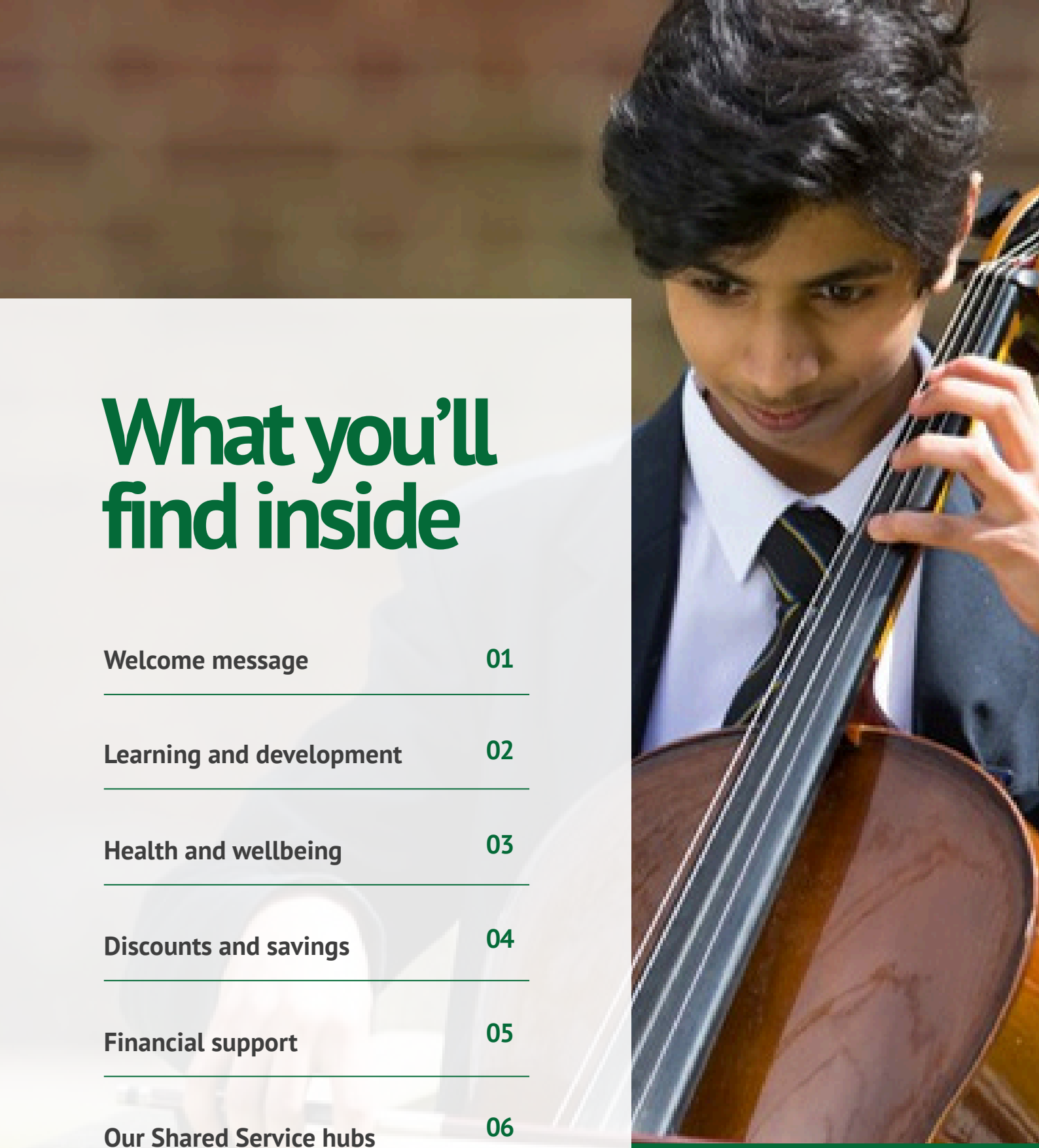
GREENSHAW
LEARNING TRUST



Our promise to you

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.



What you'll find inside

Welcome message 01

Learning and development 02

Health and wellbeing 03

Discounts and savings 04

Financial support 05

Our Shared Service hubs 06

Hear from our people 07

Welcome message

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.







Our Trust ambitions:

- Deliberate collaboration defines our Trust, so that we are all always learning.
- Our children experience great teaching so that they all make exceptional progress.

A message from Will Smith our Chief Executive Officer



Thank you for wanting to find out more about the Greenshaw Learning Trust and the contribution you could make to improving children's lives, whatever role you're interested in. This is an exciting and rewarding time to join the Greenshaw Learning Trust. Please do take a look around our careers pages for more information, and we look forward to receiving your application.



A message from Kate Ivackovic our Director of People/ Deputy Chief Executive

If you're thinking about putting in an application – my advice is 'go for it'. It's always scary starting a new challenge, especially if you have no particular reason to move jobs, but if your experience is anything like mine, it will be the best thing you can ever do for your career. And a truly fulfilling career is so important, given the amount of influence it has over our whole lives.



Always Learning opportunities

Deliberate collaboration defines our Trust, so that brilliant work is shared between and beyond the different parts of our organisation. We are committed to continuous learning and personal development. As part of Greenshaw Learning Trust, you'll have access to flexible online modules, interactive virtual workshops, face-to-face training, and tailored professional qualifications designed to support both classroom and non classroom based roles throughout your career.

Learning & development

Whether you work in one of our schools or in our shared services team, we know that our success is driven by our people. We invest in your growth, knowledge, and well-being so that together, we can make sure our children experience great teaching and all make exceptional progress.

There are many ways to develop, stay motivated and build the right career for you. Joining Greenshaw Learning Trust connects you to a vibrant community of passionate educators and professional experts.

Whether you want to master your current role or progress across our growing family of schools, you'll benefit from clear career pathways, collaborative networks, and dedicated professional development. You may choose to learn from colleagues across our Trust, gain new perspectives, or build experience that positions you well for future opportunities as Greenshaw Learning Trust continues to grow.

Health & wellbeing

Schools Advisory Service (SAS)

The Trust has partnered with the Schools Advisory Service (SAS) to provide you with free, confidential physical, mental, and financial support managed by qualified nurses and specialists.

Employee Assistance Programme (EAP)

Life – there's a lot to juggle. Work, family, relationships, finances, health, the list goes on. Meeting the demands of your work and personal life can be a challenge, so the Trust provides a confidential Employee Assistance Programme (EAP) with Vita Health Group to help take the strain when you need extra support.



Menopause matters

Within Greenshaw Learning Trust, we are working to raise awareness of menopause in the workplace (and beyond), increase understanding of this no matter who we are and recognise that everyone has a part in this.



Occupational health

We work with Innovate to obtain occupational health support for staff, including management referrals for advice on an employee's health from a workplace perspective and to help us understand what additional support individuals may benefit from.

Discounts & savings

Working at Greenshaw Learning Trust comes with plenty of ways to make your money go further, with discounts and savings across wellbeing, fitness, shopping, travel and more.



Blue Light Card

Access exclusive discounts, rewards and experiences.



Eye care voucher

Free eye test voucher including discounts on selected glasses.



Teacher Art Pass

Free museum entry and 50% off exhibitions.



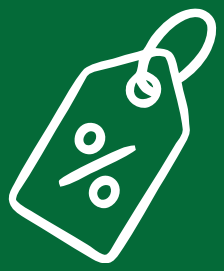
My Active discounts

Discounts on health, fitness and lifestyle brands.



Cycle to work scheme

Save on bikes and accessories through salary sacrifice.



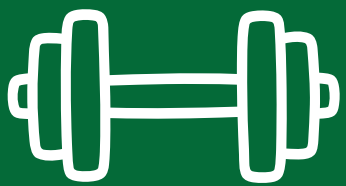
Discounts for Teachers

Exclusive discounts for education staff.



Car benefit scheme

Save on a new electric car through salary sacrifice.



MyGym discounts

Up to 25% off gym memberships and fitness subscriptions.

Financial support

Your financial wellbeing matters, which is why we offer a range of benefits to support you at every stage, including access to the Teachers' Pension Scheme or Local Government Pension Scheme, practical financial and debt advice, support with the cost of independent financial advice, and guidance on legal and family matters through our Employee Assistance Programme.



Teacher Pension

All teachers, employed on a teacher contract, between the ages of 16 and 74 inclusive, except for those in receipt of an ill-health pension awarded before 1 April 1997, will automatically be members of the Teachers' Pension Scheme (TPS), although you have the right to opt out of the scheme.



Local Government Pension Scheme (LGPS)

All support staff who are employed on a contract for 3 months or more, and who are under the age of 75, will automatically become a member of the LGPS scheme, although they have the right to opt out. Those employees on a contract for less than 3 months have the right to opt into the scheme, but will not be automatically entered into the scheme unless their contract is extended beyond 3 months.



Schools Advisory Service (SAS)

Financial wellbeing support – practical support and advice, including help with the cost of independent financial advice.



Employee Assistance Programme (EAP)

Practical Advice: Guidance on legal, financial, debt, and family matters.

Our Shared Service hubs

Our Shared Services teams have access to a range of professional workspaces giving colleagues flexible places to work, collaborate and connect with others across the Trust.



Sutton

Oru Sutton is a landmark workspace, leisure, and destination space in the heart of Sutton High Street, creating a nurturing environment for people to connect and thrive in their work and personal lives.



Reading

Station Hill is a vibrant mixed-use development in the heart of Reading, creating a new destination for work, live and play. The development combines high-quality office space with residential, retail and leisure facilities.



Gloucester

Corinium House is a modern, recently refurbished business centre offering flexible office space in Gloucester, with meeting rooms, breakout areas, on-site facilities and a professional environment designed to help people connect and collaborate.



Plymouth

Our shared office space is based on the Stoke Damerel Community College and Scott Medical and Healthcare College site, providing a professional and collaborative base for our central team in Plymouth.

Our people, our stories

Hear from colleagues across Greenshaw Learning Trust about their experiences, career journeys and the opportunities they've had to learn, grow and make a difference.



Will Meldrum - Headteacher

Throughout this journey, GLT has provided exceptional opportunities to develop as a leader. My advice to anyone starting their journey with GLT is simple: embrace every opportunity, learn from the brilliant people around you and never underestimate what you can achieve together.

Kim Jarvis - Systems and Integration Lead

At GLT, your career isn't just a job; it's a continuous pathway of learning. What sets GLT apart from the rest is its genuine support for professional development and personal milestones.





Luis De Abreu - Head of Catering

I enjoy working at GLT because there is a strong culture of collaboration and continuous improvement, and I've always felt supported to bring ideas forward that improve the service for our school communities.

Ann Pratt - Headteacher

I was provided with structured career development through a mentorship programme, enabling me to mentor other headteachers while further developing my own leadership practice.

