



STAFF BENEFITS

At Greenshaw Learning Trust, we recognise our employees as our most important asset and we are aware that the quality and commitment of our employees is critical to our success. We offer all our employees the following staff benefits:

➤ EXCELLENT CPD OPPORTUNITIES AND CAREER PROGRESSION

Greenshaw Learning Trust offers training programmes to support staff across all its schools. We offer both in-house and external training opportunities.

INTERNAL TRAINING OPPORTUNITIES

1. Good to Outstanding Teaching - NQT and NQT + 1 and NQT+1 or 2

This three-day programme for NQT and NQT+1 will allow participants to explore issues around outstanding learning and innovative teaching. We will explore how children learn and what this may mean to their teaching and the school if we are to be outstanding. We will explore how inspirational teaching can be developed and incorporated within your own school planning. We will explore the three areas Ofsted look for: Challenge, Progress and Engagement.

2. Heads, Deputies, SLT – Leadership for the future

This three-day programme is designed for headteachers and senior leaders to work in partnership to ensure that their school develops to its capacity. This programme provides high quality, high impact development to underpin the school's vision. It offers quality time to reflect on where you are, identify where you would like to be, and plan the most effective ways to move your school closer to your vision, as well as providing great opportunities for networking.

3. Visions of Leadership (Primary)

This five-day leadership development programme is an intense, concentrated programme for personal development. It will enable individuals to develop their leadership capacity, help to develop the skills needed to be an effective leader, and provide opportunities to practise these skills. They will learn how best to make truly effective contributions to key decisions within their organisation, whilst evaluating the impact they have on those around them. This exciting skills-based programme aims to develop future leaders whilst embedding school initiatives to help raise standards.

EXTERNAL TRAINING OPPORTUNITIES

We are currently working with many different training providers, many of whom are providing training opportunities funded by the apprenticeship levy, which means that courses are fully funded.

1. National College of Education

- Senior Leadership Programme – 2 years, Master's in educational leadership, for senior leaders and aspirant heads
- Master Teacher Programme – 1 year, MA in Education, for staff in their first leadership role
- CIPD – HR Qualification

2. Chiltern Training

- Level 3 Award – supporting teaching and learning in schools
- Business and administration
- Customer services
- Management and Leadership
- Financial Courses (AAT)



GREENSHAW LEARNING TRUST



If you have specific training requirements or would like to find out more about any of the courses above please see your line manager.

➤ **CHILDCARE VOUCHER SCHEME (NO LONGER AVAILABLE FOR NEW ENTRANTS)**

Childcare vouchers are simply a different way to pay for childcare which still allows you to choose what kind of care you think best suits your child. The most popular way of providing childcare vouchers is through a salary sacrifice arrangement, whereby you agree to a reduction in your salary in return for the equivalent value of childcare vouchers which will be exempt from tax and National Insurance (up to the maximum of £55 per week or £243 per month).

➤ **CYCLE TO WORK**

You can make huge savings on a bike and permitted accessories when you sign up to the Cycle to Work scheme through Greenshaw Learning Trust. Your Cycle to Work scheme will be implemented via a salary sacrifice arrangement whereby you agree contractually to a regular reduction from your gross salary to cover the cost of the bike and accessories, therefore making tax and National Insurance savings.

For further information please visit <http://www.flexiblebenefits.coop/our-benefitsorig/>

➤ **MY GYM DISCOUNTS**

As an employee of Greenshaw Learning Trust, you can benefit from discounts at over 2900 gyms, health clubs, leisure centres, yoga studios, bootcamps and outdoor activities across the UK. Even if you are currently a member at one of the listed gyms, you may still be able to benefit from a corporate discount.

For further information and to claim the benefit, visit www.mygymdiscounts.co.uk and quote the company reference - Gshaw

➤ **EMPLOYEE ASSISTANCE PROGRAMME – WORKPLACE OPTIONS**

Life – there's a lot to juggle. Work, family, relationships, finances, health, the list goes on. Sometimes, meeting the demands of your work and personal life can be a real challenge.

As your employer, we recognise this and therefore feel it is important that we provide you with an Employee Assistance Programme (EAP) to help take the strain when you need some extra support. Your EAP can save you time, and help reduce stress and anxiety, improving your well-being and freeing you up to focus on other things. www.workplaceoptions.com

➤ **EYE CARE VOUCHER SCHEME**

Greenshaw Learning Trust are committed to fulfilling responsibilities for the health, safety and welfare of its employees. Eye tests will be provided to ensure users can comfortably see the screen and work effectively without visual fatigue. If a DSE user requests an eye test, the Trust will provide one. If the test shows that the user requires glasses specifically for DSE work, the Trust will cover the cost of these glasses

For further information please see your HR Manager.