









Why work for the Bath & Wells Multi Academy Trust?

Bath & Wells Multi Academy Trust Staff Benefits			
 <p>Pay</p>	 <p>Pension</p>	 <p>Annual Leave</p>	 <p>Recognition</p>
 <p>Family Friendly Benefits</p>	 <p>Wellbeing</p>	 <p>CPD</p>	 <p>Staff Involvement and communication</p>
	 <p>Sense of belonging</p>	 <p>Collaborative working</p>	

 <p>Pay</p>	<p>Pay</p> <p>All staff are given a competitive salary in consideration with national pay ranges. Staff are paid on pay grades with opportunity for annual progression. Staff pay is regularly reviewed and a job evaluation scheme will soon be in place to ensure equity of pay for all staff.</p>
 <p>Pension</p>	<p>Pension</p> <p>All staff are entitled to join the Local Government Pension Scheme or Teachers Pension scheme -- both schemes are very generous, the employer contributions rates are very generous compared to other employers.</p>



 Annual Leave	<p>Annual Leave</p> <p>We choose to give generous leave entitlements. The annual leave entitlements given to support staff are more generous than the statutory entitlements. For Teachers, annual leave is combined within their contracts.</p>
 Recognition	<p>Within School</p> <p>Headteachers and managers give regular recognition to staff.</p> <p>Hub wide recognition</p> <p>Hubs are working together to develop methods of recognition at Hub level</p> <p>Long Service</p> <p>Long service awards are given to staff for achieving 25 years continuous service</p>
 Family Friendly Benefits	<p>Flexible working and family friendly policies</p> <p>Flexible working is considered for all staff who meet the qualifying criteria, and many of our staff work flexible patterns to support their child care, elderly caring responsibilities or other things going on in their lives.</p> <p>Maternity, Adoption and Shared Parental Scheme</p> <p>We offer enhanced occupational pay for maternity, adoption and shared parental leave to all staff with more than a year's service.</p> <p>Childcare vouchers</p> <p>Employees are entitled to take part in the childcare vouchers scheme, which allows them to purchase tax-free Childcare Vouchers which can be used for registered childcare providers, including school breakfast clubs and after-school clubs. Vouchers are purchased with gross pay, so a saving is made because tax isn't paid on those vouchers.</p>
 Wellbeing	<p>Occupational Health</p> <p>We work with an Occupational Health provider to ensure that staff are safe and well in the workplace and that we are providing well being support for staff wherever we can. Counselling and therapies can also be secured through Occupational Health for staff where needed. Schools are encouraged to purchase additional employee assistance and counselling programmes, most of which do, and work is in progress to ensure this is offered across all schools moving forward.</p> <p>Cycle to work bike purchase scheme</p> <p>We offer a cycle to work scheme, under which staff can purchase a bike (and cycling equipment) under a hire purchase arrangement. Repayments come out of gross pay so a saving is made as tax isn't paid on those repayments. This scheme is offered to assist with commuting costs, and to support staff health and wellbeing.</p> <p>Employee Assistance Programmes</p> <p>Schools within the BWMAT are encouraged to provide employee Assistance Programmes which provide advice and counselling to staff.</p> <p>Parish support</p> <p>The majority of our schools have strong connections with their local parishes which are also available to provide support.</p>



Values
Our Multi Academy Trust is led on a foundation of strong Christian values which guide us in ensuring fair and outstanding treatment of the staff we employ.

Wellbeing
The MAT recognise the importance of happy and healthy staff. After listening to views of staff in the staff survey much work is being done to improve the MATs wellbeing offer to staff.



CPD and Training

Training & Continuous Professional Development

We are committed to the continuous development of all our staff and run several CPD programmes. We also run a PDP scheme where staff wishing to progress with their career are supported to achieve their aspirations.

We have CPD courses in place for staff in the following areas and we are continuously developing our offer:

English	Writing Moderation	Numeracy	Assessment Leaders
SENCO	Early Years	Deputy Headteachers	Aspiring Leaders
NQT	NQT +1	TA Champions	Religious Education



Staff Involvement

Staff Survey

An annual staff survey takes place in order to obtain staff views on a variety topics. Staffs' views are considered and actions are put in place to make identified improvements. A yearly communication is sent to staff sharing results and action plans, and a further communication is sent sharing progress for the year.

Staff Listening Events

Staff listening events provide staff the opportunity to share their views on the organisation and share ideas for improvement

Trade Union consultation

The Multi Academy Trusts maintains a positive relationship with, and meets termly with recognised Trade Union Representatives who negotiate on behalf of staff.

CEO Blog

The weekly CEO blog keeps staff informed and up to date with developments across the Bath & Wells Multi Academy Trust



Sense of belonging

Sense of belonging

We believe that by involving, developing and valuing staff and by supporting them to look after their wellbeing that our staff feel a sense of belonging to our organisation. We always strive to ensure every school within the MAT develops its own uniqueness whilst ensuring they are strongly part of the whole, this provides staff with a sense of belonging both at School and organisational level.



Collaborative Working

Collaborative Working

We are continuously developing new and unique ways for individuals and schools across our organisation to work together collaboratively. This not only enables staff to share best practice and develop their own practice it also provides staff with various professionals to contact and liaise with for support and advice.