



## **EMPLOYEE VALUE PROPOSITION**

At The Vine Schools Trust, we are proud to stand out as an employer of choice, offering a truly unique employee value proposition. We are committed to creating a workplace where our dedicated, caring, and talented employees can thrive, while making a real difference in the lives of our pupils.

### **Here's what sets us apart:**

**Work-Life Balance:** We prioritise the well-being of our staff members, promoting a healthy work-life balance through flexible work arrangements, family-friendly policies, and supportive initiatives that prioritise mental health and wellness.

**Continuous Professional Development:** We invest in the growth and development of our staff, offering extensive training opportunities, access to external programs, and clear pathways for career progression within the Trust. Our aim is to help every member of our team reach their full potential so that they can deliver high-quality performance.

**A Collaborative Culture:** As part of our close-knit community, you'll experience a truly collaborative and supportive culture. Share best practices, ideas, and insights with colleagues across our 21 schools, fostering a sense of belonging and teamwork. Joining The Vine Schools Trust means becoming a part of a family where all members are encouraged to grow in different directions, yet remain connected through the strong foundation of our shared Christian values.

**Our commitment to Equality, Diversity and Inclusion:** We value the unique perspectives and backgrounds of our employees, creating an inclusive environment that offers equal opportunities for growth and success, creating a positive and inclusive workplace for everyone to thrive. This commitment extends to our schools, where we strive to create inclusive learning environments that celebrate diversity.

**Strong Leadership Support:** Our leadership team is dedicated to providing guidance, mentorship, and support to help you reach your full potential. With an open-door policy, regular communication channels, and opportunities to contribute to decision-making processes, you'll have the support you need to excel.

**Impactful Pupil Relationships:** Join us in building transformative relationships with our pupils. At The Vine Schools Trust, we place a strong emphasis on pupil development, nurturing confident learners with strong moral and ethical values.

**Community Engagement:** Make a meaningful impact beyond the classroom. We actively engage with our local community through outreach programs and partnerships with local organisations.



## **Competitive Compensation and Benefits**

We recognise the value and dedication of our staff by offering comprehensive benefits packages including:

- Comprehensive and generous pension schemes for both teachers and support staff, ensuring a secure and stable future.

### Teachers' Pension Scheme

As a valued member of The Vine Schools Trust, you will automatically be enrolled in the Teachers' Pension Scheme. This is an excellent opportunity for you to save for your future while benefiting from potential tax advantages, as your pension contributions are deducted from your salary before tax is applied.

The Teachers' Pension Scheme is fully backed by the Government and guarantees an annual pension until you die. The amount of pension accrued is determined upon your salary and service, meaning the longer you are a member, the more your pension will grow.

Your contributions to the scheme are complemented with a generous top-up from the Trust, enhancing your retirement savings and as pension contributions benefit from tax relief, you can reduce your taxable income each month, allowing you to pay a little less tax.

As long as you remain a member of the scheme, should the unthinkable happen, a death grant from your pension can be paid to your beneficiaries.

### Local Government Pension Scheme (LGPS)

Upon joining our Trust in a support role, you will automatically be enrolled in the Local Government Pension Scheme (LGPS), a secure defined benefit pension plan that includes generous employer contributions. Your pension is based on your salary and length of service, ensuring a stable income upon retirement that is unaffected by market performance.

You will benefit from tax relief on your contributions and can enhance your pension savings by paying additional contributions. The LGPS also offers financial protection for your family, including life cover and pension benefits for your spouse, eligible partner, and dependent children in the event of your death while contributing. Additionally, immediate ill-health benefits may be available if you face serious illness.



- Incremental Pay Progression and Cost of Living Increases

As the Vine Trust adheres to the nationally recognised pay scales for all teachers and support staff. Each year, following a successful performance management review, you can anticipate an increase in your salary by one spinal column point, continuing until you reach the maximum of your scale. Further details can be found in our Pay Policy. This is in addition to cost of living adjustments in accordance with government policy.

- Continuous Professional Development

At The Vine Schools Trust, we believe in empowering our staff members to flourish and grow in a supportive and inspiring environment. Join us in our mission to provide excellent education rooted in Christian values, where you can reach your full potential, make a lasting impact, and truly be part of a family.

The Vine Schools Trust is dedicated to inspiring and developing our staff, enhancing their well-being, and expanding their skillsets. Our goal is to empower them to deliver an exceptional education to all our pupils.

The Vine Trust is committed to providing high quality development opportunities for all staff and our Continued Professional Development (CPD) programme is tailored to meet the needs and aspirations of staff throughout our diverse family of schools. For more information, see the Vine Schools Trust Continued Professional Development Offer 2024-2025

In addition to our Core Professional Development Offer, The Vine Schools Trust also utilises the Apprenticeship Levy which enables us to provide a diverse range of training and staff development opportunities. This access allows us to enhance our team's skills and growth through tailored apprenticeship programs and additional training, fostering a culture of continuous learning and professional advancement within our Trust.

- Generous Maternity Benefits and Family Friendly Policies

A family-friendly environment, offering policies that provide flexible working arrangements, parental leave options, and support for work-life balance.

Generous maternity and child related benefits, flexible return-to-work options, and other provisions to support parents during this important phase of life.

At the Vine Schools Trust, we have a standard working week of 37 hours for support staff and 32.5 hours for teachers. However, we strive to welcome a flexible working environment to assist our staff in achieving a healthy work-life balance. Further details can be found in our flexible working policy.



- An employee assistance program

Access to confidential counselling and support for personal and work-related challenges.

To support the wellbeing of our staff, the Trust provides the following wellbeing services through the Schools Advisory Service by calling 01773 814403.

- Counselling and Mindfulness
- Weight Management
- Nurse Support Services
- Menopause Support
- GP Phone and Video Consultations
- Cancer and Chronic illness support
- Private Medical Operations
- Staff Wellbeing Clinics
- Physiotherapy

- Smart Spending – An exclusive employee discounts site

A rewards scheme, which recognises and appreciates the hard work of our employees, where staff members gain access to exclusive discounts at a wide range of retailers, enhancing their overall quality of life.

Discounts include instant vouchers, reloadable cards and cashback offers, not to mention plenty of simple discount codes to use when you shop.

- Available savings at all the well-known supermarkets
- Wellbeing goals achieved with savings on gyms and more
- Big savings on top-name travel retailers
- Unwind with affordable entertainment and activities

- Recognition and Appreciation

We believe in recognising and appreciating the hard work and contributions of our staff. With regular feedback and appraisal processes, staff recognition programs, and opportunities to showcase achievements, we ensure that your efforts are valued and appreciated.

Together, let's nurture confident learners, celebrate uniqueness, and cultivate a community that delivers an ambitious curriculum, rooted in our shared values and God's love.

Join The Vine Schools Trust and discover a fulfilling career where your passion for education and Christian values can truly make an impact.