



## The Employer of Choice

## **Schools in our Trust**

Bluebell Primary School, Norwich

Dussindale Primary School, Norwich

Hemblington Primary School, Blofield Heath, Norwich

Hillside Avenue Primary School, Thorpe St Andrew, Norwich

North Walsham Infant School

North Walsham Junior School

Thorpe St Andrew School and Sixth Form

Currently, approximately 230 teachers and 240 associate staff choose to work for The Yare Education Trust

## **Employment**

Whilst employed by the Trust, your place of employment will be identified as being at one of our schools (the staff employed in the Central staff team are currently based at the Thorpe St Andrew School and Sixth Form site).

Employees on part-time contracts can be offered posts in more than one school.

## **Career Progression and Continuous Professional Development (CPD)**

One of the main features of the Trust is its commitment to the Professional Development of all teaching and associate staff. The Trust's Teaching School (Norfolk Teaching and Leadership Excellence Centre) ensures staff have access to a wide range of training and that each school has its own priorities identified and supported.

There is a teacher career progression plan and the Trust schools have a good record of staff promotion, within a school, across the Trust and outside.

All new teaching staff have access to our Primary and Secondary Master Teacher programmes and there are also dedicated Associate staff training opportunities.

Our programmes are not about 'one size fits all'. Staff are encouraged to strive for development within their roles based upon self-review processes, both for themselves and within the team with which they work.

*"Our young people deserve the very best educational experience available to them; they only get one chance. This can only be delivered with a well-trained, constantly developed and motivated workforce"*

## Staff Well-Being

As a priority, the Trust is committed to staff well-being. Consequently, the Trust:

- i. employs a Well-being Officer/HR Officer
- ii. has Well-being Champions in each school
- iii. recruits Trustees who ensure each school completes an annual well-being survey, which is carefully considered by the Board and each Local Governing Board
- iv. promotes a range of well-being activities (including arranging discounts for a variety of activities)
- v. is committed to constantly reviewing 'reducing work load' initiatives for all colleagues.

## In Addition, the Trust:

- acknowledges National Pay and Conditions for both teachers and associate staff
- operates the Teachers' Pension Scheme and the Local Government Scheme
- recognises Trade Unions by:
  - subscribing to Norfolk facilities
  - having a local Joint Consultative Committee
  - identifying school union representatives.
- has an NQT induction programme and ongoing support for Early Career Teachers which is vital for all new teachers to the profession
- understands the importance of induction for all new colleagues and has programmes in place
- has a working time directive (1,265 hours) for teachers and this is published annually
- ensures all required Health and Safety policies are in place.

*At its beating heart, the excellent school is a place where people*

*care more than others think is wise*

*risk more than others think is safe*

*dream more than others think is practical*

*and expect more than others think is possible.*

*(Roy Blatchford)*