

BENEFITS OF WORKING AT THE TRUST

The Trust:

- Is an equal opportunity employer and has acquired Disability Confident Committed accreditation
- Adheres to National Pay and Conditions for teachers and support staff
- Recognises and works with trade unions
- Commits to the Teachers' Pension Scheme (TPS) and the Local Government Pension Scheme (LGPS)
- Acknowledges previous continuous applicable service
- Adheres to, and provides terms in accordance with, or better than the Green and Burgundy Books
- Follows, and publishes in advance, the working time directive for teachers
- Offers free car parking at all sites and dedicated bike park facilities.

Wellbeing

The Trust is committed to staff wellbeing by:

- Having Family-friendly policies, including flexible working
- Subscribing to an Employee Assistance Programme (EAP) which all staff and family members can access confidentially and at no cost to the employee. This service also includes an Employee Counselling Service.
- Signing all schools to the Department for Education's Wellbeing Charter which aligns closely with our own approach
- Conducting an annual wellbeing survey which is considered by each Local Governing Board and Trustees
- Each school having a Local Governing Board with a nominated Governor responsible for wellbeing
- Issuing half-termly newsletters:
 - highlighting wellbeing initiatives and advice
 - communicating news across the Trust
 - sharing promotional services such as Discounts for Teachers
- Offering flu vaccination vouchers for staff not eligible for a free vaccine through the NHS
- Reimbursing eye test costs for Display Screen Equipment (DSE) users
- Allowing staff to hire a bike, via salary sacrifice, through the Cycle to Work scheme
- Supporting access to Microsoft Office products and Apple education pricing, subject to relevant offer
- Providing catering facilities to purchase lunches and snacks
- Ensuring there are dedicated staff rooms in all schools.

Professional Development and Career Progression

Our staff are at the centre of our success and the Trust has an embedded culture of collaboration and best practice. Professional development and succession planning are at the core and we support staff by offering:

- A defined induction programme for all staff
- An appraisal process focused on self-review to support individuals and school priorities
- A fully structured Trust-wide annual Inset Day for all staff
- A CPD programme for each school
- An established Early Career Teacher programme in each school
- Coaching through Steplab for all teaching staff
- Access to NPQ qualifications
- Access to apprenticeship funding
- Time for colleagues to increase networks and work sharing in other Trust schools.