





Employee Benefits

 <p style="text-align: center;">Pension</p>	<p>Pension All staff are entitled to join the Local Government Pension Scheme or Teachers Pension scheme - both schemes are very generous. The employer contribution rates are very generous compared to other employers.</p>
 <p style="text-align: center;">Annual Leave</p>	<p>Annual Leave We choose to give generous leave entitlements. The annual leave entitlement offered to support staff is more generous than the statutory entitlements. For teachers, annual leave is combined within their contracts.</p>
 <p style="text-align: center;">Recognition</p>	<p>Within School Headteachers and managers give regular recognition to staff.</p> <p>Hub Wide Recognition Hubs are working together to develop methods of recognition at Hub level.</p> <p>Long Service Long service is recognised for staff achieving 25 years continuous service.</p>
 <p style="text-align: center;">Family Friendly Benefits</p>	<p>Flexible Working and Family Friendly Policies 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 happening in their lives.</p> <p>Maternity, Adoption and Shared Parental Scheme 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 Employees who are already in the Childcare Voucher Scheme with our Multi Academy Trust, can purchase tax-free Childcare Vouchers that can be used for registered childcare providers. This includes school breakfast clubs and after-school clubs. Vouchers are purchased with gross pay, so no tax is payable on the vouchers meaning a saving is made by the employee.</p>



Wellbeing

Occupational Health

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.

Cycle to Work - Bike Purchase Scheme

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. Our cycle scheme Employer Code is *1a9eab*. <https://www.cyclescheme.co.uk/>

Employee Assistance Programmes

Schools within our Multi Academy Trust are encouraged to provide Employee Assistance Programmes which provide advice and counselling to staff.

Parish Support

The majority of our schools have strong connections with their local parishes which are also available to provide support.

Gym Membership

1610 – At 1610 you will be entitled to receive the corporate membership monthly discounted price. Please look on their website for their current fees and location of their centres. <https://www.1610.org.uk/>

Nuffield – Across the Nuffield gyms you will be entitled to 10% discount on their membership fees which vary in each location. <https://www.nuffieldhealth.com/>

Cadbury House – You are entitled to corporate membership, which includes use of the facilities and 10% off at the Bardolino Restaurant and bar, 20% discount Monday-Thursday and 10% Friday-Saturday on Spa treatments, and 20% Discount in the salon. <http://www.theclubandspabristol.co.uk/>

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

Our Multi Academy Trust recognises 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 Trust's wellbeing offer to staff.



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 Head-teachers	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 of topics. Staff views are given consideration and actions are put in place to make identified improvements. A yearly communication is circulated 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 with the opportunity to share their views on the organisation and share ideas for improvement.

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



Sense of belonging

Sense of Belonging
 We believe that by involving, developing and valuing staff, and by supporting them to look after their wellbeing, our staff feel a sense of belonging to our organisation. We always strive to ensure every school within our Multi Academy Trust 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.



Additional Benefits

PS Discount - A site which provides online discount codes and cashback for employees within education. Their website is <http://www.psdiscounts.com>

CSSC Sport & Leisure - CSSC likes to promote healthy lifestyles. With a membership fee of £3.95 a month, they provide taster days and My Active provides; support in achieving your goals, rewards for being active, free entry to English Heritage sites and reduced tickets to Merlin theme parks. For more details visit <http://WWW.CSSC.co.uk>

Cosco - A wholesale store where you are entitled to purchase 'Individual membership' for a yearly fee. You also receive a second card for a spouse/domestic partner. If you wish to take your payslip as one of the ID requested, then also take your driving licence / passport as an additional form of ID. For more details visit <https://www.costco.co.uk/membership>

Hilton - Hilton Hotels offer up to 30% discount on room bookings, these need to be booked via their website. <https://www.hiltonpublicsector.co.uk>

Marriott – Marriott Hotels offer up to 25% discount on room bookings, to book call 0845 600 0072 and quote 'GYX' or go online. You will need to present your ID badge on arrival. <https://www.marriott.co.uk>

O2 - Teachers can obtain 25% discount with O2 contracts through O2 Open. The code is TEACH and you will need your payslip or ID to be able to claim this offer. <https://www.o2.co.uk>

School Only Offer/Benefit



School Offer

The Works - Schools can order directly from The Works and type in Promo code EDUCATE to be entitled to the following discount:

- Spend Over £100 to get an extra 5% off your order
- Spend Over £150 to get an extra 10% off your order
- Spend Over £200 to get an extra 15% off your order
- Spend Over £500 to get an extra 20% off your order

Easy Fundraising – Schools can set up an account and promote this to parents/carers, so that when they shop online they can go through this site and it will give cashback to the school account. www.easyfundraising.org.uk

Riverford - A supplier of organic food to people's homes. Schools need to register with Riverford and receive a unique code which can be given out to parent/carers, so that if they order from Riverford £25 is donated to their school when their third box is delivered. www.riverford.co.uk/vegfund