

Staff benefits

In Bourne Alliance Trust we believe that ‘everyone matters and everyone belongs’ and the documents in our Strategy library set out how this is achieved in our Trust. Our Trust values are, Innovative – Inclusive – Individual and we embed this throughout all that we do in the Trust.

It is of utmost importance to the Trust that staff are happy, fulfilled and enjoy their work. This leads to an efficient but caring organisation that is focussed on working for the benefit of the children in all our schools. We offer the following benefits to our employees:

Wellbeing

The Trust provides a number of support mechanisms when any member of staff needs support for their wellbeing.

- Confidential counselling helpline
- Occupational Health support
- Medicare benefits
- Mental Health first aiders
- External supervision
- Personalised phased return to work
- Free car parking on site
- Occupational sick pay (up to six months full pay/ six months half pay dependent on length of service)

Innovative

Inclusive

Individual

Flexible working and supporting work-life balance

We understand the importance of maintaining a healthy work-life balance. Our Trust offers several flexible working options to help you achieve this balance. These include:

- Working from home at times (depending on the role)
- Part time working/job sharing – flexible work times depending on the role
- Time for undertaking training/meetings during work time
- Teachers have additional PPA time, subject leader release time and not all directed time is scheduled
- Cross Trust school working to support workload and encourage collaboration
- Staff are able to attend events for their children and close family

Innovative

Inclusive

Individual

Benefits, rewards and recognition

We value our staff's dedication and exceptional service. Our Trust provides various rewards and recognition initiatives, including:

- Trust days awarded each year which can be taken at a time to suit
- Up to 5 Trust days can be banked to enable a term time holiday
- Trust days can be awarded to recognise Above and Beyond service
- Recruitment and Retention awards
- Kent Rewards Scheme
- Excellent pension scheme (LGPS/TP)

Innovative

Inclusive

Individual

Professional development and career development pathways

At our Trust, we believe in providing extensive professional development opportunities to help you grow and excel in your career. We offer:

- Continuous professional development opportunities in all roles
- Apprenticeships at all levels
- Regular training sessions and workshops
- Access to online resources and training
- Professional qualifications
- Progression and development opportunities within and across the Trust

See more detail on the Continuous Professional Development page.

Innovative

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