



Being part of our team is great...

Not just because you're working with exceptional staff in incredible schools; but also because of the countless benefits available to all our employees – wherever they work:

Pensions

All staff are entitled to join a pension scheme. Teachers are automatically enrolled with the Teachers' Pension and Support Staff to the Local Government Pension Scheme. Both schemes offer generous packages.

Flexible Working

Flexible working arrangements are available and will be considered for all staff who meet the qualifying criteria.

Sick Pay, Maternity, Flu Jobs

We are proud to offer generous occupational maternity and sickness pay to all staff. All our schools also offer free flu vaccinations to all staff who would like them.

Cycle to Work

All employees can benefit from our cycle to work scheme which is operated in partnership with Halfords. The scheme offers tax incentives/discounts when purchasing a new bike.

Training and Working

We are committed to the continuous development of all staff and run numerous CPL programmes to provide the opportunity to develop and flourish. We also create opportunities for staff and schools to work together and share best practice so we can learn from each other.

Gym Membership

All employees are entitled to more than half price membership at our Kings Fitness & Leisure - offering unlimited access to the state-of-the-art gym, 25m swimming pool and more for just £16.50 per month.

Wellbeing

All staff should be happy and healthy at work, and we run wellbeing workshops to help keep our staff feeling their best. Staff also benefit from the services of 'Care First' who provide Employee Assistance Solutions - supporting Wellbeing, Performance and Attendance.

Annual Leave

We choose to give generous leave entitlements. For support staff these are more generous than statutory entitlements and for Teachers, annual leave is combined within contracts.

Recognition and Belonging

We value our staff and the contribution they make, and staff are given regular recognition for the incredible work they do. We also seek to create a sense of belonging at the school and organisational level – with each school having both its own identity, and a strong link to the centre.

Trade Unions

The Trust encourages staff to join unions and maintains a positive relationship with trade unions and professional associations, meeting termly with recognised representatives who negotiate on staff's behalf.