



Welcome to United Learning

Since 1884, United Learning has been committed to providing the best education and opportunities for the children and young people in our schools. Just as we seek to nourish their lives, we want the best for our colleagues too. Support staff play a crucial role in ensuring everyone has the best possible experience, and it is important you feel valued and appreciated.

United Learning is a great place to work.

When you join us, you can be confident that you will receive the opportunities, guidance and materials you need to be the very best you can be, along with a supportive PDR process and opportunities to share knowledge and best practice with a network of colleagues from across the group.

As a long-established group of schools, stretching from the North West to the South Coast, one of the many benefits of joining us is the breadth and depth of resources and support available. With a national pool of peers, coaching, mentoring, professional training provided by internal specialists and individual CPD plans, your career will develop and grow as much as you want it to. Internal and external apprenticeship courses are available from Level 2-7, offering flexible and fully funded courses focused on your career development.

The strength of our group is determined by our people, which is why we seek to recruit and support the very best, with the skills and enthusiasm to inspire our young people.

We believe that diversity drives innovation and are determined to build a culture where difference is valued and celebrated. In creating a workforce that reflects the communities we serve, we are committed to continuing to improve the diversity of staff within each of our schools and central teams.

Rewards and Benefits

We want you to thrive in your career and achieve your aims – we offer in-role opportunities for our support staff to **develop** and **grow**. Support staff play such a crucial role within our schools and central teams. All our training courses come from nationally recognised qualifications and allow you to learn while you work.

We love working in education, but we know it can be challenging. That's why your **wellbeing is our top priority** – from emotional support to workload management. The majority of our schools now have wellbeing leads who work with headteachers to target activities at the right level for staff. Free confidential advice and support is accessible to all staff through our Employee Assistance Programmes.

We are committed to having a **diverse workforce** and provide an **inclusive culture** throughout United Learning. We aim to reflect the communities we serve. Our processes are continually reviewed, from recruitment to retention and professional development, helping everyone to have equal opportunities to achieve their best, experience the best and deliver the best in our schools.

At United Learning, we recognise that **flexible working** has a key role to play in attracting, retaining, developing and rewarding outstanding staff. Everyone should be able to do their job without sacrificing a family life or compromising their wellbeing. That's why we are committed to encouraging and enabling flexible working opportunities throughout our schools.

At United Learning we are committed to ensuring our employees feel valued and appreciated. Because we are a group, we can reward you better than any school could alone, and this includes your employee benefits.

We have a number of core benefits which include competitive rates of pay when compared to the maintained sector; access to a contributory pension scheme relevant to your role; enhanced parental leave policies to support parents and carers; independent school fee reduction scheme for your children and tailored Continuous Professional Development (CPD).



We've partnered with Perkbox to offer every United Learning employee over 250 exclusive benefits, all through an easy-to-access platform and app, featuring a range of perks including free access to online wellness and workout classes, and money off your weekly shop, high street purchases and meals out.

Many schools have implemented their own staff recognition schemes including breakfasts and thank you cards to show appreciation.

Our annual staff survey helps school leaders to understand their teams, their motivations and how to ensure that all employees feel valued. We encourage and support schools to deliver their own rewards schemes on top of those provided by United Learning.