

The Benefits of Joining the Trust

All schools face common challenges and opportunities. Our key challenges are as follows:

- Sustained high student outcomes and well-being
- Sustainable workforce
- Financial sustainability
- Environmental sustainability

We work as a partnership for the benefit of our students, sharing knowledge, expertise, ideas, research, skills and best practice. We encourage, support and challenge each other, maximising our strengths, whilst ensuring we continue to learn and develop together.

In joining the Trust, schools have immediate access to quality strategic and operational teaching and non-teaching support. In joining a team of professionals, your ideas, talents and strengths will be valued and you have an increased ability to work with like-minded people, who want to make a difference, sustain and improve student outcomes and well-being, whilst operating in an ethical, transparent way, in line with the Nolan Principles of holding office as a public servant.

Support from the Trust includes the following advice and guidance from non-teaching professions and areas of expertise:

Finance

Oversight, frameworks, audit, pagabo insurance, procurement, best value deals etc.

HR

The HR team develops, reviews and implements workforce-related policies and procedures, consulting with trade unions at its Trust Trade Union Forum. Briefings and training are available, particularly for managers and leaders, to assist them in implementing policies and procedures confidently, fairly and consistently. We also offer training on management and leadership skills. The HR team has a wealth of templates accessible to school-based HR teams (e.g. job descriptions, recruitment templates, contracts and letters) to reduce duplication and minimise risks, and HR colleagues across the Trust learn and develop together, maximising strengths and developing knowledge and expertise.

Systems have been implemented to increase effectiveness across the Trust (e.g. an absence system which staff have access to, enabling them to monitor their own attendance levels and request leave online) and in-school teams, Heads of Schools and senior leaders have access to support, advice and guidance for employee relations cases, ensuring investigations and decisions are robust.

The Trust HR team can help schools manage the full employment cycle effectively, from advertising, job evaluating, recruiting, contractual arrangements, pay, managing changes, health and wellbeing, signposting, employee engagement, performance, employee relations and career pathways. The Trust has contracts with a range of providers, such as advertising, Occupational Health Services, legal services and online training.

Staff survey

The Trust runs a staff survey once a year, which is co-ordinated at Trust level, and support is provided to schools and Heads to ensure effective action follows surveys, ensuring staff feel their input is valuable and that it makes a difference.

The Trust has an ethical leadership framework, describing how our leaders behave and the competencies, qualities and virtues they display in their everyday work. It's important to us that our leaders are experienced as trustworthy, reliable, knowledgeable, kind, respectful, fair, dutiful public servants, leading with courage, optimism, positivity and vision.

We have worked with our recognised trade unions to develop a workload charter, with the aim of ensuring our staff have an enjoyable and rewarding working environment, where they can flourish, where they feel respected, encouraged and supported.

The Benefits of Working in the Trust

From a staffing perspective, we aim to be an employer of choice, where people want to come to work, choose to stay and enjoy rewarding career pathways with us. We want staff to feel valued, supported and part of a talented team working towards the achievement of a common purpose. We aim to do what makes a difference, and professional trust is our default. We treat each other well, respectfully, with kindness and understanding.

We want to build a thriving culture, with high levels of autonomy and accountability, recognising the part we play in helping others.

We have policies and procedures which align with our sense of purpose and the principles of public servitude and ethical leadership. We have pension schemes in place for teaching and non-teaching staff (Teachers' Pension Scheme and the Local Government Pension Scheme). We are committed to helping our staff achieve and maintain good levels of health and wellbeing, with various people, resources, providers, advice and guidance in place (e.g. Occupational Health Services, Time to Change Pledge, increasing mental health services, access to health and wellbeing apps, financial assistance and healthy food available in our dining facilities).

Employee Benefits and Discounts.

In addition to our remuneration packages, employees have access to a range of Health, Well-Being and Leisure Benefits and Discounts.

The current benefits and discounts on offer are:

- **BHSF Employee Assistance Programme**

Free 24/7 service for all staff. Offers advice and support on a range of different personal matters including Health & Well-being, Financial and Legal Matters. 100% confidential, nothing is shared with the Trust or your manager. It can also be accessed (with exception of face-to-face counselling) by any family member over the age of 16 residing at your address.

- **Low Cost, Contract Free membership at The Sports Hall at South Hunsley School and Sixth Form College**

Membership is £12.50 per month for ages 16+.

Fitness Suite and all classes are all included in your membership. There are no joining fees or fixed term contracts.

To join South Hunsley Sports you will need to fill out a membership application form. These can be obtained from their reception.

You will also need to book an induction, in which their Fitness Instructors will demonstrate how to use the equipment in the Fitness Suite correctly, and explain how to use the Wellness System. The Fitness Instructors can put together a personalised Fitness Programme for you once you have attended an induction.

Please book at reception, call on 01482 636733 or email sports@southhunsley.org.uk

- **Discounted membership at all East Riding Leisure Facilities**

As a public sector employee, you can access the Government rate for memberships at all East Riding Leisure Facilities, which means that you can get Premier Membership which is usually £33pcm for just £25pcm, saving £96 per year. (Subject to minimum contract length of 12 months).

Facilities can be found in the following Towns/Villages

Anlaby (Haltemprice), Beverley, Bridlington, Driffield, Goole, Hornsea, Pocklington (Francis Scaife Sports Centre), Preston (South Holderness Sports Centre), South Cave, Withernsea

Includes Full use of Pool, Gym Health Plus, Sauna, Steam Room and Fitness Classes, 10% off at Café Vibe, Access to Daytime Squash and Badminton & 40% off at the crèche.

- **Up to 30% off the best available bed and breakfast rates at Hilton Hotels and 20% at Hampton by Hilton hotels (Weekends Only)**

As a public sector employee, you're entitled to an **exclusive 30% off the best available bed & breakfast rate at weekends and 20% off Hampton by Hilton hotels.**

Over 160 participating Hilton hotels in the UK, Ireland and Europe.

Simply visit <http://www.hiltonpublicsector.co.uk>

Ensure you take your staff ID with you

- **Up to 25% off the best available rates at Marriott Hotels (Weekends Only)**

As a public sector employee, enjoy your weekends with up to 25% off Bed and Breakfast rates throughout the UK and Ireland.

Quote GYX when booking and ensure you take your staff ID with you.

- **20% off at The Sandpiper (available Monday to Friday Only) – Just show your ID badge when ordering.**
- **Staff with children attending South Hunsley School receive a 10% discount on uniforms purchased from Rawcliffe's – Just show your ID badge.**
- **Staff with children attending Malet Lambert School receive a 10% discount on uniforms purchased from Steady Schoolwear – Just show your ID badge.**
- **Employee Referral Programme**

Refer a friend and if they are appointed you will receive free school lunches for a whole half term once they have been in employment with us for 6 months.

We Value Our Employees

After our learners, our staff are the most important asset and we are committed to being an employer of choice across the region.

Continuing Professional Development

The Education Alliance is committed to the Professional Development of staff. We have a rigorous Performance Management cycle for both teaching and non-teaching staff.

Leadership training is readily accessible to all staff and further details can be found by contacting Oliver Brady oliver.brady@theeducationalliance.org.uk for teaching staff and Charlene Hadfield Charlene.hadfield@theeducationalliance.org.uk

Employee Assistance Package

The Education Alliance is keen that staff are able to access support for all situations, whether at home or at work. We offer all staff members a free, confidential, 24/7 helpline providing Telephone and face to face counselling support, personal legal advice and financial advice, Health Advice across a range of medical and wellbeing issues and access to an online portal for further advice and support.

Each year The Education Alliance offers all staff a Flu vaccination which is provided in all base schools free of charge. In addition, all staff have access to a GP Helpline service, which is available over the telephone 24/7 with the option for an online face to face consultation service and also an electronic prescription service.

Voluntary Benefits

As an employee of The Education Alliance, you can access a range of voluntary Leisure Benefits and Discounts, which includes:

- South Hunsley Sports Centre – Low Cost membership with no joining fee or fixed term contracts
- Discounted membership at East Riding Leisure Facilities
- Up to 30% discount on some of the most well know hotel brands
- Access to Teachers Perks - The scheme is open to all staff, both teaching and associate, and is a free and easy to use system with a good range of offers on a variety of products and services. <https://www.teacherperks.co.uk/>

Pension Scheme

All employees of The Education Alliance are automatically enrolled into either the Teachers' Pension Scheme; or for support staff, the Local Government Pension Scheme. Further information and terms and conditions can be found on their websites.

Childcare Vouchers

The Educational Alliance is committed to supporting working parents. In 2017 the Government introduced a new Tax-Free Childcare scheme, with a view to closing existing Childcare Voucher schemes to new entrants. Information on the government scheme can be found at www.childcarechoices.gov.uk

School Improvement

The Education Alliance has a thorough and consistent approach to self-evaluation and this is embedded across all Trust schools by all key stakeholders.

We use data, which is collected across all schools at specific times as defined in the Monitoring and Evaluation Policy and use external Improvement Advisors to scrutinise data.

Chief Executive Officer's Report to Trustees

Following the collection of Trust KPIs, The CEO meets with the Head of School to scrutinise the data. The CEO RAG rates each area and reports to Trustees three times per year.

CEO Visits

The CEO undertakes four QA visits per year to each school. The first visit lasts up to a full day and subsequent visits are half a day. The purposes of the visits are to scrutinise data, review the school improvement plan, review and agree Trust Director deployment and undertake any other QA activity the CEO deems relevant.

Core School Information

Every week, each school produces a CSI sheet with key information from that week. The Head of School analyses the data and highlights key issues and immediate actions required. The CSI sheet is submitted to the CEO and is scrutinised by the trust team. The CSI is used to identify any emerging issues and to ensure trust capacity is focused in the right areas.

Trust Development Plan

This is a plan that indicates the long-term priorities for the trust identified as a result of internal and external monitoring and national and regional developments. Broad development themes are decided at trust team and executive board levels and objectives are produced by members of those teams reflecting their individual responsibilities. The CEO has responsibility for the implementation and review of the plan.

The Trust Development Plan will be reviewed at Trustees' meetings, with updates on actions and impacts. At the end of each year new objectives may be set and any still on going from the previous plan will be carried forward or subsumed in the new objectives.

Improvement Partner

The trust has an Improvement Partner for each phase – primary and secondary. The Improvement Partner is external to the trust and is an NLE or LLE. The Improvement Partner undertakes a minimum of one visit each year to each school in the autumn term. The purpose of the visit is to scrutinise performance data from end of key stage exams, to review draft School Improvement Plans and to provide support and challenge to the Head of School.

Trust Reviews

(annual, pupil premium, safeguarding, governance)

Each school has an entitlement to a number of Trust reviews. These typically take a day or half a day. The annual review takes place in the summer term and is conducted by the full central trust team. The safeguarding review takes place annually and is a peer review, conducted by another Head of School in the trust. The Pupil Premium Review is led by an Assistant Headteacher with support from the CEO or EP. Bi-annually there is a review of governance, led by an external NLG commissioned through the Teaching School.