



## **Pickwick Academy Trust – Benefits for all staff**

At Pickwick Academy Trust we are committed to being an employer of choice and recruiting, training and retaining the very best staff. There are a wide range of benefits to working in our schools and our Trust – we have summarised some of them below...

- Our roles are not just jobs, they're vocations with clearly set out opportunities for career progression and professional development (CPD) at all levels and for all roles
- Full time Professional Development Director provides support across the Trust
- Opportunities to visit other schools, network, collaborate and take part in cluster groups for all roles, including senior leadership, across the Trust
- Shared curriculum development and subject leadership professional networks
- Strong induction procedures and welcome pack, and support for new staff
- Regular coaching, mentoring and peer support at all levels
- Strong wellbeing and workload support - every school has a senior mental health lead
- Access to Employee Wellbeing support and counselling telephone support for all staff
- Generous contributory pension provision and great holidays
- Family friendly policies
- Commitment to flexible working; partnered with the Flexible Working Ambassador School in Malmesbury
- Generous terms and conditions, and transparent policies with staff consulted directly on all key HR policies
- Strong central team and school leadership teams, all committed to and providing high level of support for staff at all levels
- People Strategy in place setting out the Trust's commitments and initiatives to support staff
- One organisation and Trust strategy, but committed to retaining and promoting each school's unique identity, ethos and approaches
- A real family and togetherness feel, where everyone is included and listened to, and ensures no one feels isolated
- Strong outreach work through Pickwick Learning, Teaching School Hub and external networks provides opportunities for staff to develop and share expertise in other schools
- Free eye tests (for those assessed as regular Display Equipment Users, and glasses if needed specifically for particular roles)
- Free annual flu jab
- Partnership with the Motor Source Group, enabling staff to benefit from discounts on new and used cars (average £4k saving on a standard new car)
- Cycle2Work scheme - salary sacrifice tax free bikes (talk to us to find out more info)
- Wiltshire Rewards (LA scheme enabling discounts across a range of retail outlets - available to Wiltshire schools)