Virtual GP
- Mental health services (Structured counselling, CBT, anxiety management or stress coaching)

## 4 RECOGNITION AND COMMUNITY

- A clear pathway for career progression
- Access to trade unions
- Staff Social Events
- Staff Thank-You Notes
- Sports club (football and rounders)



## 2 Professional Development

- A comprehensive induction
- Appraisal and continued professional development programme
- Access to the National College, and high quality CPD courses
- Coaching and mentoring with regular appraisals to help you be your best

**We have signed up to the Education Staff Wellbeing Charter**



## 3 LIFESTYLE PERKS

- Free on-site parking
- Access to discount platforms:
  - Blue Light Card
  - Teacher Card
  - Teacher Perks



## 5 Financial Benefits

- Competitive rates of pay and progression structure
- Auto enrolment to West Yorkshire Pension Scheme/ Teachers Pension
- Enhanced occupational benefits such as adoption, birth leave, maternity & paternity pay
- Generous annual leave
- Continuous service recognised
- Generous & supportive leave of absence policy